

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
• 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