

## Evaluation of CANADEM

process to identify those with a high level of experience/expertise. The screening process to compile the roster of experts, while defined, has not yet been undertaken. The projected size of this tier is 300 individuals.

The stand by force is a subset of both the resource bank and roster of experts. This group will contain those who have declared an ability to be deployed immediately, usually for rapid reaction missions of a shorter duration (two to four months). Targets for the size of this component have not been set and individuals for this list are not yet identified.

Outputs from the marketing efforts of CANADEM include a brochure, a web site and a newsletter distributed to members. Documented marketing strategies exist for forging greater links into the international community and partnerships with domestic NGOs, NGIs and government. Domestic and international networks, while notoriously difficult to qualify and quantify, are outputs from marketing efforts.

Nominations for international field missions and the placement of Canadians in these field operations are also outputs of CANADEM's services. Numbers between these two outputs will vary as CANADEM puts forward several nominees for a given post and does not have control over recruitment decisions or the availability of deployment costs.

CANADEM nominated roughly 77 Canadians in its first year of operation. Mechanisms are not in place at present to identify the number of placements.

### **3.1.8 Impacts**

The intended impacts of this program are pointed in two directions, towards the international community and domestically.

First, CANADEM is intended to improve the quality of field missions by promoting the inclusion of multi-dimensional civilian skill sets. This impact is closely linked to Canada's interest in UN reform at large, and in the emphasis on human rights, democratic development and peacekeeping/building in Canadian foreign policy.

The second intended impact is to facilitate the rapid deployment of civilian expertise for field missions. The existence of the Department of National Defense, and now the Civilian Police Arrangement provide single and easy access to national resources in these fields. CANADEM is designed to provide a similar, one stop shopping mechanism for civilian expertise in designated fields, which will allow for rapid reaction to impending (and actual) international crises.

A greater 'Canadian presence' in international field missions is also an intended impact and