

to the question of experience, I feel that there is a danger within the Department of External Affairs that we may get too academic and technical men. Do you put any value on work experience? You say you will not take them unless they are 23 and not after 30 for the first grade and if particularly well qualified even over 30; and do you get a few more? I thought you say very few people came in who did not have experience in other fields. I have not the experience Gordon Graydon has in the United Nations but I got the impression he has.

Mr. BENEDICKSON: You understood we were recruiting young people out of colleges without training and practical experience.

The WITNESS: I think I may have been misunderstood. Certainly we do give extra marks for one who has practical experience. When the oral board is held, one of the things they do give particular weight to is practical experience, but perhaps the majority of the men we take in have not had much experience in other jobs. They come from the universities. I cannot give you the percentage, it varies from year to year. There are some who come in who have had practical experience and if they have it helps them to get a higher standing in the examination.

Mr. BENEDICKSON: In other words, a person seeking to eventually go into the department would be better off if he did not apply immediately upon his graduation from college and took some outside experience?

The WITNESS: Yes, that would be favourably considered. He would have an advantage.

Mr. MACINNIS: People make applications for positions in the civil service; you do not go out looking for people. That is the reason why you get so many young men direct from university. They take their examinations while in the university.

The WITNESS: They have to take a degree before they can qualify, but most of them take it after they have done some type of work. The minimum age is 23 so most of them have done some work after graduation.

The CHAIRMAN: There is quite a difference between Canada and the United States in the diplomatic service. In the United States they make their appointments differently from ours. I believe our system is better.

Mr. GRAYDON: I do not think we should have all career men at the top or all non-career men like in the United States. I think a balance is important. I could name you half a dozen outstanding farmers—I am not especially stressing that people known perhaps better than any of our diplomats in any of the countries, because they are known because of their business and I think a top level man representing Canada in a foreign country is likely to be a show-window for the Canadian people and the result is he can do a tremendous job in selling this country and putting its best foot forward if he is the right type; and I often think it is a shame we have not had more often representing this country in some important post some of our own distinguished farmers in Canada because farming is highly important to the country, and that would apply to other industries and businesses as well. I do think there is something in my point, probably not conclusive, but I want to stress it.

Mr. STICK: Was not Ferguson a university graduate?

Mr. GRAYDON: Yes.

Mr. STICK: What university?

Mr. GRAYDON: Toronto, I think.

*By Mr. Green:*

Q. I suppose the diplomatic service is almost a profession today and young men are trained accordingly just as they are trained for any other profession?—