



2021 Alberta Wage and Salary Survey

Educational services summary report

Overview

The Alberta Wage and Salary Survey is undertaken by the Alberta government to provide current wage rates and skill shortage information on various occupations in Alberta, and in specific industries and economic regions. This labour market information helps Alberta employers to fine-tune their compensation and recruitment strategies, helps individuals make career and education choices, and aids the provincial government in developing effective policies and providing services.

Survey results

The survey was completed with 239 employers in the Educational services sector who provided information on over 40,471 employees in various occupational classifications¹. Survey data were collected between January and August 2021. Alberta Wage and Salary Survey results by four-digit National Occupational Classification (NOC) for all of Alberta, by industry group, and by geographic area can be found at www.alis.alberta.ca/occinfo

Wages for selected occupations

The following table illustrates the wage survey results associated with some common occupations within this industry². The tables below present results for three-digit NOC minor groups and for four-digit NOCs.

¹ The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 5.1\%$ at a 95% confidence level (i.e., 19 times out of 20) taking into account the sample design effect associated with over/under sampling and data weighting.

² Occupations were selected as the top occupations in terms of number of employees as per Statistics Canada 2016 Census for this industry and supplemented by other occupations frequently reported by industry employers. Only occupations with a minimum number of reportable observations were selected. Some occupations common to this industry may not be listed if sufficient reliable data were not available.

