

Evaluation of CANADEM

one which is closely linked to a key Canadian foreign policy objective - the projection of Canadian values and culture.

The fourth and final intended impact is focussed on the domestic environment. The anticipated effect of increasing the numbers of Canadians on international missions is to build the level and depth of Canadian expertise in this field. It was also envisaged that CANADEM would facilitate some training and information exchange within the Canadian peacebuilding network, augmenting the expertise base.

3.2 Evaluation Issues

The clients for this evaluation have posed some specific questions which were explored through the inquiry process. They are highlighted and addressed below as evaluation issues.

3.2.1 Objectives

What has been the level of achievement of objectives?

Formally created in February of 1997, this has been a start up year for the organization. The level of achievement is primarily measured against an incremental building processes. There has been some slippage in achieving objectives, most notably during the first six months of operation. Performance against key objectives is summarized as:

Resource bank

- ▶ target of 200 achieved by March, 1998 versus July, 1997.
- ▶ future targets now set at 400 by mid 1998 and 600 by the end of 1998.
- ▶ integration of peacebuilding into skills definition completed at a high level only.

Screening

- ▶ definition and target of 20 screened by July, 1997. Definition completed December, 1997. Preliminary screening of roughly 35% to date.

Roster

- ▶ parameters of the roster defined December 1997. The roster of experts and stand by force are not created.

Staffing

- ▶ to be completed by May, 1997. Uncertain financing led to three aborted recruitment exercises. Two full time staff hired (September and February respectively) and supported by a part time executive Director position.