

# Program Services

## APS Minimum Recruitment Standards

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<b>Subsidiary Agreement:</b>	002
<b>Effective Date:</b>	July, 2007
<b>Stream Definition:</b>	<p>This work involves applying theoretical knowledge and program know-how to deliver or develop provincial programs and/or policies within a social science framework*. The services are primarily focused on elements of the practical infrastructure such as municipal governance and rural or economic development, or public programs, such as health and cultural aspects of communities.</p> <p>In the strategic development of programs and policy, positions may be involved in: providing advice, leadership, facilitation, stakeholder consultation, evaluation, planning, research, and analysis and interpretation of policies and programs. Research work in this stream involves adapting and using appropriate research methodologies, analyzing data and statistics, using economic or other modeling, managing social or economic databases, or leading research projects.</p> <p>In the professional delivery of programs and policy, positions may have specific roles or a combination of roles. Examples of this kind of work include: career and employment counseling, ensuring compliance with legislation by external clients, communication and public relations, FOIP coordination, and professional historical and library services. Positions may be involved in professional technical writing, the strategic dissemination of information, providing education and problem resolution, or recommending additional sources of information to support government staff, communities, individuals or programs.</p> <p>*The Social Science framework typically includes Anthropology, Communication, Cultural Studies, Economics, Geography, History, International Relations, Governance, Political Science, Psychology, Social Policy, Sociology, and Information and Library Science.</p>
<b>Minimum Recruitment Standards:</b>	<p>Program Services 1</p> <p>Program Services 2</p> <p>Program Services 3</p> <p>Program Services 4</p> <p>Program Services 5</p>

## Program Services 1

### Minimum Recruitment Standard:

- Two-year diploma in a related field; no experience required; or equivalent as described below.

**Equivalency:** Directly related education or experience considered on the basis of:

- 1 year of education for 1 year of experience; or
- 1 year of experience for 1 year of education.

### Class #:

- [021PS](#)

Depending on the statutory or unique requirements of the position, specific qualifications may apply **which may also impact the use of equivalencies.**

Examples of position specific qualifications:

Property Agent and Appraisal - some positions require AACI designation through the Appraisal Institute of Canada or SR/WA designation by the International Right of Way Association.

Planning (urban, rural, land use, natural resource, etc.) - some positions have a minimum educational requirement of a degree in planning or a related discipline.

## Program Services 2

### Minimum Recruitment Standard:

- University graduation in a related field; no experience required; or equivalent as described below.

**Equivalency:** Directly related education or experience considered on the basis of:

- 1 year of education for 1 year of experience; or
- 1 year of experience for 1 year of education.

**Note:** For professional work related to Communications (e.g. Public Affairs Officer), a directly related diploma is considered equivalent to university graduation in a related field.

### Class #:

- [022PS](#)

Depending on the statutory or unique requirements of the position, specific qualifications may apply **which may also impact the use of equivalencies.**

Examples of position specific qualifications:

Library - some positions have a minimum education requirement of a Masters of Library Science.

Property Agent and Appraisal - some positions require AACI designation through the Appraisal Institute of Canada or SR/WA designation by the International Right of Way Association.

Planning (urban, rural, land use, natural resource, etc.) - some positions have a minimum educational requirement of a degree in planning or a related discipline.

## Program Services 3

- University graduation in a related field plus 2 years progressively responsible related experience; or equivalent as described below.

**Equivalency:** Directly related education or experience considered on the basis of:

- 1 year of education for 1 year of experience; or
- 1 year of experience for 1 year of education.

**Note:** For professional work related to Communications (e.g. Public Affairs Officer), a directly related diploma is considered equivalent to university graduation in a related field.

**Class #:**

- [023PS](#)

Depending on the statutory or unique requirements of the position, specific qualifications may apply **which may also impact the use of equivalencies.**

Examples of position specific qualifications:

Library - some positions have a minimum education requirement of a Masters of Library Science.

Property Agent and Appraisal - some positions require AACI designation through the Appraisal Institute of Canada or SR/WA designation by the International Right of Way Association.

Planning (urban, rural, land use, natural resource, etc.) - some positions have a minimum educational requirement of a degree in planning or a related discipline.

## Program Services 4

- University graduation in a related field plus 4 years progressively responsible related experience; or equivalent as described below.

**Equivalency:** Directly related education or experience considered on the basis of:

- 1 year of education for 1 year of experience; or
- 1 year of experience for 1 year of education.

**Note:** For professional work related to Communications (e.g. Public Affairs Officer), a directly related diploma is considered equivalent to university graduation in a related field.

**Class #:**

- [024PS](#)

Depending on the statutory or unique requirements of the position, specific qualifications may apply **which may also impact the use of equivalencies.**

Examples of position specific qualifications:

Library - some positions have a minimum education requirement of a Masters of Library Science.

Property Agent and Appraisal - some positions require AACI designation through the Appraisal Institute of Canada or SR/WA designation by the International Right of Way Association.

Planning (urban, rural, land use, natural resource, etc.) - some positions have a minimum educational requirement of a degree in planning or a related discipline.

## Program Services 5

- University graduation in a related field plus 6 years progressively responsible related experience; or equivalent as described below.

**Equivalency:** Directly related education or experience considered on the basis of:

- 1 year of education for 1 year of experience; or
- 1 year of experience for 1 year of education.

**Class #:**

- [025PS](#)

Depending on the statutory or unique requirements of the position, specific qualifications may apply **which may also impact the use of equivalencies.**

Examples of position specific qualifications:

Library - some positions have a minimum education requirement of a Masters of Library Science.

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Property Agent and Appraisal - some positions require AACI designation through the Appraisal Institute of Canada or SR/WA designation by the International Right of Way Association.

Planning (urban, rural, land use, natural resource, etc.) - some positions have a minimum educational requirement of a degree in planning or a related discipline.

Last Review / Update: 2014-12-05