

FILE COPY

To: Ref. Group  
From: Barbara Anderson  
Date: February 17, 1991  
Re: National Cuts to Training

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At the beginning of February we were leaked CEIC (Canada Employment and Immigration) documents about their internal planning process which will effectively dismantle existing training programmes across the country.

The first document asked all Area Managers to prepare budget scenarios with a) a 20% reduction, b) a 35% reduction, c) a 50% reduction. The second leaked document is the reply of the Metro Toronto Area office on how they would manage each scenario...the 20% scenario cuts 5 programmes, ALL for immigrant and visible minority...three of the 5 programmes are with immigrant and visible minority women. They include some of Metro Toronto's best programmes (combining ESL, counselling and skills training, and bridging programmes).

Community organizations responded quickly. ACTEW (Advocates for Community Based Training and Education for Women) and OCASI (Ontario Coalition of Agencies Serving Immigrants) held an emergency forum to share information and to develop an action plan. Marcy Cohen, while in Ottawa, took on the task of figuring out if these cuts were specific to Ontario or Canada wide. She learned that this process will be national. She alerted the CLFDB and met with the Labour Caucus and Social Action Groups to give them the information and identify/develop responses.

ACTEW, the Metro Labour Council, OCASI, and other groups affected by the cuts held a media conference on Wednesday, Feb. 12. We got reasonably good coverage. Audrey McLaughlin and Nunziata raised questions at question period. The CLFDB co-chairs talked to Valcourt and said that the Board would have a difficult time functioning if there were major cuts to CJS.

There are some positive signs that we have had some influence...CEIC's internal planning process is now out in the open, community groups and the media are alerted, etc.

Very severe cuts are quite possible to the programmes across the country for the women who are most vulnerable...women who do not/no longer qualify for UI or welfare...immigrant and visible minority women, farm women, older women...

On Friday, February 14, Metro Toronto CJS made the all the cuts that were outlined in the leaked documents, even though all CEIC officials continued to tell the press and provincial officials that they were engaged in an "intellectual exercise" only, and that there were no plans to cut programmes.

NEW (New Experiences for Refugee Women), Working Skills Centre, Immigrant Language Service, Peel Board, and African Bridging programme have been cut 100% by CJS. These programmes have been directed to apply for LINC funding (Language Instruction for Newcomers to Canada)... a new government programme (see below)... initiated without discussion with immigrant and visible minority groups, the CLFDB or Labour. Women have fought long and hard for Bridging programmes...these cuts seem to directly target them!

Also, First Steps to Employment of Working Skills Centre will not be renewed. The YMCA enterprise centre cut 2/3 funding. Metro Youth Job Corp cut 40%. Georgina Job Skills converted to 100% SAR, and First Printing School converted to 100% UI funds. Women Growing given 6 months notice to terminate, and all grandparented SED projects will take a 10% cut.

It is hard to tell who else will be affected...CEIC will probably not make any more major cuts until the federal budget comes down in a few weeks. It is possible that there will be cuts in excess of \$100 million.

In the meantime, it would be helpful to have as much information as possible from across the country re: what is happening and what women are prepared to do about it...call regional CEC's, try to get hold of budget planning documentation (find out who will be affected), share info., etc. If you want copies of the CEIC documents, our press release, or further info. just let me know!

A question to ask ourselves...if the cuts are significant and if they target women's groups directly we'll have to take a cold, hard look at continued participation in the Canadian Labour Force Development Board, and in the "consultation" process re: development of provincial and local training boards!

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Related Issue:

New Immigrant Language Training Policy looks dismal!!

There is also an indication in the leaked memo that the programmes re being targeted, at least in part, because they contain an ESL component. The memo suggests that programmes should apply for LINC funding (Language Instruction for Newcomers in Canada)...a new government programme initiated without discussion with immigrant and visible minority groups, the CLFDB, or Labour.

This programme represents a significant backward step for many reasons...but I don't think any group has had the opportunity to develop responses yet?!

Training programmes with an ESL component will not be funded after August 1992 by CJS. Instead they are being directed to apply for funding under the New Immigrant Language Training Program (LINC). The programme will spend \$11 million in ESL seat purchases in response to increasing numbers of immigrant and refugees to Canada. LINC will be implemented June 1, 1992 and fully developed by 1994 with 45% of immigrants receiving ESL. It proposes to "standardize" ESL training across the country.

