

# 2019 Alberta Wage and Salary Survey

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.

## Health Care & Social Assistance Industry Summary Report

### SURVEY RESULTS

The survey was completed with 689 employers in the Health Care & Social Assistance industry sector who provided information on over 133,489 employees in various occupational classifications<sup>1</sup>. Survey data were collected between January and July 2019. 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](http://www.alis.alberta.ca/occinfo)

### WAGES FOR SELECTED OCCUPATIONS

The following table illustrates the wage survey results associated with some common occupations within this industry<sup>2</sup>. The tables below present results for three-digit NOC minor groups and for four-digit NOCs.

HEALTH CARE & SOCIAL ASSISTANCE INDUSTRY Selected Occupations (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
<b>Common Business, Managerial, Administrative, and Clerical Occupations</b>							
001 Legislators and senior management	158	591	B	38.1	\$56.49	\$78.06	\$68.37
0014 Senior managers - health, education, social and community services and membership organizations	155	588	B	38.1	\$56.50	\$78.31	\$68.54
011 Administrative services managers	130	279	B	37.2	\$37.67	\$49.09	\$44.05
0111 Financial managers	71	96	B	37.1	\$33.94	\$44.54	\$40.85
0112 Human resources managers	50	63	A	36.8	\$39.46	\$49.83	\$44.29

<sup>1</sup>The estimated sample error at the establishment level for overall results for this industry is estimated to be  $\pm 3.1\%$  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.

<sup>2</sup>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.

HEALTH CARE & SOCIAL ASSISTANCE INDUSTRY Selected Occupations (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
0114 Other administrative services managers	42	117	C	37.4	\$39.87	\$52.47	\$46.51
012 Managers in financial and business services	39	71	A	37.1	\$33.70	\$39.44	\$37.23
0124 Advertising, marketing and public relations managers	32	49	A	37.0	\$34.62	\$40.26	\$37.99
021 Managers in engineering, architecture, science and information systems	18	143	B	36.4	\$41.97	\$58.05	\$51.73
0213 Computer and information systems managers	18	138	B	36.5	\$41.34	\$57.34	\$51.03
031 Managers in health care	100	3,601	B	36.7	\$34.16	\$68.40	\$52.86
0311 Managers in health care	100	3,601	B	36.7	\$34.16	\$68.40	\$52.86
042 Managers in education and social and community services	255	881	A	37.3	\$29.87	\$40.90	\$34.28
0423 Managers in social, community and correctional services	252	874	A	37.3	\$29.88	\$40.91	\$34.29
063 Managers in food service and accommodation	30	80	A	36.3	\$27.09	\$33.85	\$30.97
0632 Accommodation service managers	21	60	B	35.3	\$27.46	\$34.49	\$30.96
071 Managers in construction and facility operation and maintenance	42	154	B	38.4	\$32.93	\$42.05	\$38.21
0714 Facility operation and maintenance managers	41	144	B	38.3	\$33.08	\$42.42	\$38.50
111 Auditors, accountants and investment professionals	68	369	A	36.4	\$32.64	\$41.19	\$38.32
1111 Financial auditors and accountants	59	111	A	36.3	\$28.10	\$37.55	\$33.53
1112 Financial and investment analysts	18	256	B	36.5	\$37.94	\$45.82	\$44.27
112 Human resources and business service professionals	103	1,323	B	35.0	\$27.79	\$50.01	\$35.74
1121 Human resources professionals	59	1,186	B	35.0	\$27.41	\$52.76	\$36.20
1123 Professional occupations in advertising, marketing and public relations	59	97	A	34.9	\$25.63	\$30.77	\$28.45
121 Administrative services supervisors	38	181	B	35.6	\$26.65	\$34.26	\$30.11
1211 Supervisors, general office and administrative support workers	22	157	B	36.0	\$28.66	\$37.81	\$32.43

