

Language training is therefore a very important means to our end and the Commission will accordingly have to continue to expand its language training programme. At the moment, five centres in the National Capital area are offering a variety of language courses to some 2,100 students, ranging from one-hour-a-day five days a week to full-time classes and extending also to evening courses. However, 1300 candidates nominated by their departments could not be accommodated, and training facilities have yet to be developed in other Canadian cities where language training requirements exist. In addition to expanding its facilities, the Commission intends to refine its admission procedures to ensure the optimum return for the time and money invested in the programme, and to refine its teaching methods through the development of special technical and professional vocabularies tailored to the various occupational specialities found in the Public Service.

These measures do not add up to an exhaustive list. They represent a beginning. Others will have to be developed. But my colleagues and I believe that the application of these measures should dissipate the apprehension that some English-speaking public servants have manifested towards the move to bilingualism and bi-culturalism in the Public Service, and should also cause French-speaking Canadians to lose some of their reluctance to join the Public Service. However, even the clearest of policies and the best of programmes will not achieve the desired end by themselves. There must be added men and women of goodwill and the courage to make them work.

In short, if we are ever to have a bilingual Public Service, French-speaking Canadians must not remain on the outside looking in. They must be willing to come and join us, and work with those of us who are already here, for without their presence in body as well as in spirit nothing of great significance can be achieved towards the attainment of our common objective.

In the same way, English-speaking Canadians must be willing to abandon the status quo and to avail themselves heartily of the various measures placed at their disposal for the attainment of our common objective, for without their enthusiastic co-operation the Public Service cannot but fail in meeting the challenge that is facing it.

### Conclusion

These then are the continuing elements in our proposed new role for the Civil Service Commission. As I stated at the outset, some of them must remain on the drawing board until enabling legislation is passed — others you can expect to see moving into high gear almost immediately. At this stage, I can only give you my word and that of my colleagues that