N.E.W., W.S.C., African Bridging programmes cannot start new groups within their C.J.S. contracts. Have until August to "finish current groups and "wind down". Supposedly LINC will be ready by June 1. C.J.S. could assist in preparation of funding proposals to L.I.N.C. C.J.S. acknowledges that these are good and necessary programmes but there are no guarantees that they will receive funding under LINC.

Meanwhile these programmes are in limbo unable to start new groups until LINC funding might be approved.

At this time it is unclear what LINC programming might look like. This programme represents more seats for Immigrant Language Training but there are serious concerns re. the nature of LINC training; definition of newcomer, 80% of LINC dollars for only very basic ESL, what are the "Canadian values" being promoted, lack of income support for participants, centralized standardized assessment centres (staffed by whom, whose criteria), possible exclusion of job placements...

Here is a brief overview of immediate concerns:

1. 80% of the Language Training dollars will go to LINC which will purchase training for basic english regardless of "labour market intentions". The aim is to integrate "new immigrants" into the community. LINC programming could possibly include orientation/ lifeskills. No clear answers on whether it could include job placement (although even the notion of a job placement without wages or allowances raises many concerns.)

- 20% of the dollars will be "Labour Market Language Training" (LMLT) English for Special Purposes advanced/Specialized English to labour market destined clients for entry into specific occupations in demand locally. Either had training or want to be trained in that area. Income support. No restrictions - U.I. or allowances. Approx. 300 hours.

2. Length of training LINC 600 hours 24 hours/wk. 24 weeks to bring to a basic level of competency (grade 8?).

3. Learners will NOT be eligible for training allowances under this initiative. (but "will include some support for baby sitting and transportation").

4. Testing ("co-ordinated assessment function") Assessment centres will be independent of actual training providers. Referral and assessment, info. houses and training methodology. C.E.C. will refer clients directly into assessment centre for 40 minutes of standardized testing of clients' ESL level. Model from Vancouver City College.

5. Little training will be offered through the colleges.

6. Canadian citizens are not eligible except in interprovincial situations.

7. It's being promoted as "flexible scheduling" during the night or on the weekends. Flexible to whose schedule?

8. Unclear if C.E.C. or Settlement is delivering programme?

These just immediate concerns...groups should be alerted of this programme so they can formulate their own responses for EIC, the CLFDB, etc.

**"NO CUTS TO TRAINING"**

DEMANDED BY COMMUNITY, LABOUR AND SOCIAL ACTION GROUPS

TORONTO, Ontario - Leaked documents from CEIC reveal that the federal government is in the process of dismantling existing training programmes across the country. At a time when the country is facing its worst economic crisis since the 1930's, the federal government proposes to respond to unemployment by slashing training dollars. Internal planning memos from the Metro Toronto Canadian Job Strategy Unit indicate proposed cuts of 20 to 50 % in Regular funds for '92/'93 programming. "All regular projects will be reviewed with the intention of terminating them".

These cuts will first affect those people most in need of training ... immigrants, women, youth, disabled people, older workers, linguistic and racial minorities. These are the very sectors which have been designated "equity groups" by the recently formed Canadian Labour Force Development Board. The programmes on the chopping block have a proven ability to meet the combined needs of the worker and the Canadian labour market, with a job placement rate of 80-100%, keeping people off the welfare rolls. There is an overwhelming demand for this type of training (with over thirty applicants for every existing training seat in Metro Toronto alone). With thousands of Canadians on waiting lists, the training system has not begun to meet the existing demand.

These decisions fly in the face of guarantees given to community groups and labour organizations, supposed "partners" in the intensive process of building a new training strategy for Canada. Since 1989, the federal government has stated its commitment to constructing "a new training culture" for Canada. This goal has been a central plank in the 1991 round of federal-provincial training agreements.

Just what is the federal government's commitment to training? All indicators reveal that they are not sure. On January 15th, Employment and Immigration Minister, Bernard Valcourt chaired a meeting of international OECD Ministers in a discussion of employment and labour market policies. Valcourt said, we need to develop "...cooperative strategies to address unemployment created by the international economic downturn and the major restructuring of the international economy". He recognised the need to "develop effective training and re-employment programs, to remove structural barriers to employment for women and disadvantaged groups, and special measures to integrate the long-term unemployed as well as newcomers into the labour market." Plans by CEIC to cut proven, successful training programmes runs contrary to these statements.

