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## **17. Access to Developmental Language Training Courses**

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You may take linguistic development courses to improve a particular aspect of your second official language. To be eligible you must:

- satisfy the prerequisites of the course;
- have sufficient training time as permitted in the 18 month total allowed in your career;
- identify your needs;
- determine future opportunities to use your second official language.

At headquarters developmental courses are offered to employees to improve linguistic skills already acquired. They are designed to improve one or more particular skills.

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## **19. Equitable Participation**

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One of the three objectives of the Government is that members of both official language communities should, within the merit principle, be represented equitably in the federal Public Service, i.e. participation of both French and English speaking Canadians should correspond to their proportion in the general population or in the labour force. To achieve this objective, the Department undertakes quantitative measures aimed at ensuring equitable representation of both English and French speaking employees and qualitative measures aimed at providing a work environment that permits both English and French speakers to make a maximum professional contribution at all hierarchical levels.