

**Guidelines for Years of Experience for
Non-Information Technology APT Positions**

The following are guidelines on the number of years of progressively responsible professional experience required for non-Information Technology APT positions by band and position concept:

Band	Position Concept	Years of Experience Required
A	Entry Worker	0 – 1 years
A	Independent Worker	1 – 2 years
B	Journey Worker (fully competent professional)	3 – 4 years
B	Senior Worker / Working Supervisor	4 – 6 years
C	Supervisor	5 – 7 years
C	Subject Matter Expert	6 – 9 years
D	Program Administrator / Manager	6 – 8 years
D	Foremost Subject Matter Expert	8 – 10 years

Guidelines for Years of Experience for Information Technology APT Positions

The following are guidelines on the number of years of progressively responsible professional experience required for Information Technology APT positions by band and position concept:

Band	Position Concept	Years of Experience Required
A	Entry Worker	0 years
A	Independent Worker	1 – 2 years
B	Journey Worker (fully competent professional)	3 – 4 years
B	Senior Worker	4 – 5 years
B	Working Supervisor	5 – 6 years
C	Supervisor	5 – 7 years
C	Subject Matter Expert	8 – 10 years
D	Program Administrator / Manager	9 – 14 years
D	Foremost Subject Matter Expert	9 – 14 years