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Of the six CJS programs, Skill Investment, Skill Shortages and Community Futures are particularly well suited to assist businesses, workers and communities in adapting to the free trade environment.

- Skill Investment helps employers retrain, rather than lay off, their own workers whose jobs are at risk because of market or technological change. Skill Investment will also be adapted to assist new and expanding firms to hire and train workers.
- Skill Shortages trains workers in skills in short supply to reduce bottlenecks which would otherwise impede the new opportunities opened up by free trade. Occupations that are non-traditional for women may be designated as shortages to help meet the demand for qualified women from employers who are trying to achieve the goals of employment equity plans.
- Community Futures assists communities hit by downturns and plant closures, those faced with chronic unemployment, and communities which are struggling with economic decline. The program addresses community needs by responding to proposals made by local Chambers of Commerce, community groups, women's groups and individual citizens through their local Community Futures committee. The program uses a flexible, co-operative approach, building on existing strengths of communities, providing support to the private sector with an emphasis on entrepreneurial development and worker adjustment.

- Job Entry provides a combination of up to 52 weeks of skill training and practical work experience to women and young people who are having difficulty making the transition into the labour market. Job Entry also operates projects to assist the severely employment disadvantaged.
- Job Development helps Canadians out of work for at least 24 out of the last 30 weeks, through a combination of work experience and on- and off-site training. Job Development projects last up to 52 weeks. Provision exists for those who are successful in the Job Development Program to move into other CJS programs.
- Innovations provides financial assistance for projects which test new solutions to labour market problems. Individuals or groups who have an innovative proposal for labour market adjustment are eligible.

The Employment Service provides counselling, referral and placement services through the 460 Canada Employment Centres (CECs) across the country. Special measures have been incorporated into service delivery for women in local CECs. Women who want to discuss career options have access to individual counselling and to group information sessions. Most CECs have a women's liaison counsellor. Women's Employment Counselling Centres, dedicated solely to the provision of counselling services to women, have been established in Vancouver, Calgary, Regina, Winnipeg, Toronto and Halifax.