

Memo to Arkivji Nazzionalta' Malta  
Chapter 8 on Training and Placement" -  
of the Joint Mission's Report submitted by the Honourable  
Minister of Labour, Employment and Welfare

---

In Chapter 8 the Joint Mission suggested the establishment of a Training and Placement Authority with the following duties:-

- 1) To act as a link between the U.K. Departments, the training authorities and the new employees;
- 2) to interview men before discharge and assess them for adaptability and training;
- 3) to arrange for pre-release and re-orientation training;
- 4) to place men in training courses and employment.

On receiving letter OPM 546/67 of 29th August wherein it was stated that Cabinet had approved sections (i) to (vi) of chapter 8 under Action Programme, I immediately wrote to the Honourable Prime Minister emphasizing that I was sure sub-para. (v) of chapter 8 had not been approved by Cabinet, and that the establishment of a Placement Authority would in fact be a usurpation of a vital function of my Ministry.

In my view Vocational Training such as that imparted in the Industrial Training Centre, Marsa, and in the Catering School at Msida, should be part and parcel of the Department of Labour (this is the set-up in the U.K.), and I would adduce the following reasons:-

- 1) Vocational Training is not Education and does not involve theoretical teaching outside the Training Centre;
- 2) the training is designed to meet employer's immediate requirements. Close contact with employers is therefore an essential factor in deciding the occupations in which training is to be given, and the number of persons to be trained. The Employment Service has the contacts with employers necessary to obtain this information, and also information about the suitability of the training provided;
- 3) applicants for training should come mainly from the unemployed and later from redundant Service employees. The Employment Service should therefore be the main source of recruitment;
- 4) placing of trainees involves knowledge of employers' requirements, which is available to the Employment Service but not to the Education Authorities;
- 5) to sum up, vocational training is so closely allied to the needs of employers and workers that to divide responsibility for different aspects of it between



two Ministries does not conduce to effective administration. Since the object of training is to promote employment and the supply of skilled labour in the short term, it seems desirable that the Ministry of Labour, Employment and Welfare should control it. The general principle seems to have been accepted already in the Industrial Training Act.

However, I understand that the Ministry of Education are keen on leaving matters unchanged, and hence it is not my intention to press my point.

With regard to placement, it is another matter. The Department of Labour, through the Employment Service, is the only body with statutory authority to place persons in employment. The machinery exists and works, and the appointment of any other Placement Authority, would be in direct conflict both with practice and with the law. The existence of two Placement Authorities, each working on its own, is inconceivable and unworkable.

To overcome the impasse I should suggest, as I had suggested in my letter to the Honourable Prime Minister quoted above, that a small Advisory Committee be established composed of representatives of the Ministry of Education, the Service Departments, the trade union most directly concerned with the run-down, and this Ministry. The Committee would be able to co-ordinate action and to advise both the Ministry of Education as the Training Authority and the Ministry of Labour, Employment and Welfare as the Placement Authority. The Committee would therefore take over to some degree the duties of the Training and Placement Authority suggested by the Joint Mission without impinging on the functions pertaining either to the Ministry of Education or to the Ministry of Labour, Employment and Welfare.

MLEW 180/67.

28 November, 1967.