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | # of Employees | Data Reliability Code | Avg. Hours Worked per Week | Avg. Starting Pay | Avg. Top Pay | Overall Average Pay for All Employees |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| Common Business, Managerial, Administrative, and Clerical Occupations | | | | | | | |
| 001 Legislators and senior management | 40 | 114 | B | 32.6 | \$64.87 | \$75.09 | \$69.99 |
| 0014 Senior managers - health, education, social and community services and membership organizations | 35 | 109 | B | 32.3 | \$66.15 | \$76.29 | \$71.02 |
| 011 Administrative services managers | 51 | 175 | A | 35.2 | \$45.40 | \$62.90 | \$53.75 |
| 0111 Financial managers | 40 | 75 | A | 35.0 | \$50.99 | \$65.91 | \$60.01 |
| 0112 Human resources managers | 13 | 22 | C | 36.2 | \$54.66 | \$70.50 | \$64.32 |
| 0114 Other administrative services managers | 18 | 75 | B | 35.1 | \$37.54 | \$57.93 | \$44.84 |
| 012 Managers in financial and business services | 16 | 38 | C | 36.2 | \$50.72 | \$67.99 | \$59.50 |
| 0124 Advertising, marketing and public relations managers | 14 | 26 | C | 35.7 | \$47.42 | \$60.74 | \$54.32 |
| 021 Managers in engineering, architecture, science and information systems | 17 | 48 | C | 35.9 | \$49.13 | \$64.43 | \$57.89 |
| 0213 Computer and information systems managers | 17 | 47 | C | 35.9 | \$49.38 | \$64.74 | \$58.18 |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | # of Employees | Data Reliability Code | Avg. Hours Worked per Week | Avg. Starting Pay | Avg. Top Pay | Overall Average Pay for All Employees |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 042 Managers in education and social and community services | 123 | 1,718 | B | 38.5 | \$44.45 | \$67.44 | \$51.36 |
| 0421 Administrators - post-secondary education and vocational training | 44 | 526 | C | 38.1 | \$29.40 | \$76.34 | \$34.88 |
| 0422 School principals and administrators of elementary and secondary education | 60 | 1,140 | B | 38.8 | \$51.79 | \$64.47 | \$59.49 |
| 0423 Managers in social, community and correctional services | 34 | 52 | B | 35.5 | \$32.04 | \$41.59 | \$38.78 |
| 051 Managers in art, culture, recreation and sport | 18 | 29 | C | 34.8 | \$39.89 | \$50.60 | \$44.09 |
| 0513 Recreation, sports and fitness program and service directors | 12 | 14 | C | 36.1 | \$33.17 | \$39.66 | \$35.92 |
| 071 Managers in construction and facility operation and maintenance | 30 | 54 | A | 37.5 | \$41.22 | \$54.00 | \$47.94 |
| 0714 Facility operation and maintenance managers | 28 | 45 | B | 37.8 | \$42.03 | \$53.40 | \$49.05 |
| 073 Managers in transportation | 12 | 15 | C | 35.7 | \$45.12 | \$50.62 | \$49.24 |
| 0731 Managers in transportation | 12 | 15 | C | 35.7 | \$45.12 | \$50.62 | \$49.24 |
| 111 Auditors, accountants and investment professionals | 38 | 122 | A | 35.7 | \$40.49 | \$52.31 | \$48.05 |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | # of Employees | Data Reliability Code | Avg. Hours Worked per Week | Avg. Starting Pay | Avg. Top Pay | Overall Average Pay for All Employees |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 1111 Financial auditors and accountants | 35 | 96 | A | 35.6 | \$41.07 | \$52.29 | \$47.84 |
| 112 Human resources and business service professionals | 51 | 263 | A | 36.0 | \$33.28 | \$43.87 | \$38.66 |
| 1121 Human resources professionals | 27 | 83 | B | 35.7 | \$37.79 | \$47.68 | \$42.79 |
| 1123 Professional occupations in advertising, marketing and public relations | 42 | 167 | B | 36.2 | \$30.54 | \$41.09 | \$35.86 |
| 121 Administrative services supervisors | 15 | 49 | C | 35.9 | \$35.64 | \$48.27 | \$42.81 |
| 1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations | 8 | 16 | B | 35.9 | \$33.90 | \$41.61 | \$38.86 |
| 122 Administrative and regulatory occupations | 80 | 883 | A | 35.5 | \$26.97 | \$43.20 | \$33.89 |
| 1221 Administrative officers | 60 | 630 | B | 35.6 | \$25.87 | \$44.92 | \$33.48 |
| 1222 Executive assistants | 36 | 134 | A | 35.5 | \$28.93 | \$37.51 | \$33.73 |
| 1223 Human resources and recruitment officers | 12 | 53 | C | 36.3 | \$30.91 | \$40.75 | \$36.45 |
| 1225 Purchasing agents and officers | 11 | 34 | C | 35.7 | \$30.78 | \$41.05 | \$37.21 |