HEALTH CARE & SOCIAL ASSISTANCE INDUSTRY Selected Occupations (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
122 Administrative and regulatory occupations	208	2,278	B	35.2	\$27.24	\$36.80	\$32.61
1221 Administrative officers	147	1,918	B	35.0	\$27.68	\$38.28	\$33.60
1222 Executive assistants	59	148	A	37.0	\$25.94	\$33.47	\$30.84
1224 Property administrators	15	39	B	35.4	\$24.08	\$28.69	\$26.77
124 Office administrative assistants - general, legal and medical	208	8,969	B	31.0	\$22.07	\$31.29	\$26.00
1241 Administrative assistants	153	4,963	B	29.3	\$21.06	\$30.88	\$25.06
1243 Medical administrative assistants	69	4,006	B	32.9	\$23.24	\$31.77	\$27.09
125 Court reporters, transcriptionists, records management technicians and statistical officers	26	1,370	A	33.7	\$26.79	\$43.52	\$35.80
1251 Court reporters, medical transcriptionists and related occupations	19	300	B	33.8	\$24.47	\$30.77	\$29.07
1252 Health information management occupations	12	1,022	A	33.5	\$27.80	\$50.12	\$39.21
131 Finance, insurance and related business administrative occupations	58	66	A	30.3	\$23.30	\$28.21	\$26.24
1311 Accounting technicians and bookkeepers	55	55	A	28.0	\$24.29	\$29.00	\$27.18
141 General office workers	275	4,325	A	31.2	\$20.79	\$27.15	\$24.16
1411 General office support workers	90	3,223	B	30.1	\$23.02	\$29.95	\$26.75
1414 Receptionists	212	1,082	A	32.1	\$18.74	\$24.60	\$21.78
143 Financial, insurance and related administrative support workers	85	190	A	36.0	\$22.10	\$29.82	\$26.31
1431 Accounting and related clerks	67	121	A	35.3	\$22.15	\$30.28	\$26.57
1432 Payroll administrators	30	65	B	36.9	\$22.01	\$29.15	\$25.87
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>							
217 Computer and information systems professionals	19	1,204	B	36.9	\$35.32	\$49.81	\$44.38

HEALTH CARE & SOCIAL ASSISTANCE INDUSTRY Selected Occupations (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
2171 Information systems analysts and consultants	12	1,086	B	37.1	\$35.96	\$50.34	\$45.03
226 Other technical inspectors and regulatory officers	20	282	B	44.6	\$38.89	\$48.97	\$46.71
2263 Inspectors in public and environmental health and occupational health and safety	19	281	B	44.7	\$38.88	\$49.00	\$46.72
228 Technical occupations in computer and information systems	24	587	B	37.2	\$32.82	\$45.85	\$39.19
2281 Computer network technicians	17	125	B	38.1	\$34.87	\$46.46	\$41.08
2282 User support technicians	13	318	A	36.9	\$28.80	\$36.70	\$33.08
301 Professional occupations in nursing	75	28,050	B	30.0	\$36.60	\$53.83	\$45.76
3011 Nursing co-ordinators and supervisors	18	1,628	A	33.9	\$39.28	\$56.66	\$52.13
3012 Registered nurses and registered psychiatric nurses	75	26,422	B	29.8	\$36.45	\$53.67	\$45.40
312 Optometrists, chiropractors and other health diagnosing and treating professionals	18	509	C	33.9	\$48.53	\$62.80	\$56.63
3124 Allied primary health practitioners	10	483	A	34.0	\$46.98	\$61.31	\$55.02
313 Pharmacists, dietitians and nutritionists	28	1,585	B	32.7	\$44.69	\$56.27	\$52.52
3131 Pharmacists	16	891	B	33.4	\$51.57	\$61.91	\$58.06
3132 Dietitians and nutritionists	23	694	A	32.0	\$37.20	\$50.13	\$46.50
314 Therapy and assessment professionals	60	3,388	A	31.4	\$37.00	\$52.47	\$47.11
3141 Audiologists and speech-language pathologists	18	659	A	30.6	\$42.31	\$59.66	\$52.63
3142 Physiotherapists	36	1,101	A	31.6	\$35.35	\$51.82	\$45.90
3143 Occupational therapists	28	1,212	B	31.3	\$35.47	\$50.77	\$46.67
3144 Other professional occupations in therapy and assessment	36	416	B	31.8	\$38.02	\$50.22	\$45.12
321 Medical technologists and technicians (except dental health)	33	5,267	A	33.3	\$35.04	\$47.21	\$42.39
3211 Medical laboratory technologists	11	143	C	30.8	\$26.12	\$37.20	\$31.02

