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THE CANADIAN FOREIGN SERVICE ACADEMY

Dept. of External Affairs
Min. des Affaires extérieures

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WHY?

In an era of painful and discouraging cutbacks, an initiative which can be seen to - directly benefit our people, enhance the quality of our organisation, and be a source of pride in our endeavour, will be a powerful counter-balancing instrument of encouragement.

Why an Academy instead of an enhanced APF?

1. A distinct, respected institution, provides a credible, comprehensible and realisable VISION - a pole of attraction for energy, imagination and resources.
2. It will also be an instrument for:
 - Outreach - showing leadership to the international relations community of Canada (2000 plus in OGDs, Provincial Governments, etc.) by recognising and connecting its membership, strengthening its capacity and developing its interdependence;
 - providing consultative links with public and government constituencies through its Advisory Board and public seminars.
 - Foreign Policy Delivery through the training of other foreign service nationals and multilateral organisation staff, and through cooperation agreements with other similar national institutions.
3. For our own internal purposes a distinct institution:
 - brings the Training and Development function out of the closet as a minor specialised staff function, into the hands of departmental leadership as a significant vehicle of organisational development;
 - communicates the clear message that Training and Development as a means of life-long-learning, is now a recognised reality for us all as individuals as well as organisations; i.e. it confronts a traditional corporate cultural attitude which has discounted this;
 - provides a vehicle for a more explicit, accountable, long term mandate for the evolving Training and Development function;
 - provides a tangible basis for professionalisation of the practice of international relations.
 - enables special administrative arrangements for a revolving fund, exemption from PY and other constraints;

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