| 124 Office administrative assistants - general, legal and medical | 104 | 2,078 | A | 32.3 | \$20.37 | \$28.16 | \$24.56 |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | # of Employees | Data Reliability Code | Avg. Hours Worked per Week | Avg. Starting Pay | Avg. Top Pay | Overall Average Pay for All Employees |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 1241 Administrative assistants | 104 | 2,078 | A | 32.3 | \$20.37 | \$28.16 | \$24.56 |
| 131 Finance, insurance and related business administrative occupations | 31 | 79 | B | 32.5 | \$25.70 | \$33.66 | \$30.87 |
| 1311 Accounting technicians and bookkeepers | 31 | 79 | B | 32.5 | \$25.70 | \$33.66 | \$30.87 |
| 141 General office workers | 70 | 522 | A | 29.7 | \$19.17 | \$28.02 | \$23.28 |
| 1411 General office support workers | 36 | 305 | A | 29.5 | \$19.30 | \$29.70 | \$23.71 |
| 1414 Receptionists | 36 | 209 | A | 29.8 | \$18.68 | \$25.13 | \$22.31 |
| 143 Financial, insurance and related administrative support workers | 52 | 359 | B | 36.4 | \$22.85 | \$31.69 | \$27.78 |
| 1431 Accounting and related clerks | 41 | 283 | B | 36.7 | \$21.26 | \$29.89 | \$26.02 |
| 1432 Payroll administrators | 34 | 76 | A | 35.4 | \$28.84 | \$38.48 | \$34.43 |
| 145 Library, correspondence and other clerks | 19 | 185 | B | 27.8 | \$21.63 | \$27.17 | \$25.12 |
| 1451 Library assistants and clerks | 14 | 151 | C | 26.6 | \$21.29 | \$26.47 | \$24.55 |
| 152 Supply chain logistics, tracking and scheduling co-ordination occupations | 20 | 53 | B | 33.7 | \$22.11 | \$28.92 | \$26.63 |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | # of Employees | Data Reliability Code | Avg. Hours Worked per Week | Avg. Starting Pay | Avg. Top Pay | Overall Average Pay for All Employees |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| Common Professional, Technical, Skilled, and Labour Occupations | | | | | | | |
| 217 Computer and information systems professionals | 30 | 331 | A | 36.4 | \$35.99 | \$50.45 | \$45.18 |
| 2171 Information systems analysts and consultants | 25 | 242 | B | 36.6 | \$36.33 | \$50.89 | \$45.12 |
| 226 Other technical inspectors and regulatory officers | 16 | 32 | C | 36.4 | \$36.68 | \$45.42 | \$40.64 |
| 2263 Inspectors in public and environmental health and occupational health and safety | 16 | 32 | C | 36.4 | \$36.68 | \$45.42 | \$40.64 |
| 228 Technical occupations in computer and information systems | 40 | 308 | A | 35.7 | \$30.35 | \$40.37 | \$36.95 |
| 2281 Computer network technicians | 31 | 167 | A | 35.9 | \$32.69 | \$43.69 | \$40.25 |
| 2282 User support technicians | 15 | 122 | B | 35.6 | \$27.22 | \$35.38 | \$32.25 |
| 314 Therapy and assessment professionals | 23 | 192 | B | 31.1 | \$47.33 | \$63.08 | \$54.30 |
| 3141 Audiologists and speech-language pathologists | 19 | 114 | B | 31.5 | \$46.97 | \$63.15 | \$54.14 |
| 3143 Occupational therapists | 18 | 69 | B | 31.1 | \$48.42 | \$63.22 | \$54.25 |
| 323 Other technical occupations in health care | 11 | 71 | B | 28.8 | \$26.93 | \$31.19 | \$29.30 |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | # of Employees | Data Reliability Code | Avg. Hours Worked per Week | Avg. Starting Pay | Avg. Top Pay | Overall Average Pay for All Employees |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 3237 Other technical occupations in therapy and assessment | 8 | 68 | B | 28.7 | \$27.05 | \$31.32 | \$29.39 |
| 401 University professors and post-secondary assistants | 16 | 1,555 | C | 30.6 | \$34.87 | \$51.81 | \$44.72 |
| 4011 University professors and lecturers | 9 | 1,019 | D | 35.7 | \$40.58 | \$61.89 | \$49.35 |
| 4012 Post-secondary teaching and research assistants | 10 | 536 | C | 20.6 | \$28.89 | \$43.11 | \$35.66 |
| 402 College and other vocational instructors | 53 | 2,542 | C | 33.1 | \$27.85 | \$57.23 | \$44.59 |
| 4021 College and other vocational instructors | 53 | 2,542 | C | 33.1 | \$27.85 | \$57.23 | \$44.59 |
| 403 Secondary and elementary school teachers and educational counsellors | 87 | 15,527 | A | 37.0 | \$31.59 | \$54.43 | \$43.60 |
| 4031 Secondary school teachers | 62 | 7,443 | A | 37.8 | \$30.53 | \$52.61 | \$42.52 |
| 4032 Elementary school and kindergarten teachers | 64 | 7,814 | B | 36.3 | \$32.66 | \$56.57 | \$44.84 |
