

PLANNED ACTIONS

Strategic Objective 1: Strengthen selective measures for each designated group		
6. Action: Strengthen measures to increase representation of Aboriginal peoples		Time Frame/Responsibility Area
• Use Aboriginal Internship Program to recruit into FS group • Implement summer program for seven Aboriginal students • Establish orientation program for new employees • Establish mentoring program • Ensure that 3% of employees appointed to the rotational and non-rotational Executive group are Aboriginal peoples (1 for every 30 appointments); use lateral entry if necessary to achieve goal • Prepare career development plans (including management development) for all Aboriginal employees • Set up a targeted recruitment strategy, including production of targeted recruitment material and participation in career fairs • Use selective measures as necessary to increase number of Aboriginal candidates for interview phase of FS selection process		FY 94-95 / APS and streams Apr. 94-June 94 / APSO FY 94-95 / CFSI Start Sept. 94 / APS for non-rotational and APG, APT and APV for rotational staff Apr. 94-Dec.94 / ACB and APS Start Sept. 94 / Streams for rotational and managers for non-rotational staff FY 94-95 / APD FY 94-95 / APS