Valcourt and his government are on record saying how a highly skilled labour force is the key to economic recovery. Community, labour and social action groups demand to know how the federal government can justify any cuts to training.

For further information call:

Karen Lior (416)783-3590  
Barbara Anderson (416)783-3590  
Brian Conway (416) 657-8777

Attention: Assignment Editor

## NEWS RELEASE

For Release: Immediate (February 17, 1992)

### Cuts to Job Training Programs Begin Before Release of Budget

TORONTO, Ontario -- The federal government has implemented a plan for a 35 per cent budget reduction for job-training programs in Toronto, in spite of the fact that a 1992/93 budget has not yet been tabled. These cuts were outlined in a leaked Canada Employment and Immigration Commission (CEIC) internal memo dated January 10, 1992.

On February 13th and 14th, local CEIC management announced to community-based trainers that funding would be discontinued to First Step to Employment of Working Skills Centre, WoodGreen Metro Youth Job Corps, Manoel Job Creation, New Experiences for Refugee Women (NEW), Working Skills Centre Bridging Program and the African Bridging Program of the Learning Enrichment Foundation. There will be an additional 10 per cent budget cut for the 12 projects remaining from the 30 that existed two years ago. These budgets had already been frozen at 1990/91 levels.

Community groups estimate that this results in a 50 per cent reduction to job-training for immigrants and a loss of one-third of existing federally-funded training positions for youth in the Toronto area.

Job-training programs for immigrants needing ESL will no-longer receive job-training funds. Some terminated projects have been advised to redesign their programs and apply for funding from a newly announced English as a Second Language Program. Brian Conway of the Ontario Council of Agencies Serving Immigrants expressed the concern of community groups that this program has no job-training component.

"This program is not designed to assist immigrants to enter the labour market as it does not provide job-training or income support."

This move to dismantle successful job-training programs demonstrates that the program cuts outlined in the leaked documents are not merely a fiscal exercise as was suggested by the Minister for Employment and Immigration, Bernard Valcourt on February 12, 1992.

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Valcourt has said Canada needs "to develop effective training and re-employment programs, to remove structural barriers to employment for women and disadvantaged groups, and special measures to integrate the long-term unemployed as well as newcomers to the labour market." These cuts contradict this commitment and directly impact the sectors identified as Canada's future labour force by Employment and Immigration.

New local training boards are being established to determine the training needs of the community. Social action, Labour and community groups insist that the federal government not preempt this process by dismantling existing training structures before community needs have been assessed.

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For more information, please contact:

Marilyn Hindmarch (416) 868-0770  
OCASI (immigrant programs)

Karen Lior (416) 783-3590  
ACTEW (women's programs)

Geraldine Babcock (416) 532-7260  
Training and Employment for Youth in Metro (TEAM)  
(youth programs)

ATTENTION: ASSIGNMENT EDITOR  
Media Advisory

Leaked documents reveal secret plans to cut training:  
Community, Labour and Social Action groups say NO!

Media Conference  
Wednesday, February 12, 11:00 a.m.  
St. Christopher House, 248 Ossington Avenue (at Dundas St. W.)

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Toronto, Ontario - Leaked documents from Canada Employment and Immigration Commission (CEIC) revealed that the Federal Government is in the process of dismantling existing training programs across the country.

At the media conference, details of the leaked documents will be presented with an overview of the economic and social implication of these cuts. Workers and trainers will be on hand.

At the time when the country is facing its worst economic crisis since the 1930's, the federal government proposes to respond to unemployment by slashing training dollars. Internal planning memos from the Metro Toronto Canadian Job Strategy Unit indicate proposed cuts of 20 to 50% in regular funds for 92/93 programming. "All regular projects will be reviewed with the intention of terminating them."

"The programmes on the chopping block have a proven ability to meet the combined needs of the worker and the Canadian labour market, with a job placement rate of 80-100%, keeping people off the welfare rolls. "Said Barbara Anderson, Advocates For Community Based Training and Education For Women (ACTEW). With thousands of Canadians on waiting lists and over thirty applicants for every existing training seats in Metro Toronto alone, the training system has not begun to meet the existing demand."

While Bernard Valcourt, Minister of Employment and Immigration, states that Canada needs to "develop effective training and re-employment programs, to remove structural barriers to employment for women and disadvantaged groups, and special measures to integrate the long-term unemployed as well as newcomers into the labour market", these cuts will affect precisely these very groups. Plans by his staff to cut proven, successful training programmes run contrary to these statements.