| 4033 Educational counsellors | 30 | 270 | B | 34.4 | \$29.51 | \$42.76 | \$37.06 |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | # of Employees | Data Reliability Code | Avg. Hours Worked per Week | Avg. Starting Pay | Avg. Top Pay | Overall Average Pay for All Employees |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 415 Social and community service professionals | 38 | 249 | B | 34.0 | \$32.66 | \$43.01 | \$38.28 |
| 4151 Psychologists | 18 | 92 | C | 31.7 | \$40.00 | \$52.61 | \$47.15 |
| 4153 Family, marriage and other related counsellors | 8 | 71 | B | 34.5 | \$27.30 | \$35.78 | \$31.88 |
| 4156 Employment counsellors | 8 | 48 | C | 37.4 | \$19.40 | \$26.51 | \$21.77 |
| 416 Policy and program researchers, consultants and officers | 43 | 338 | B | 34.5 | \$34.25 | \$50.68 | \$44.87 |
| 4166 Education policy researchers, consultants and program officers | 31 | 227 | B | 34.2 | \$34.31 | \$52.96 | \$46.70 |
| 421 Paraprofessional occupations in legal, social, community and education services | 100 | 1,428 | A | 27.9 | \$24.56 | \$33.81 | \$28.67 |
| 4212 Social and community service workers | 43 | 506 | A | 30.2 | \$26.49 | \$36.02 | \$30.54 |
| 4214 Early childhood educators and assistants | 34 | 362 | B | 31.7 | \$19.27 | \$25.47 | \$22.11 |
| 4215 Instructors of persons with disabilities | 9 | 66 | C | 28.1 | \$27.05 | \$45.57 | \$33.07 |
| 4216 Other instructors | 31 | 484 | B | 22.7 | \$26.08 | \$35.89 | \$30.99 |
| 441 Home care providers and educational support occupations | 70 | 6,998 | A | 26.7 | \$17.99 | \$23.74 | \$20.59 |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | # of Employees | Data Reliability Code | Avg. Hours Worked per Week | Avg. Starting Pay | Avg. Top Pay | Overall Average Pay for All Employees |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 4413 Elementary and secondary school teacher assistants | 69 | 6,983 | A | 26.7 | \$17.99 | \$23.74 | \$20.59 |
| 511 Librarians, archivists, conservators and curators | 16 | 242 | C | 25.7 | \$20.76 | \$26.86 | \$24.69 |
| 5111 Librarians | 16 | 242 | C | 25.7 | \$20.76 | \$26.86 | \$24.69 |
| 5134 Dancers | 8 | 137 | D | 14.3 | \$22.01 | \$47.83 | \$32.60 |
| 521 Technical occupations in libraries, public archives, museums and art galleries | 20 | 132 | B | 29.6 | \$21.43 | \$30.08 | \$27.46 |
| 5211 Library and public archive technicians | 20 | 130 | B | 29.5 | \$21.42 | \$30.00 | \$27.47 |
| 525 Athletes, coaches, referees and related occupations | 33 | 337 | B | 19.4 | \$18.80 | \$34.09 | \$25.01 |
| 5252 Coaches | 17 | 191 | B | 20.8 | \$18.15 | \$33.24 | \$23.96 |
| 5254 Program leaders and instructors in recreation, sport and fitness | 22 | 146 | C | 17.8 | \$19.60 | \$35.16 | \$26.33 |
| 632 Chefs and cooks | 12 | 46 | C | 33.7 | \$20.64 | \$24.79 | \$22.45 |
| 6322 Cooks | 11 | 44 | C | 33.6 | \$20.41 | \$24.50 | \$22.18 |
| 671 Food counter attendants, kitchen helpers and related support occupations | 16 | 62 | C | 33.9 | \$17.39 | \$21.38 | \$19.32 |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | # of Employees | Data Reliability Code | Avg. Hours Worked per Week | Avg. Starting Pay | Avg. Top Pay | Overall Average Pay for All Employees |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 6711 Food counter attendants, kitchen helpers and related support occupations | 16 | 62 | C | 33.9 | \$17.39 | \$21.38 | \$19.32 |
| 673 Cleaners | 73 | 1,826 | B | 35.6 | \$19.74 | \$26.00 | \$22.34 |
| 6731 Light duty cleaners | 8 | 310 | B | 38.6 | \$19.42 | \$24.62 | \$19.72 |
| 6733 Janitors, caretakers and building superintendents | 69 | 1,516 | A | 35.0 | \$19.80 | \$26.28 | \$22.87 |
| 724 Electrical trades and electrical power line and telecommunications workers | 14 | 28 | C | 38.8 | \$34.33 | \$38.74 | \$36.23 |
| 7241 Electricians (except industrial and power system) | 12 | 26 | C | 38.7 | \$34.73 | \$38.96 | \$36.25 |
| 725 Plumbers, pipefitters and gas fitters | 13 | 25 | B | 38.5 | \$33.19 | \$38.19 | \$37.07 |
| 7251 Plumbers | 10 | 16 | C | 37.9 | \$31.12 | \$37.90 | \$36.15 |
| 727 Carpenters and cabinetmakers | 13 | 38 | C | 38.9 | \$31.62 | \$35.56 | \$33.37 |
| 7271 Carpenters | 12 | 36 | C | 38.8 | \$31.51 | \$35.70 | \$33.39 |
| 751 Motor vehicle and transit drivers | 25 | 443 | A | 22.2 | \$20.11 | \$28.00 | \$22.81 |
| 7512 Bus drivers, subway operators and other transit operators | 23 | 438 | A | 22.2 | \$20.10 | \$28.05 | \$22.82 |