HEALTH CARE & SOCIAL ASSISTANCE INDUSTRY Selected Occupations (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
3214 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	11	1,274	A	32.1	\$37.23	\$49.94	\$46.04
3215 Medical radiation technologists	19	1,809	A	32.9	\$35.23	\$46.85	\$42.20
3216 Medical sonographers	16	547	A	34.7	\$39.88	\$52.06	\$46.14
3219 Other medical technologists and technicians (except dental health)	15	1,188	B	35.0	\$27.87	\$41.52	\$37.47
322 Technical occupations in dental health care	70	339	A	30.6	\$49.25	\$60.06	\$54.60
3222 Dental hygienists and dental therapists	69	320	A	30.2	\$50.91	\$61.89	\$56.24
323 Other technical occupations in health care	123	11,753	B	32.8	\$26.93	\$35.07	\$30.90
3233 Licensed practical nurses	80	8,514	A	30.8	\$26.08	\$34.47	\$30.04
3234 Paramedical occupations	15	2,938	B	39.6	\$30.44	\$37.64	\$34.37
3237 Other technical occupations in therapy and assessment	28	228	B	32.2	\$20.77	\$28.00	\$24.87
341 Assisting occupations in support of health services	202	19,060	A	29.2	\$19.79	\$25.45	\$22.69
3411 Dental assistants	79	536	A	33.9	\$24.85	\$33.11	\$29.52
3413 Nurse aides, orderlies and patient service associates	85	14,965	A	28.6	\$19.21	\$24.80	\$22.00
3414 Other assisting occupations in support of health services	104	3,559	A	30.9	\$21.12	\$26.12	\$23.96
402 College and other vocational instructors	16	229	B	22.3	\$30.09	\$37.73	\$34.37
4021 College and other vocational instructors	16	229	B	22.3	\$30.09	\$37.73	\$34.37
415 Social and community service professionals	128	4,742	A	34.5	\$29.71	\$42.23	\$37.59
4151 Psychologists	19	1,206	B	34.0	\$36.96	\$55.18	\$50.41
4152 Social workers	57	1,362	B	33.2	\$31.10	\$47.98	\$42.36
4153 Family, marriage and other related counsellors	73	1,909	B	34.9	\$28.71	\$39.22	\$34.16

HEALTH CARE & SOCIAL ASSISTANCE INDUSTRY Selected Occupations (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
4156 Employment counsellors	15	204	B	36.7	\$20.47	\$24.29	\$22.93
416 Policy and program researchers, consultants and officers	119	2,177	B	35.8	\$29.84	\$45.80	\$37.00
4163 Business development officers and marketing researchers and consultants	20	182	C	36.4	\$36.92	\$47.83	\$43.97
4164 Social policy researchers, consultants and program officers	64	366	C	37.6	\$26.41	\$35.86	\$29.42
4165 Health policy researchers, consultants and program officers	32	1,408	A	34.3	\$32.28	\$56.91	\$43.93
4167 Recreation, sports and fitness policy researchers, consultants and program officers	21	60	B	33.2	\$24.11	\$31.05	\$27.64
421 Paraprofessional occupations in legal, social, community and education services	310	11,399	A	31.4	\$18.24	\$24.30	\$20.50
4212 Social and community service workers	241	9,643	B	30.9	\$18.38	\$24.65	\$20.71
4214 Early childhood educators and assistants	111	1,717	A	35.9	\$16.61	\$20.78	\$18.22
441 Home care providers and educational support occupations	47	1,373	B	28.7	\$16.50	\$20.41	\$18.42
4412 Home support workers, housekeepers and related occupations	35	1,210	B	28.9	\$16.45	\$20.39	\$18.40
631 Service supervisors	66	391	B	36.1	\$21.31	\$27.22	\$24.60
6311 Food service supervisors	19	44	C	37.6	\$21.37	\$26.26	\$23.87
6312 Executive housekeepers	25	211	A	33.9	\$19.32	\$21.92	\$21.26
6315 Cleaning supervisors	25	43	B	38.1	\$24.46	\$29.78	\$28.53
632 Chefs and cooks	148	961	A	31.3	\$19.51	\$23.33	\$21.84
6321 Chefs	19	37	C	38.5	\$23.82	\$27.51	\$26.57
6322 Cooks	141	924	A	30.9	\$19.25	\$23.08	\$21.55
654 Security guards and related security service occupations	14	436	B	41.8	\$27.17	\$38.77	\$30.71
6541 Security guards and related security service occupations	14	436	B	41.8	\$27.17	\$38.77	\$30.71