For more information call: Barbara Anderson or Karen Llor  
(416) 783-3590  
Jennifer Stephen (416) 345-9312



Memo: To ACTEW Member Programmes

Internal planning documents of the CEIC reveal that it is in the process of dismantling existing training programmes across the country. A leaked planning memo from the Metro Toronto CJS proposes cuts for a 20 to 50 percent reduction in Regular funds for 92/93 programming.

The first level of cuts would include the termination of several projects by defining them as "exclusively ESL" and proposing that they be renewed only until June 92. After that they would be directed to apply to LINC (Language Instruction for Newcomers to Canada) programming for funding. The LINC programme is designed to offer language instruction with no financial support to the learners. Specific ACTEW programmes have been identified for termination at each level of the proposed budget reductions. The memo states CJS "will be forced to terminate projects due to budgetary reductions as opposed to performance-related reasons". Further, all Regular projects will be reviewed with the "intention of terminating them".

These proposals are coming at a time of federal, provincial and local restructuring of the training system. Governments have made sizable commitments of human and financial resources to the process of creating national, provincial and local training boards which would have the authority to make funding and programming decisions. The CJS decisions undermine this process. Participants in this process were assured that the money to support these consultations **would not** come at the expense of already existing successful training programmes. Still, a CJS memo stipulates that "some additional activities (eg funding of local boards) will need to be taken off the top" of the total budget.

ACTEW is encouraging our members to act immediately to access information and organize to prevent the destruction of training programmes. Here are some suggestions:

1. Call CEC's and get a picture of what plans re: funding have been made.
2. Contact offices of local politicians (where appropriate), and Members of Parliament.
3. Contact project officers to find out more information about proposed budget cuts and send that information to ACTEW, fax # 787-1500.
4. Contact other programmes in your area to share information and resources.
5. Bring all information to ACTEW General Members Meeting on February 14. 9:15 a.m. ACTEW, 801 Eglinton Ave. W. 783-3590.

## NEWS BULLETIN: FEDS PLAN CUTS TO CJS & UI IN NEXT BUDGET

According to high-level sources, the federal government is stepping up its assault on Unemployment Insurance and funding under the Canadian Jobs Strategy. Press statements suggest that the rumoured cuts will be deep.

### CJS & UI ARE UNDER ATTACK

- ◆ \$200 million cut from \$1.5 billion CJS fund
- ◆ 10% reduction to total available UI benefits which would amount to \$2 billion to which unemployed workers are entitled
- ◆ contracting out and reducing Canada Employment Centre services
- ◆ disallow benefits to workers who are fired
- ◆ disallow benefits to workers designated "voluntary quits"
- ◆ force claimants under the age of 20 who have not completed high school to go back to school
- ◆ introduce much tougher requalifying regulations for "repeaters" (those who have gone through multiple layoffs)

The federal budget is expected on either February 19 or February 26. Mazenkowski is expected to announce these cuts at that time.

ref: J.Stephen  
"cuts"-12/10/92

## GUIDELINES FOR SUPPORT FOR EQUITY CONSULTATIONS

**PURPOSE:** To allow equity groups to carry out provincial-level consultations within their constituent groups on the provincial and local labour force development board initiative. In particular, to allow the equity groups to identify their representatives to the provincial working group and provincial board, as appropriate. As well this will begin the process of education and consultation on local boards.

**RESOURCES:** EIC has agreed to make available resources to allow these equity consultations to occur. As a guide, up to \$75,000 will be available for each of the equity groups (women, visible minorities, persons with disabilities) to hold 2 meetings for their provincial-level constituent groups. This amount will include administration, organization, travel and accommodation.

It is expected that the consultation for Aboriginal people will take place within the Pathways/Aboriginal Management Board process already in place. However, resources will be available, as required, to cover travel and accommodation costs.

**PROCESS:** A written proposal outlining the purpose and scope of the meeting, groups to be included, and a preliminary budget, should be submitted to the Regional Director General, EIC (or the designated contact). The proposal should also indicate that an interim progress report and a final report will be provided.

**FLOW OF FUNDS:** This can be determined with the appropriate RDG, but the following schedule provides some guidance:

- o \$30,000 on signing (within 2 weeks of acceptance)
- o travel and related costs on receipt of invoices
- o final \$5,000 on receipt of final report

**TIMEFRAME:** The consultation process should be completed within a three month period.