

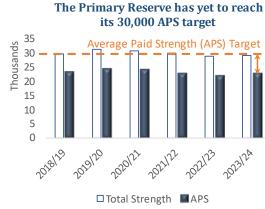
## **Evaluation of the Canadian Armed Forces Strategy to Achieve Fundamental Change for the Reserve Force**

#### **Evaluation of the New Vision for the Reserve Force**

This evaluation was conducted between March 2023 and November 2024, when the New Vision for the Reserve Force was being drafted and approved. A developmental evaluation approach was applied to clarify the New Vision's objectives, assess its relevance to the Canadian Armed Forces' (CAF) general objectives and identify the potential challenges with implementation, particularly in relation to the Primary Reserve has yet to read the Primary Reserve has yet to re

#### **Canadian Reserve Force**

The Reserve Force is one of the components of the CAF, in addition to the Regular Force and the Special Force, and comprises four distinct subcomponents: the Primary Reserve, the Canadian Rangers, the Cadet Organizations Administration and Training Service and the Supplementary Reserve. The Primary Reserve carries out several roles within the CAF including, but not limited to, participating in training, filling institutional roles and carrying out operations within Canada and abroad.



# **CAF Challenges and the Role of Reserve Force**

In the New Vision, the Chief of the Defence Staff (CDS) notes a greater contribution from the Reserve Force is needed to achieve the CAF's operational

APS: the average number of Reservists paid per month in a given fiscal year.

outputs. The Regular Force faces mounting pressure to concurrently execute its assigned or implied missions. The Reserve Force must be integrated into CAF Force Posture and Readiness¹ (FP&R) planning in order to contribute to maximizing the operational output of the CAF and prepare for large-scale mobilization. While the Reserve Force is not integrated into such planning efforts, the latest FP&R directive identified this need.

#### **About the New Vision for the Reserve Force**

The New Vision outlines the CDS's intention to fundamentally change the Reserve Force and make its contribution to Canada's defence and security objectives more effective. Such change focuses on three key areas:

### **New Vision for the Reserve Force: Logic Model**



# **Key Takeaways**

- 1. The Reserve Force is not currently integrated into the CAF's FP&R planning.
- 2. While there is support for the development of new, enhanced and specific capabilities for Primary Reservists, stakeholders are less supportive of assigning unique capabilities to the Reserve Force and holding capabilities in reserve (i.e., at a lower state of readiness).
- 3. A complex Reserve Force policy environment and insufficient Reserve data could limit the ability of the CAF to effectively plan and allocate Reserve Force resources.
- 4. The New Vision seeks to address the recruitment and retention challenges unique to the Reserve Force that are not incorporated into larger CAF initiatives.

## **Overall Assessment**

The New Vision calls for relevant and necessary improvements to the Reserve Force, particularly in the areas of capability allocation, policies and data alignment, as well as recruitment and retention for the Primary Reserve. However, without an overarching plan that matches the CDS's strategic intent for the integration of the Reserve Force into CAF FP&R, there remains a risk that efforts to address Reserve Force challenges will remain inconsistent across the CAF. The New Vision, together with a clearly defined role for the Reserve Force, will ensure the Primary Reserve can support the CAF in achieving Canada's defence and security objectives.

<sup>&</sup>lt;sup>1</sup> FP&R can be described as the level of CAF preparedness for military operations.