

Human Services Worker

APS Minimum Recruitment Standards

Subsidiary Agreement:

006

Effective Date:

February 22, 2023

Stream Definition:

Within the social services framework, this stream encompasses professional work applying a combination of behavioural theories, social services systems and/or program know-how to deliver services for the wellbeing of vulnerable children, youth, adults, and families. Acting within legislative parameters, the work includes intake, assessment, facilitation for planning and/or access to services, consultation, case management, mediation, monitoring, and licensing. The work is primarily focused on direct client service delivery, working with external partners, and/or leading front line staff in ensuring consistent application of policy, standards and practice through, but not limited to:

- protecting children and youth from harmful situations and ensuring their well-being through prevention and intervention services, supports and resources (for example, intervention, guardianship, kinship and foster care, adoption)
- preparing families with children to access the court system, including facilitating and mediating family disputes (for example, divorce, separation, child custody and access)
- supporting individuals with disabilities, and working with families to plan and access services and community resources for independent living
- licensing child care centres (for example, daycare, family day home, out-of-school care programs)
- authority and responsibility to make decisions on behalf of persons who are unable to represent themselves

The goal is to enhance self-reliance, social functioning and overall well-being of individuals within the family and community.

Minimum Recruitment Standards: Human Services Worker 1

Human Services Worker 2

Human Services Worker 3

Human Services Worker 4

Human Services Worker 5

Human Services Worker 6

Human Services Worker 7

Human Services Worker 1

Minimum Recruitment Standard:

- Two year related diploma (no experience required).

Equivalency: One year related certificate and one year related experience.

Class #:

- [061HS](#)

Human Services Worker 2

Minimum Recruitment Standard:

- Related university degree (no experience required).

Equivalency: Related diploma and 1 year related experience; OR related certificate and 2 years related experience.

Class #:

- [062HS](#)

Human Services Worker 3

Minimum Recruitment Standard:

- Related university degree and 1 year related experience.

Equivalency: Related diploma and 2 years related experience; OR related certificate and 3 years related experience.

Note: *For professional roles related to Child Intervention, a directly related diploma is considered equivalent to a related degree. No experience is required.*

Class #:

- [063HS](#)

Human Services Worker 4

Minimum Recruitment Standard:

- Related university degree and 2 years related experience.

Equivalency: Related diploma and 3 years related experience; OR related certificate and 4 years related experience.

Class #:

- [064HS](#)

Human Services Worker 5

Minimum Recruitment Standard:

- Bachelor of Social Work with some related experience.

Equivalency: Master of Social Work (no experience required); OR related university degree and 2 years related experience; OR related diploma and 3 years related experience; OR related certificate and 4 years related experience.

Note: Equivalency for professional roles related to Child Intervention: Directly related degree or diploma, successful completion of in-service or comparable training and some directly related experience.

Class #:

- [065HS](#)

Human Services Worker 6

Minimum Recruitment Standard:

- Bachelor of Social Work and 1 year related experience.

Equivalency: Masters of Social Work and some related experience; OR related university degree and 3 years related experience; OR related diploma and 4 years related experience; OR related certificate and 5 years related experience.

Note: Equivalency for professional roles related to Child Intervention: Directly related degree or diploma, successful completion of in-service or comparable training and 1 year of directly related experience.

Class #:

- [066HS](#)

Human Services Worker 7

Minimum Recruitment Standard:

- Bachelor of Social Work and 2 years related experience.

Equivalency: Master of Social Work and 1 year related experience; OR related university degree and 4 years related experience; OR related diploma and 5 years related experience; OR related certificate and 6 years related experience.

Note: Equivalency for professional roles related to Child Intervention: Directly related degree or diploma, successful completion of in-service or comparable training and 2 years of directly related experience.

Class #:

- [067HS](#)

Last Review / Update: 2014-12-05