

- in response to feedback from staff indicating a need for further discussion and consultation, the concept of the "country desk" for the geographic branches will be developed in greater detail. Alternate organizational structures will be examined with a final decision to proceed to be made no later than January 1991, for implementation in the summer of 1991:
  - \* a comprehensive training plan will need to be developed to prepare officers to operate under the new organization
  - \* consultations will be needed with clients, particularly the business community, on the impact the new structure will have on the delivery of services and programs of interest to them
- pursue the implementation of COSICS and the Computer Assisted Immigration Processing System (CAIPS), together with other technology options, which will support a more integrated organization, enhance coordination and consultation, create more stimulating jobs and make our missions abroad more a functioning part of headquarters