

PLANNED ACTIONS

Strategic Objective 1: Strengthen selective measures for each designated group	
4. Action: Strengthen measures to increase representation of persons in a visible minority	Time Frame/Responsibility Area
<ul style="list-style-type: none"> • Establish mentoring program • Ensure that 5% of employees appointed to the rotational and non-rotational Executive group are persons in a visible minority (1 of every 20 appointments); use lateral entry if essential to achieve goal • Prepare career development plans (including management development) for persons in a visible minority • Establish orientation program for new employees • Set up targeted recruitment strategy, including production of targeted recruitment material and participation in career fairs • Use selective measures as necessary to increase number of visible minority candidates for interview phase of FS recruitment process 	Start Sept. 94 / APS and streams Apr. 94-Dec. 94 / ACB Start Sept. 94 / Streams for rotational and managers for non-rotational staff FY 94-95 / CFSI FY 94-95 / APD FY 94-95 / APS