HEALTH CARE & SOCIAL ASSISTANCE INDUSTRY Selected Occupations (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
671 Food counter attendants, kitchen helpers and related support occupations	85	3,495	A	26.3	\$16.80	\$22.37	\$18.21
6711 Food counter attendants, kitchen helpers and related support occupations	85	3,495	A	26.3	\$16.80	\$22.37	\$18.21
673 Cleaners	160	5,499	A	31.4	\$18.66	\$22.53	\$20.46
6731 Light duty cleaners	90	4,373	A	30.4	\$17.40	\$20.87	\$18.92
6733 Janitors, caretakers and building superintendents	134	1,126	A	34.4	\$22.33	\$27.37	\$24.90
674 Other service support and related occupations, n.e.c.	19	408	A	29.2	\$17.86	\$20.55	\$19.31
6741 Dry cleaning, laundry and related occupations	19	408	A	29.2	\$17.86	\$20.55	\$19.31
7512 Bus drivers, subway operators and other transit operators	16	27	C	20.5	\$19.16	\$21.85	\$20.87

"n" in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 148 employers combined reported wages for 961 Chefs and cooks (NOC 632).

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  $\pm 6.00\%$ , "B": from  $\pm 6.01\%$  to  $\pm 15.00\%$ , "C": from  $\pm 15.01\%$  to  $\pm 33.00\%$ , "D": more than  $\pm 33.01\%$ .

## JOB VACANCIES & HIRING DIFFICULTIES – SELECTED OCCUPATIONS

The following table illustrates the job vacancy survey results associated with some common occupations within the Health Care & Social Assistance industry as cited by survey respondents and confirmed through review of the data.<sup>3</sup>

HEALTH CARE & SOCIAL ASSISTANCE INDUSTRY Selected Occupations (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
<b>Common Business, Managerial, Administrative, and Clerical Occupations</b>					
001 Legislators and senior management	148	32%	12%	3%	2.3%
0014 Senior managers - health, education, social and community services and membership organizations	145	32%	12%	3%	2.3%
011 Administrative services managers	122-124	27%	26%	2%	1.5%
0111 Financial managers	68-69	34%	14%	3%	1.8%
0112 Human resources managers	47	21%	9%	4%	3.6%
0114 Other administrative services managers	37-38	26%	73%	0%	n/a
012 Managers in financial and business services	39	36%	8%	4%	2.8%
0124 Advertising, marketing and public relations managers	32	23%	15%	0%	0.0%
021 Managers in engineering, architecture, science and information systems	11	12%	n/a	0%	n/a
0213 Computer and information systems managers	11	12%	n/a	0%	n/a
031 Managers in health care	91-92	25%	19%	2%	1.2%
0311 Managers in health care	91-92	25%	19%	2%	1.2%
042 Managers in education and social and community services	248-252	37%	19%	2%	0.8%
0423 Managers in social, community and correctional services	245-249	37%	18%	2%	0.8%

<sup>3</sup> 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 Health Care and Social Assistance sector than of the sector as a whole.



