

2.4. Career Development

One of the objectives of the departmental Human Resources Strategy is to increase employees' opportunities for career development so that they can better realize their potential. Increasing flexibility and employee mobility are key to achieving this objective.

A significant number of employees have been able to expand their professional experience over the past year by various means including cross-stream assignments, interchanges, single assignments and secondments. The tables below show the number of employees who have benefited from these career development opportunities during the past year.

4.a. Cross-Stream Assignments

Cross-stream assignments occur when a rotational employee from one stream is assigned on a long-term basis to positions designated for staff from other streams. Such assignments may be made because of the unavailability of an appropriate candidate from the designated stream or to provide a learning opportunity for an employee.

| Original Employee Group | Number of Employees assigned cross-stream |
|-------------------------|---|
| AS | 3 |
| CR | 18 |
| CS | 0 |
| EL | 0 |
| FS (political) | Abroad: 9 HQ: 30 |
| FS (trade) | Abroad: 6 HQ: 15 |
| STSCY | 21; 2 on CS training |