

two-thirds of this difference is paid to the apprentice in the form of subsidy by the Rehabilitation Board. Where a resuming apprentice has not attained the age of twenty-one the original contract is revived, and for the purposes of determining the wage rate applicable he is credited with the full period of his service with the Forces. This contract continues in force either until it expires or until such time as the apprentice attains adulthood, whichever is the sooner, and in the event of the latter alternative prevailing the contract is revised to give similar consideration to the apprentice to that given the apprentice who is already an adult at the time of resuming his contract.

109. Table XI of Appendix II gives details of the "C" class training cases which had so far been dealt with by the Board as at 31st March, 1944.

(v) Other Forms of Training

110. "A," "B," and "C" Class training cover almost all cases of trade and occupational training of fit ex-servicemen and ex-servicewomen. However, for fit men training as farmers and as professional workers means are also provided in the first type of cases under the farm training and in the second under the education procedure. Each of these is dealt with in the appropriate section of the report.

111. The special training of semi-fit and permanently partially disabled ex-servicemen is also provided by means of a variant of the "A" and "B" Class procedures in the vocational centres administered by the Disabled Servicemen's Re-establishment League (Inc.) as an agent of the Board. An account of this form of training and the results being achieved is contained in the section of the report dealing with "The Disabled Ex-servicemen." Selective placement of semi-fit and partially-disabled men in specially chosen vocations in industry as contemplated by the Board (dealt with in Part B of this section of the report) will possibly involve special measures to assist the men in question to master the chosen occupations, and the Board is at present examining this question.

(vi) The Trade Training Outlook

112. Influenced by the experience so far accumulated by it, as well as by information concerning the skilled labour content of the Forces and the broad pattern of economic reconstruction thus far tentatively outlined, the Board has already been able to draw some distinction between trades in which training ought to be accelerated and extended and those in which training should not be encouraged, or if encouraged, then only in particular predisposing circumstances.

113. First, it is evident that for some years after the war at least there will continue to be an extreme shortage of buildings of almost all kinds, but especially dwellings, public buildings, and industrial buildings. This fact must be recognized as one of the most striking and inevitable marks of national reconstruction and development, and, this being so, the need to train and place large numbers of constructional workers in all trades has no immediately foreseeable end. For this reason the Board will maintain its emphasis on training in the building trades, more particularly in carpentry, but also in bricklaying, painting, roof-tiling, plastering, plumbing, and wood-machining. Depletion of timber stocks and the growing importance of brick veneer work in housing construction focus particular attention on the training of bricklayers, and the opening of an "A" Class Bricklaying, Plastering, and Roof-tiling Training Centre is at present under consideration by the Board. Arising out of the expansion of constructional activity there will be a parallel demand for skilled and semi-skilled workers in allied and feeder trades and industries, such as bushfelling and sawmilling, composition wall and exterior board manufacturing, glass, brick, poillite, and fibrolite manufacturing, to mention only a few. Where the operations involved are not merely repetitive but call for definite training and acquisition of technical knowledge the Board will encourage the training of ex-servicemen in the trades or occupations concerned on a subsidy basis.

114. Secondly, trades and occupations ministering to the everyday needs of both ex-servicemen and civilians will require to be reviewed with the object of augmenting their skilled labour content where necessary. On this showing all of the furnishing trades, the catering trades, and the fishing and transport industries offer examples of definite scope for training activity on the part of the Board. Manufacture of furniture is at least as important as housing construction and is discussed in Section XIII of the report.

115. There are, however, already discernible trades and callings in which the Board is reluctant to train inexperienced ex-servicemen. These include such trades as motor engineering, radio servicing, and electrical wiring, in each of which many men have either been trained or semi-trained while in the Forces. The absorption of these men at these trades, and almost all of them will require further civilian training, might be more than can be reasonably undertaken and accordingly the training of other ex-servicemen in these trades, except in special circumstances, is being discouraged.

116. In certain trades and professions subject to licensing and control, notably plumbing, electrical wiring, massage, x-ray, and pharmacy, the Board must have regard to the limiting conditions imposed by the licensing authority. In the case of electrical wiring this aspect has been all but disposed of, but in certain of the other callings, and particularly in plumbing, in which trade the training of ex-servicemen will require to be most actively encouraged, these limiting considerations have not yet been disposed of to the satisfaction of the Board. In the case of the plumbing trade the Board has made certain representations to the New Zealand Plumbers Registration Board and to the trade concerning the minimum training term and other conditions of entry upon the trade, and these are the subject of negotiations.

117. As a matter of policy the Board is not subsidizing the employment of fit ex-servicemen as an employment promotion measure, but instead is limiting its training facilities to those trades and callings in which manual skill plus trade knowledge must be gathered over a somewhat lengthy term of training. Subsidies thus become compensation for absence of skill and experience, and as soon as these deficiencies are overcome the subsidy assistance is withdrawn.

118. Where it is feasible for an employer to engage and train unskilled ex-servicemen in terms of a "green labour" clause in the appropriate award or industrial agreement the Board will not ordinarily assist by the payment of a subsidy. Semi-skilled occupations in secondary industry and in commerce are, however, being increasingly favoured for training purposes where prospects of long-term engagement exist, while special assistance towards the training of men in callings requiring special skill or knowledge will be made available.