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 25 employers combined reported wages for 443 Motor vehicle and transit drivers (NOC 751).

Averages are calculated using data weighted by establishment to account for survey non-response (stratified by region, industry group and employer size) and by number of employees reported.

“n/a” indicates that results have been suppressed due to missing data for some employers or due to calculation anomalies.

Data Reliability Codes are based on coefficient of variation as an indicator of general reliability: “A”: coefficient of variation of less than or equal to ±6.00%, “B”: from ±6.01% to ±15.00%, “C”: from ± 15.01% to ±33.00%, “D”: more than ±33.01%.

Job vacancies and hiring difficulties – selected occupations

The following table illustrates the job vacancy survey results associated with some common occupations within the Educational services industry as cited by survey respondents and confirmed through review of the data.³

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | % of Employers that Hired for this Occupation within the Last 2 Years | % of Employers Experiencing Hiring Difficulties (out of those hiring) | % of Employers with Vacancies of Greater than 4 Months | Job Vacancy Rate |
|--|-------------------------------|---|---|---|------------------|
| Common Business, Managerial, Administrative, and Clerical Occupations | | | | | |
| 001 Legislators and senior management | 36-38 | 21% | 17% | 5% | 2.9% |
| 0014 Senior managers - health, education, social and community services and membership organizations | 31-33 | 19% | 18% | 5% | 3.1% |
| 011 Administrative services managers | 46-48 | 25% | 10% | 2% | 1.6% |

³ In reviewing the survey results presented in the table below, it is important to note that some of the largest employers in this industry sector that provided information on wage rates were unable to provide information on whether they had recruited for the position within the last two years, whether they had experienced hiring difficulties, or whether they currently had open vacancies. For this reason, caution should be undertaken when interpreting the figures presented herewith: The survey results on these questions may be more indicative of smaller to medium sized employers in the Educational services sector than of the sector as a whole.

