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File
Reference

Workforce for the Future

This is an outline of a vision for the future of DFAIT as an institution, a workforce and a community.

It takes as its point of departure that the work we do now will continue to be valuable to Canadian society.

The environment in which it will be performed will, however, have changed radically, as will the character of the workforce from which we will draw our members.

The report, though oriented beyond the immediate future, proposes over fifty measures for change to consider now. Some are for immediate implementation, others for the longer term. All will need to take into account our capacity to invest. All are focussed on one objective -- to evolve an institution that is flexible and responsive to the mutating environment and the needs and expectations of its people.

The core recommendations are listed on the next page. They are best understood, however, by reading the report itself including the discussion of our future environment and the detailed recommendations that are set out in the body of the text. Those who are really pressed, might want to read the extracts that follow.

Finally, I should say that this is a champion's report that is different from others, in that, while it represents no constituency except the future, it has benefited greatly from and seeks to extend the work that others have done on the HR strategy.

George Haynal

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