

# Personnel

CONTINUED FROM PAGE 11



placing students in work assignments overseas. We do, however, participate in hiring such candidates at headquarters through various programs such as the Federal Student Work Experience Program (FSWEP) and the Co-op Education Program. Many of our missions also provide temporary assignments by hiring Canadian students who are studying abroad, particularly in the United States, where it is a more common practice.

*The training program for our recruits has also come a long way from the "sink or swim" program of years past!*

DFAIT also develops, in conjunction with private-sector partners acting as sponsoring organizations, international internship assignments under our Youth Internship International Program.

Approximately 600 internships for Canadian youths have been developed by DFAIT to date, in co-operation with 57 Canadian organizations from the private and non-governmental sectors. These internships provide the knowledge and experience that help to prepare participants for a career in their field of expertise.

Internships focus on areas of trade, global issues, and culture, and take place in foreign government departments, non-governmental organizations (NGOs), international institutions and the private sector. Interns are

graduates with relevant backgrounds in such areas as international business, arts and crafts, journalism, civil engineering, sustainable development, and international relations.

## 2. TRAINING

The training program for our recruits has also come a long way from the "sink or swim" program of years past! In conjunction with the Canadian Foreign Service Institute (CFSI), the department provides a mix of customized training in the fields of foreign languages, professional development, and on-the-job training assignments.

The training programs find their roots in the special requirements of the Canadian foreign service, and are being increasingly offered for sale to other governmental departments and agencies and to the private sector. Stream-specific courses are offered to new recruits in the course of their professional training program, and to all officers of the department as part of their pre-posting briefings.

Using state-of-the-art training, project management and performance improvement techniques, the Institute provides a setting in which professional learning supports all DFAIT business lines. Courses are developed in close partnership with DFAIT sectoral managers and experts, and are delivered by both private-sector training experts and DFAIT subject matter experts and trainers.

The Professional School is also leading the way within CFSI with the