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | % of Employers that Hired for this Occupation within the Last 2 Years | % of Employers Experiencing Hiring Difficulties (out of those hiring) | % of Employers with Vacancies of Greater than 4 Months | Job Vacancy Rate |
|---|--|--|--|---|-------------------------|
| 0111 Financial managers | 35-36 | 23% | 9% | 2% | 1.8% |
| 0112 Human resources managers | 9-10 | 8% | n/a | 7% | 6.7% |
| 0114 Other administrative services managers | 15 | 42% | 11% | 0% | 0.0% |
| 012 Managers in financial and business services | 11-12 | 15% | n/a | 7% | 6.5% |
| 0124 Advertising, marketing and public relations managers | 9-10 | 17% | n/a | 8% | 7.4% |
| 021 Managers in engineering, architecture, science and information systems | 13-14 | 5% | n/a | 5% | 4.5% |
| 0213 Computer and information systems managers | 13-14 | 5% | n/a | 5% | 4.5% |
| 042 Managers in education and social and community services | 116-117 | 29% | 12% | 1% | n/a |
| 0421 Administrators - post-secondary education and vocational training | 41 | 25% | 25% | 1% | n/a |
| 0422 School principals and administrators of elementary and secondary education | 57 | 34% | 0% | 1% | n/a |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | % of Employers that Hired for this Occupation within the Last 2 Years | % of Employers Experiencing Hiring Difficulties (out of those hiring) | % of Employers with Vacancies of Greater than 4 Months | Job Vacancy Rate |
|---|--|--|--|---|-------------------------|
| 0423 Managers in social, community and correctional services | 32-33 | 22% | 50% | 2% | 1.9% |
| 051 Managers in art, culture, recreation and sport | 15-16 | 20% | n/a | 6% | 5.2% |
| 0513 Recreation, sports and fitness program and service directors | 11 | 19% | n/a | 0% | n/a |
| 071 Managers in construction and facility operation and maintenance | 27 | 17% | 0% | 0% | n/a |
| 0714 Facility operation and maintenance managers | 25 | 16% | n/a | 0% | n/a |
| 073 Managers in transportation | 11 | 31% | n/a | 0% | n/a |
| 0731 Managers in transportation | 11 | 31% | n/a | 0% | n/a |
| 111 Auditors, accountants and investment professionals | 31 | 29% | 0% | 0% | n/a |
| 1111 Financial auditors and accountants | 28 | 30% | 0% | 0% | n/a |
| 112 Human resources and business service professionals | 46-48 | 39% | 3% | 6% | 3.5% |
| 1121 Human resources professionals | 23-24 | 47% | 0% | 6% | 3.6% |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | % of Employers that Hired for this Occupation within the Last 2 Years | % of Employers Experiencing Hiring Difficulties (out of those hiring) | % of Employers with Vacancies of Greater than 4 Months | Job Vacancy Rate |
|---|--|--|--|---|-------------------------|
| 1123 Professional occupations in advertising, marketing and public relations | 38 | 31% | 7% | 4% | 2.5% |
| 121 Administrative services supervisors | 12-13 | 22% | n/a | 6% | 4.2% |
| 1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations | 5 | 0% | n/a | 0% | n/a |
| 122 Administrative and regulatory occupations | 72 | 34% | 8% | 0% | n/a |
| 1221 Administrative officers | 53-54 | 43% | 10% | 0% | n/a |
| 1222 Executive assistants | 30 | 19% | 0% | 0% | n/a |
| 1223 Human resources and recruitment officers | 10 | 46% | 14% | 0% | n/a |
| 1225 Purchasing agents and officers | 8 | 10% | n/a | 0% | n/a |
| 124 Office administrative assistants - general, legal and medical | 95-96 | 37% | 7% | 1% | n/a |
| 1241 Administrative assistants | 95-96 | 37% | 7% | 1% | n/a |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | % of Employers that Hired for this Occupation within the Last 2 Years | % of Employers Experiencing Hiring Difficulties (out of those hiring) | % of Employers with Vacancies of Greater than 4 Months | Job Vacancy Rate |
|---|--|--|--|---|-------------------------|
| 131 Finance, insurance and related business administrative occupations | 26-27 | 21% | 0% | 0% | n/a |
| 1311 Accounting technicians and bookkeepers | 26-27 | 21% | 0% | 0% | n/a |
| 141 General office workers | 63-64 | 37% | 4% | 0% | n/a |
| 1411 General office support workers | 29-31 | 37% | 8% | 0% | n/a |
| 1414 Receptionists | 34-35 | 37% | 0% | 0% | n/a |
| 143 Financial, insurance and related administrative support workers | 47-48 | 29% | 23% | 2% | n/a |
| 1431 Accounting and related clerks | 36-37 | 29% | 36% | 4% | 0.8% |
| 1432 Payroll administrators | 29 | 28% | 0% | 0% | n/a |
| 145 Library, correspondence and other clerks | 17 | 55% | 9% | 5% | 1.8% |
| 1451 Library assistants and clerks | 12 | 69% | 0% | 7% | 2.1% |
| 152 Supply chain logistics, tracking and scheduling co-ordination occupations | 16 | 23% | 0% | 0% | n/a |
| Common Professional, Technical, Skilled, and Labour Occupations | | | | | |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | % of Employers that Hired for this Occupation within the Last 2 Years | % of Employers Experiencing Hiring Difficulties (out of those hiring) | % of Employers with Vacancies of Greater than 4 Months | Job Vacancy Rate |
|---|--|--|--|---|-------------------------|
| 217 Computer and information systems professionals | 24-25 | 28% | 17% | 11% | 3.8% |
| 2171 Information systems analysts and consultants | 20 | 31% | 18% | 6% | 1.2% |
| 226 Other technical inspectors and regulatory officers | 14 | 25% | n/a | 6% | 3.6% |
| 2263 Inspectors in public and environmental health and occupational health and safety | 14 | 25% | n/a | 6% | 3.6% |
| 228 Technical occupations in computer and information systems | 35-36 | 30% | 0% | 2% | n/a |
| 2281 Computer network technicians | 27-28 | 25% | 0% | 2% | n/a |
| 2282 User support technicians | 11 | 36% | 0% | 0% | n/a |
| 314 Therapy and assessment professionals | 21-22 | 51% | 13% | 2% | n/a |
| 3141 Audiologists and speech-language pathologists | 18-19 | 59% | 23% | 4% | 0.9% |
| 3143 Occupational therapists | 17-18 | 37% | 0% | 0% | n/a |
| 323 Other technical occupations in health care | 9 | 69% | 0% | 0% | n/a |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | % of Employers that Hired for this Occupation within the Last 2 Years | % of Employers Experiencing Hiring Difficulties (out of those hiring) | % of Employers with Vacancies of Greater than 4 Months | Job Vacancy Rate |
|---|--|--|--|---|-------------------------|
| 3237 Other technical occupations in therapy and assessment | 7 | 82% | 0% | 0% | 0.0% |
| 401 University professors and post-secondary assistants | 12-14 | 37% | n/a | 20% | 2.3% |
| 4011 University professors and lecturers | 6-8 | 45% | n/a | 16% | 3.3% |
| 4012 Post-secondary teaching and research assistants | 7-8 | 29% | n/a | 23% | 1.7% |
| 402 College and other vocational instructors | 47 | 60% | 22% | 7% | n/a |
| 4021 College and other vocational instructors | 47 | 60% | 22% | 7% | n/a |
| 403 Secondary and elementary school teachers and educational counsellors | 81 | 70% | 18% | 2% | n/a |
| 4031 Secondary school teachers | 58 | 72% | 19% | 3% | 0.1% |
| 4032 Elementary school and kindergarten teachers | 60-61 | 79% | 18% | 2% | n/a |
| 4033 Educational counsellors | 25 | 43% | 9% | 3% | 1.2% |
| 415 Social and community service professionals | 33 | 43% | 5% | 0% | n/a |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | % of Employers that Hired for this Occupation within the Last 2 Years | % of Employers Experiencing Hiring Difficulties (out of those hiring) | % of Employers with Vacancies of Greater than 4 Months | Job Vacancy Rate |
|---|--|--|--|---|-------------------------|
| 4151 Psychologists | 14 | 31% | 0% | 0% | n/a |
| 4153 Family, marriage and other related counsellors | 7 | 71% | 0% | 0% | 0.0% |
| 4156 Employment counsellors | 8 | 63% | 20% | 0% | n/a |
| 416 Policy and program researchers, consultants and officers | 38-39 | 26% | 8% | 7% | 3.0% |
| 4166 Education policy researchers, consultants and program officers | 26-27 | 22% | 0% | 3% | 2.6% |
| 421 Paraprofessional occupations in legal, social, community and education services | 94-95 | 53% | 25% | 4% | 1.5% |
| 4212 Social and community service workers | 39-40 | 47% | 10% | 0% | 0.0% |
| 4214 Early childhood educators and assistants | 31 | 57% | 38% | 2% | n/a |
| 4215 Instructors of persons with disabilities | 9 | 42% | n/a | 0% | n/a |
| 4216 Other instructors | 29-30 | 68% | 39% | 16% | 4.0% |
| 441 Home care providers and educational support occupations | 62-66 | 64% | 16% | 1% | n/a |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | % of Employers that Hired for this Occupation within the Last 2 Years | % of Employers Experiencing Hiring Difficulties (out of those hiring) | % of Employers with Vacancies of Greater than 4 Months | Job Vacancy Rate |
|--|--|--|--|---|-------------------------|
| 4413 Elementary and secondary school teacher assistants | 61-65 | 63% | 15% | 1% | n/a |
| 511 Librarians, archivists, conservators and curators | 12-13 | 20% | n/a | 7% | 1.6% |
| 5111 Librarians | 12-13 | 20% | n/a | 7% | 1.6% |
| 5134 Dancers | 8 | 59% | 56% | 0% | n/a |
| 521 Technical occupations in libraries, public archives, museums and art galleries | 16 | 46% | 0% | 0% | n/a |
| 5211 Library and public archive technicians | 16 | 46% | 0% | 0% | n/a |
| 525 Athletes, coaches, referees and related occupations | 31 | 38% | 23% | 6% | 1.2% |
| 5252 Coaches | 16 | 42% | 27% | 8% | 1.1% |
| 5254 Program leaders and instructors in recreation, sport and fitness | 20 | 32% | 16% | 4% | 1.4% |
| 632 Chefs and cooks | 9-10 | 54% | n/a | 0% | n/a |
| 6322 Cooks | 8-9 | 50% | n/a | 0% | n/a |
| 671 Food counter attendants, kitchen helpers and related support occupations | 12 | 50% | 0% | 0% | n/a |

