

- o a minimum of six months training per newly recruited Foreign Service Officer;
 - o greater access to official language training;
 - o strengthened training in foreign and official languages. Foreign language training capacity will be increased by the creation of a new pool of approximately 75 PY's per annum to be found from within current resources;
 - o enhanced training of all managers and personnel to enable them to deal more effectively with devolution of authority.
2. The strengthening of the role and management of the Department's non-rotational employees including the following specific elements:
- o A departmental assignment program that will bring a more systematic approach to assignments and long term career planning;
 - o Provision of systematic career counselling and a service of career-related testing;
 - o A central inventory of skills and mobility opportunities for reassignment/reappointment;
 - o A resource centre to provide books, subscriptions and audio-visual material on career opportunities and documentation on staffing, career "pathing" and resumé preparation etc.;
 - o A Departmental policy on single assignments;
 - o EAITC's accession to the recent PS interdepartmental secondment program in order to maximize outside developmental opportunities (by August 1990) and consolidate links and exchanges with other departments with similar programs;
 - o Development of training modules on employment strategies, career planning and interview preparations;
 - o Establishment of an advisory committee on personnel issues of particular interest to non-rotational staff, composed of both rotational and non-rotational personnel. The committee will look at such elements