

Evaluation of CANADEM

The Public Service Commission (PSC) houses a roster of approximately 1700, who are interested in international work. The criteria to get on the roster is a Masters degree, 10 years experience and a second (or more) languages. No specific skills or field of expertise are targeted. Screening consists of a paper review of the application and CV. Interviews or reference checks are generally not done.

This is an employment service for permanent job vacancies with international agencies. There is a desire to get Canadians in at the highest levels and in proportions commensurate with the level of Canadian funding to each organization. To this end, some monitoring of the numbers of Canadians employed in international organizations is done, primarily through Canadian Embassies. Names are not put forward where Canadians are strongly represented on the staff of a given agency.

There are 6.5 FTEs dedicated to this service which receives job vacancies directly from international organizations. They put forward 342 nominations in 1997 and 43 were successful. They have been averaging a 12% - 15% success rate annually. Costs for this program were not available as other functions are also handled in the unit and general, corporate support is provided through the PSC.

A number of NGOs also house rosters, from which individuals are drawn on a contractual basis. Attempts to obtain financial information on the costs of managing a roster within an NGO were either not available or not forthcoming.

In the absence of true benchmarks and in view of the newness of this program, definitive conclusions on cost effectiveness are premature. A review of the financial records, while not an audit, shows funding was directed towards intended purposes.

Are there realistic alternative sources of funding for CANADEM outside of DFAIT?

Interviewees were queried on possible alternative sources of funding and none, outside of government, were identified. A specialized employment service of this type in the private sector would generally be able to obtain fees from either the individual being placed or the firm hiring the position. Neither of these two sources can reasonably be considered as viable funding options for CANADEM.

Several interview sources point to the appropriateness of sole government funding, noting the goals of the organization as a "tool of foreign policy." The only funding question which did arise during the evaluation was the possibility of CIDA also contributing. The financial arrangement for the roster and deployment of civilian police was given as an example.