**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 macro-economics); 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.

**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/public-service-commission/jobs/services/gc-jobs/degree-equivalency.html)

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

The APAP provides participants with a 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, 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