

(compared to the 5.4 % availability figure in the Canadian labour force). Also, many of the people from the designated groups do not meet the entry qualifications (e.g. a high school diploma) for programs funded by the Canadian Jobs Strategy. The Committee suggests that the figures of the representation of members of the designated groups (and the annual targets) for the Canadian Jobs Strategy should be made public so that one year's achievements can be compared with another and with the availability figures for the labour force participation of members of the designated groups.

Several witnesses pointed out that the current focus of federal training dollars and programs on recipients of unemployment insurance makes federal training programs themselves a systemic barrier to employment for members of the designated groups. Because many of these people have not held jobs, they are ineligible for unemployment insurance and consequently are also ineligible for training. These witnesses also urged the federal government to make money available to people seeking to enter the work force through programs such as apprenticeship training.

The Committee is concerned about the availability of adequate funding for training matched to employers' requirements. Some witnesses argued that preparation for employment is in jeopardy as a result of recent cuts to the Canadian Jobs Strategy and the effect of this reduction on the availability of community-based training for members of the designated groups. The Committee believes that adequate and accessible training is critical to the long-term success of any employment equity initiative or legislation. Otherwise, members of the designated groups will not enter the work force, will remain unemployed or will occupy jobs that constitute merely token employment.

RECOMMENDATION 5.4

The Special Committee recommends, as part of the National Employment Equity Strategy, that:

- a. the federal government make provision for adequate federally-funded job training programs, particularly those that are community-based, for members of the designated groups;
- b. all federally-funded job training programs contain mandatory allocation of funds for training members of the designated groups in proportion to the labour force availability statistics for these groups;
- c. statistics on the targets for, and the participation of, members of designated groups in federal job training programs be published as part of all subsequent annual reports on the *Employment Equity Act* beginning with the report to be tabled in Parliament before 31 December 1992; and
- d. the Department of Employment and Immigration, in conjunction with the other interested parties in employment training, examine and make recommendations on the eligibility criteria for federally-funded job training programs and the suitability of such programs for employers and for members of the designated groups. A report containing the results of this examination shall be made public no later than 1 November 1993.