

## PLANNED ACTIONS

| Strategic Objective 1: Strengthen selective measures for each designated group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                         |
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| 5. Action: Strengthen measures to increase representation of persons with disabilities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Time Frame/Responsibility Area                                                                                                                                                                                                                                                                                                                          |
| <ul style="list-style-type: none"> <li>• Establish recruitment partnership with organizations representing persons with disabilities</li> <li>• Implement summer program for 3 students with disabilities</li> <li>• Establish orientation program for new employees</li> <li>• Prepare career development plans (including management development) for all employees with disabilities</li> <li>• Establish mentoring program</li> <li>• Develop and implement a policy on availability of publications in alternative formats</li> <li>• Ensure that 2% of employees appointed to the rotational and non-rotational Executive group are persons with disabilities (1 for every 50 appointments); use lateral entry if necessary to achieve goal</li> <li>• Set up targeted recruitment strategy, including production of targeted recruitment material and participation in career fairs</li> <li>• Use selective measures as necessary to increase number of disabled candidates for interview phase of FS recruitment process</li> <li>• Convert status of employees with Down's Syndrome from term to indeterminate</li> </ul> | <p>FY 94-95 / APSR<sup>1</sup></p> <p>Apr. 94-June 94 / APSO</p> <p>FY 94-95 / CFSI</p> <p>Start Sept. 94 / Streams for rotational and managers for non-rotationals staff</p> <p>Start Sept. 94 / APS and streams</p> <p>FY 94-95 / APSC<sup>2</sup></p> <p>Apr. 94-Dec. 94 / ACB</p> <p>FY 94-95 / APD</p> <p>FY 94-95 / APS</p> <p>FY 94-95 / APS</p> |

<sup>1</sup> Recruitment Services

<sup>2</sup> Corporate Services and Employment Equity