

CANADIAN FOREIGN SERVICE ACADEMY - WHEN?

The **idea** has been around for decades.

Awareness of the **need** was given impetus in the early 70's by a PAFSO proposal to the then Under-secretary, Ed Ritchie, and again in the early 80's with the Halstead Report.

In 1990 the planets aligned - EAITC entered its resource induced crisis, North American management culture recognised the role of Training and Development in organisational effectiveness, and new departmental leadership took hold.

The **intention** to create such an organisation or institution was announced in the Corporate Review 1990.

The **conception** is now taking place and will be completed with PMB issue/allocation of resources.

The **gestation** activities managed by APF should not take more than 10 months.

The **inauguration** with a fresh batch of FS1-Ds, AT's and Foreign Language students is proposed for January 1992.

It is anticipated that **development** from infancy to adolescence will occur over approximately 3 to 5 years, followed by an ongoing lifetime of **adaption** and **maturation**.