

EQUAL OPPORTUNITIES FOR WOMEN PROGRAM

PROGRAMME DE L'ÉGALITÉ D'ACCÈS À L'EMPLOI POUR LA FEMME

Fiscal Year/Année financière

1980-81

Rationale/Explication

The use of career development sources has not focused sufficiently on the need and use of skill and knowledge gained, nor has it been undertaken in the context of longer-term career goals. Women tend not to formulate long-term career goals to the same extent that men do.

Objective/Objectif

To encourage employees to focus on job-related subjects so that the effectiveness of career development will be increased in preparing employees for jobs.

 Action Plans (Activities, Scheduling, Responsibility Centres)
 Plans d'action (activités, échéanciers, centres de responsabilité)

Offer - 3 programmes for "Exploring Career Opportunities and Evaluating Personal Strengths"
 - 3 Assertiveness Courses
 - 3 courses on "Preparing Career Plans"

Strengthen counselling capability and advertize this service more widely.

One session to be offered every three weeks beginning in September 1980.

Responsibility: Training & Development Section

Evaluation Criteria/Critères d'évaluation

- Courses are given.
- A 20% increase in the number of women attending courses as specified in a personal career development plan.

Evaluation/Evaluation

During 1980-81 there were four Exploring Career Opportunities workshops attended by women representing the SCY, CR, CM, SI and ST-TYP Groups. Two Assertiveness training workshops were conducted, attended by the SCY and CR groups. Over 40 women in total attended the two types of programs, which featured processes for examining job interests, strengths and weaknesses and productive on-the-job behaviour.