



Progress in the recruitment of designated group members and changes in attitude and culture are slow to come. As an example, while the department's agreement with the Assembly of Manitoba Chiefs to increase the representation of Aboriginal peoples can be implemented within existing policy, we have made only marginal progress from year to year. In 1998, we will increase recruitment beyond the level dictated by business needs, if necessary, to ensure that we improve on past performance.

4.3.2.3 Youth Employment

Our objective is to help Canadian youth gain internationally-focused work experience in Canada and abroad, to facilitate their entry into the emerging global market place.

4.3.2.3.1 Existing Framework

The department has participated in student/youth employment programs for many years, including:

- *the Federal Student Work Experience Program (FSWEP), and the Post-secondary Co-op/Internship Program*, which provide learning assignments to secondary and post-secondary students;
- *the Federal Public Sector Youth Internship Program (FPSYIP)*, intended to help unemployed or under-employed youth develop the employability skills required to secure employment or be self-employed (funded by the Treasury Board Secretariat); and
- *the Youth International Internship Program (YIIP)*, which provides internationally-focussed work experience for unemployed or under-employed youth. YIIP is delivered in partnership with sponsoring private sector and non-governmental organisations. Interns are matched with Canadian businesses and organisations. The program is funded by Human Resources Development Canada.

These programs give us easy access to Canadian youth. While their value in the workplace is widely acknowledged throughout the department, the cost of assignments abroad can be high. Given the competing pressures for our scarce funds, in some sectors such costs may be unaffordable, or may be borne only at the expense of other important investments. Perhaps because of the fiscal situation, our current approach to the recruitment and management of youth focuses on short term benefits, to the exclusion of potentially greater long-term benefits. For example, youth employment can be an effective way to attract members of designated employment equity groups to Public Service careers.

4.3.2.3.2 Proposed Strategy

In 1998, we will develop and implement a corporate approach to youth employment that deals with: