

## ADVANCED POLICY ANALYST PROGRAM RECRUITMENT 2023: QUESTIONS AND ANSWERS

### About the Advanced Policy Analyst Program (APAP)

In Year 1 and 2 of the APAP, participants gain knowledge and first-hand experience by rotating through a series of four challenging six-month placements across the three federal government central agencies: the Privy Council Office, the Department of Finance, and the Treasury Board Secretariat, and a line department in the National Capital Region (the participant's sponsoring department).

During these placements, participants will have the opportunity to work on a variety of social, economic and international policy issues and gain work experience that would otherwise take the better part of a career to develop. The combination of hands-on work experience and training provides participants with a unique introduction to a rewarding career and a chance to serve Canada and Canadians.

In Year 3, participants return to their sponsoring department to further hone their policy skills.

#### **Q1: Who is eligible to apply for this program?**

Eligible applicants:

- Are Canadian citizens or permanent residents
- Graduated from a Master's, PhD, or JD program within the last three calendar years; or are graduating in 2024 or 2025 and will have their coursework completed by June 2024
- Have an average of 80% or A-
- Meet economics course requirements (see Q2 below)
- Have leadership experience

#### **Q2: What economics courses are eligible for application to the program?**

Successful applicants must have completed at least one half-year course in microeconomics AND at least one half-year course in macroeconomics (or an equivalent full-year course with both micro- and macroeconomics); and at least two additional half-year OR one full-year course in economics\*\*; and at least one additional half-year course in statistics or quantitative analysis or research methods.

\*\*Acceptable courses in economics include, but are not limited to:

- Canadian Economy/Provincial Economics (e.g. Economy of Quebec),
- International Trade and Finance,
- Health Economics,
- Managerial Economics,
- Labour Economics,
- Economic Development,
- Economic History,
- Political Economy,
- Econometrics, and
- Public Sector Economics.

These courses must be at the graduate, undergraduate, or college/CÉGEP level.

#### **Q3: When will I be informed if I have been selected for an interview?**

Applicants will be notified in mid-December if they have been selected for an interview.

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### **Q4: How will interviews be conducted this year?**

All interviews will be conducted virtually using the VidCruiter platform during January 2024

### **Q5: How competitive is the program?**

Although application figures vary each year, typically approximately 400-700 people apply, of which up to 60 to 70 are selected for an interview, and up to 12 are selected to join the APAP.

### **Q6: Can I still apply if I have not obtained a degree in economics or political science?**

The program is open to people with a graduate degree (or post-graduate degree) in any field of study so long as they meet the minimum education requirements (specified courses in economics and statistics/quantitative analysis/research methods).

### **Q7: Can I submit my application in French?**

The application and all associated documents can be submitted in the official language of your choice (i.e., French or English).

### **Q8: Do I have to be bilingual to work for the federal government?**

No! You only have to be fluent in one of Canada's official languages to apply for the APAP: English, and French. There are opportunities within government to develop one's second language skills.

### **Q9: Are participants expected to relocate to the National Capital Region?**

Yes, participants are expected to relocate to the National Capital Region. Relocation costs up to \$5000 will be covered.

### **Q10: Who can I contact for questions about the application process?**

Please email any questions to the APAP Secretariat at [apap.secretariat.paap@tbs-sct.gc.ca](mailto:apap.secretariat.paap@tbs-sct.gc.ca)

### **Q11: If I did part of my masters at an international school, would consideration be given for the grade requirement for the program, since grades at my school were on average lower?**

When applications are processed, international comparisons will be used for grades from schools that on average have lower grades for their students.

### **Q12. If I graduated from an international school, do I have to seek foreign credential validation?**

Yes, successful applicants who graduated from an international school will need to ensure their certificates and/or diplomas can be assessed against Canadian education standards. This will enable applicants to provide proof that their foreign credentials are comparable to Canadian Standards. More information can be found here: [Foreign Credential Validation against Canadian Standards - Canada.ca](https://www.canada.ca/en/immigration-refugees-citizenship/services/foreign-credential-validation/foreign-credential-validation-against-canadian-standards.html)

### **Q13: What are the benefits of the program?**

The APAP provides participants with unique opportunity to begin a career in the federal public service. Participants will join a dedicated network of intelligent, driven, and committed public servants three decades in the making. Successful applicants will have the opportunity to work on fast-paced and engaging policy topics that have a real impact on the lives of Canadians. Throughout the process,

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participants will gain a variety of experiences touching on social, economic, and international files, and develop a wide network of contacts across a variety of federal departments

Upon completion of the program, APAP participants have become valuable assets for the government — able to develop and analyze policies, critically analyze policies within central agencies, and successfully navigate the policy development process.

### **Q14: What is the promotion progression for APAP participants?**

Participants are hired at the EC-03 group and level (\$75,977-\$85,968 ) and, based on performance, progress to the EC-04 level (\$83,862-\$97,051) after one year, and graduate at the EC-05 level (\$100,265-\$115,404) after 24 months. Participants are required to obtain a fully satisfactory rating after each placement and be successful at the promotion board interview, which is held after 12 months of participation.

Participants graduate at the EC-05 level after 2 years, provided all conditions have been met. Upon graduation, participants are placed in their sponsoring department at the EC-05 level.

### **Q15: What are the different sponsoring departments that participate in the program?**

Departments that sponsor APAP participants include::

- Agriculture and Agri-Food Canada
- Canada Revenue Agency
- Employment and Social Development Canada
- Environment and Climate Change Canada
- Fisheries and Oceans Canada
- Health Canada
- Immigration, Refugees and Citizenship Canada
- Infrastructure Canada
- Innovation, Science and Economic Development Canada
- Natural Resources Canada
- Transport Canada