

Problems identified:

- Lack of advancement opportunities, lack of career development and training, and attitudes and corporate culture are all barriers identified by the Task Force's report.

- These barriers are prevalent in EAITC and are exacerbated on the rotational side by the fact that entry to rotational officer level is done mostly through external recruitment.

**PLANNED ACTIVITIES
APRIL 1991 - MARCH 1993**

8.1 RECRUITMENT/ASSIGNMENT/PROMOTION/SEPARATION

8.1.1 Rotational Staff/Foreign Service Officer Group

a. Recruitment

Since Foreign Service officers are recruited externally into entry level positions and trained and promoted within, the Department is reviewing its recruitment strategy to focus on attracting larger numbers of high calibre university graduates from the target group communities.

As well, the Department is taking the following steps to increase recruitment of target groups into the rotational Foreign Service group:

- articles in the ethnic press and other community newspapers to alert readers to the upcoming Foreign Service competitions.

- targeted recruitment at universities, colleges and high schools to promote interest in the Foreign Service; contact with target groups organizations to seek out potential candidates.