

Standards, Safety and Compliance

APS Minimum Recruitment Standards

Subsidiary Agreement:	004
Effective Date:	February, 2019
Stream Definition:	<p>This work involves advising on or ensuring compliance to standards for designated trades and technical occupations, occupational health & safety, construction and mechanical codes, or has technical specialization in fire or rescue operation for industry and government. Typically the work focuses on setting standards and/or providing technical advice, complying with legislation, conducting inspections and investigations, and education training. This typically includes the following examples of work:</p> <ul style="list-style-type: none"> • building safety, inspections and restorations • fire and/or rescue safety and standards • electrical, plumbing and gas, boiler and pressure vessels safety • elevating and fixed conveyances safety • occupational and health safety • apprenticeship training and certification programs • vehicle safety standards

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Minimum Recruitment Standard:

- High school diploma, completion of a training program related to the position assignment and 2 years of related experience.

Equivalency: Directly related education considered on the basis of 1 year of education for 1 year of experience.

Special Requirement: Specific certifications as required by the position assignment.

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Minimum Recruitment Standard:

- High school diploma, completion of a training program related to the position assignment and 3 years of related experience.

Equivalency: Directly related education considered on the basis of 1 year of education for 1 year of experience.

Special Requirement: Specific certifications as required by the position assignment.

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Minimum Recruitment Standard:

- Depending on the discipline:
 - Journeyperson level certification and 3 years related experience at the Journeyperson level; or
 - Two Journeyperson level certifications and 1 year related experience at the Journeyperson level; or
 - Alberta Occupational Certificate and 6 years related experience; or
 - Related diploma and 3 years related experience.

Special Requirement: Specific certifications as required by the position assignment. Some positions may require the completion of a formal apprenticeship program leading to a Journeyperson level certification.

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Minimum Recruitment Standard:

- Depending on the discipline:
 - Journeyperson level certification and 4 years related experience at the Journeyperson level; or
 - Two Journeyperson level certifications and 2 years related experience at the Journeyperson level; or
 - Alberta Occupational Certificate and 7 years related experience; or
 - Related diploma and 4 years related experience.

Special Requirement: Specific certifications as required by the position assignment. Some positions may require the completion of a formal apprenticeship program leading to a Journeyperson level certification.

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Minimum Recruitment Standard:

- Depending on the discipline:
 - Journeyperson level certification and 5 years related experience at the Journeyperson level; or
 - Two Journeyperson level certifications and 3 years related experience at the Journeyperson level; or
 - Alberta Occupational Certificate and 8 years related experience; or
 - Related diploma and 5 years related experience; or
 - Related degree and 3 years related experience.

Special Requirement: Specific certifications as required by the position assignment. Some positions may require the completion of a formal apprenticeship program leading to a Journeyperson level certification.

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Minimum Recruitment Standard:

- Depending on the discipline:
 - Journeyperson level certification and 6 years related experience at the Journeyperson level; or
 - Alberta Occupational Certificate and 9 years related experience; or
 - Related diploma and 6 years related experience; or
 - Related degree and 4 years related experience.

Special Requirement: Specific certifications as required by the position assignment.

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Minimum Recruitment Standard:

- Related Master's degree and 6 years related experience or equivalent as described below.

Equivalency: Directly related experience considered on the basis of 1 year of experience for 1 year of education to a minimum of a related Bachelor's degree.

Special Requirement: Registration with the Canadian Board of Occupational Hygiene or its American equivalent.

Last Review / Update: 2026-05-20