| EDUCATIONAL SERVICES INDUSTRY Selected Occupations (4-Digit NOC) | Employers Reporting (n) | % of Employers that Hired for this Occupation within the Last 2 Years | % of Employers Experiencing Hiring Difficulties (out of those hiring) | % of Employers with Vacancies of Greater than 4 Months | Job Vacancy Rate |
|--|--|--|--|---|-------------------------|
| 6711 Food counter attendants, kitchen helpers and related support occupations | 12 | 50% | 0% | 0% | n/a |
| 673 Cleaners | 65-66 | 45% | 9% | 0% | n/a |
| 6731 Light duty cleaners | 8 | 50% | 0% | 0% | n/a |
| 6733 Janitors, caretakers and building superintendents | 61-62 | 44% | 10% | 0% | n/a |
| 724 Electrical trades and electrical power line and telecommunications workers | 11 | 18% | n/a | 0% | n/a |
| 7241 Electricians (except industrial and power system) | 9 | 22% | n/a | 0% | n/a |
| 725 Plumbers, pipefitters and gas fitters | 11 | 18% | n/a | 0% | n/a |
| 7251 Plumbers | 8 | 25% | n/a | 0% | n/a |
| 727 Carpenters and cabinetmakers | 12 | 20% | n/a | 0% | n/a |
| 7271 Carpenters | 11 | 21% | n/a | 0% | n/a |
| 751 Motor vehicle and transit drivers | 21-22 | 64% | 68% | 9% | 1.2% |
| 7512 Bus drivers, subway operators and other transit operators | 19-20 | 64% | 78% | 10% | 1.2% |

