



CLASSIFICATION STANDARD

MANAGEMENT TRAINEE GROUP

ADMINISTRATIVE AND FOREIGN SERVICE CATEGORY

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MANAGEMENT TRAINEE GROUP

Administrative and Foreign Service Category

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INTRODUCTION

In 1990, Treasury Board Ministers approved the creation of the Management Trainee (MM) Group for the purpose of recruiting and training high-potential university graduates to become middle managers within five years, and be capable of assuming senior-level responsibilities by the year 2000. Qualified employees of the Public Service with up to three years of experience are also eligible for this program. The program is available to all departments.

The Management Trainee Group has been established for training purposes and comprises one level. It encompasses the wide variety of work assignments trainees will perform as they progress through training programs and increasingly more challenging work assignments. Graduates from the group will be appointed to management positions.

The classification standard for the Management Trainee Group takes into consideration this training orientation, and the temporary nature of appointment to the Management Trainee Group until sufficient knowledge and skills are acquired by candidates to qualify for appointment to a middle management position.

The Management Trainee Group is distinct from other recruitment and training initiatives (as, for example, the Administrative Trainee Group) in that it focuses on training and work experience leading to a management career rather than a professional or technical one.

Apart from the Introduction, it limits itself to a definition of the Administrative and Foreign Service Category and the Management Trainee Group. A rating plan and bench-mark position descriptions are inapplicable in this case.

CATEGORY DEFINITION

Occupational categories were repealed by the Public Service Reform Act (PSRA), effective April 1, 1993. Therefore, the occupational category definitions have been deleted from the classification standards.

GROUP DEFINITION

For occupational group allocation, it is recommended that you use the [Occupational Group Definition Maps](#), which provide the 1999 group definition and their corresponding inclusion and exclusion statements. The maps explicitly link the relevant parts of the overall 1999 occupational group definition to each classification standard.