



Building a stronger workforce

The success of Canada's defence depends on our people. Canadian Armed Forces (CAF) members serve our nation devotedly, and we are committed to supporting and caring for them and their families.

As part of this commitment, we aim to provide a positive, inclusive, fair, and supportive workplace staffed with the right number of people with the right skills to get the job done. Who we recruit is just as important as how we recruit: diversity is our strength because it increases the range of skills and experience we need to succeed.

Becoming a CAF member does not mean you have to be in a combat role: we also have members who support our intelligence, logistics, and maintenance operations among others. Whatever your role with us, you'll enjoy:

- Paid training and merit-based advancement opportunities
- A work environment that is diverse, respectful, and inclusive
- Ongoing care and support services for you and your family; and
- Comprehensive health care and insurance

Building on Canada's Diversity

A diverse, inclusive, and multicultural workforce will help us better understand the world we live in and respond more effectively to the challenges it presents. It's why we've launched a 4-year action plan to boost and diversify our staff. Through various educational, recruitment, and outreach initiatives, we will:

- Make diversity a core CAF value
- Appoint a Diversity Champion to help enact the plan and promote diversity at all levels
- Design recruitment and educational programs that take diversity into account
- Focus on recruiting people from under-represented groups and offer equal, merit-based advancement opportunities
- Increase the number of women in the Forces to 25 percent over the next 10 years.

Canada 