“n” in the above table represents the range of the number of employers who indicated at least one employee in an occupation and responded to individual questions about hiring difficulties and vacancies (not all employers responded to all questions).

“n/a” indicates that results have been suppressed due to missing data for some employers.

Statistics on hiring activity, hiring difficulties, and employers reporting vacancies were calculated based on *the number of employers responding* for each question, weighted by establishment for survey non-response (stratified by region, industry group and employer size).

Job Vacancy Rate for vacancies that had been unfilled for 4 months or more calculated as: $\text{Sum of Unfilled Vacancies} / (\text{Sum of Current Employees} + \text{Sum of Unfilled Vacancies})$, with data weighted by establishment for survey non-response (stratified by industry group and employer size).

Industry Definition as per North American Industry Classification System (NAICS)

Educational Services (NAICS 61)

This sector comprises of establishments primarily engaged in providing instruction and training in a wide variety of subjects. This instruction and training is provided by specialized establishments, such as schools, colleges, universities and training centres. These establishments may be privately owned and operated, either for profit or not, or they may be publicly owned and operated. They may also offer food and accommodation services to their students.

Educational services are usually delivered by teachers who explain, tell, demonstrate, supervise and direct self-learning. Instruction is imparted in diverse settings, such as educational institutions, the workplace or the home (through correspondence, television or other means). The lessons can be adapted to the particular needs of the students, for example sign language can replace verbal language for teaching students with hearing impairments. All industries in the sector share this commonality of process, namely, labour inputs of teachers with the requisite subject matter expertise and teaching ability.

Research conducted for the Alberta Government by R.A. Malatest & Associates Ltd.