<b>HEALTH CARE &amp; SOCIAL ASSISTANCE INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b>% of Employers that Hired for this Occupation within the Last 2 Years</b>	<b>% of Employers Experiencing Hiring Difficulties (out of those hiring)</b>	<b>% of Employers with Vacancies of Greater than 4 Months</b>	<b>Job Vacancy Rate</b>
063 Managers in food service and accommodation	30	43%	0%	0%	0.0%
0632 Accommodation service managers	21	34%	0%	0%	0.0%
071 Managers in construction and facility operation and maintenance	39	51%	12%	0%	0.0%
0714 Facility operation and maintenance managers	38	52%	12%	0%	0.0%
111 Auditors, accountants and investment professionals	62	39%	3%	0%	n/a
1111 Financial auditors and accountants	55	34%	1%	0%	n/a
1112 Financial and investment analysts	11	70%	8%	0%	n/a
112 Human resources and business service professionals	93-94	45%	18%	7%	4.8%
1121 Human resources professionals	50-51	47%	18%	11%	5.1%
1123 Professional occupations in advertising, marketing and public relations	57	45%	11%	1%	n/a
121 Administrative services supervisors	32	50%	26%	6%	3.1%
1211 Supervisors, general office and administrative support workers	16	54%	27%	1%	n/a
122 Administrative and regulatory occupations	195-198	29%	11%	2%	1.2%
1221 Administrative officers	136-138	23%	17%	1%	n/a
1222 Executive assistants	50-51	25%	0%	5%	4.3%
1224 Property administrators	15	27%	32%	0%	0.0%
124 Office administrative assistants - general, legal and medical	196-199	53%	12%	1%	n/a
1241 Administrative assistants	143-144	50%	10%	2%	0.9%
1243 Medical administrative assistants	59-61	57%	13%	0%	n/a

<b>HEALTH CARE &amp; SOCIAL ASSISTANCE INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b>% of Employers that Hired for this Occupation within the Last 2 Years</b>	<b>% of Employers Experiencing Hiring Difficulties (out of those hiring)</b>	<b>% of Employers with Vacancies of Greater than 4 Months</b>	<b>Job Vacancy Rate</b>
125 Court reporters, transcriptionists, records management technicians and statistical officers	18	36%	3%	0%	n/a
1251 Court reporters, medical transcriptionists and related occupations	12	30%	n/a	0%	n/a
1252 Health information management occupations	n/a	n/a	n/a	n/a	n/a
131 Finance, insurance and related business administrative occupations	56	30%	7%	1%	n/a
1311 Accounting technicians and bookkeepers	53	31%	7%	1%	n/a
141 General office workers	260-264	56%	16%	5%	1.5%
1411 General office support workers	79-80	48%	14%	6%	2.5%
1414 Receptionists	203-206	60%	17%	4%	1.2%
143 Financial, insurance and related administrative support workers	84	43%	12%	1%	n/a
1431 Accounting and related clerks	65-66	32%	15%	2%	1.5%
1432 Payroll administrators	30	62%	10%	0%	n/a
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>					
217 Computer and information systems professionals	11	49%	0%	0%	n/a
2171 Information systems analysts and consultants	5	45%	n/a	0%	n/a
226 Other technical inspectors and regulatory officers	12	63%	0%	11%	n/a
2263 Inspectors in public and environmental health and occupational health and safety	11	65%	0%	12%	n/a
228 Technical occupations in computer and information systems	16	27%	n/a	0%	n/a
2281 Computer network technicians	11	10%	n/a	0%	n/a
2282 User support technicians	6	71%	n/a	0%	n/a

HEALTH CARE & SOCIAL ASSISTANCE INDUSTRY Selected Occupations (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
301 Professional occupations in nursing	66	64%	33%	11%	2.3%
3011 Nursing co-ordinators and supervisors	10	56%	0%	2%	3.0%
3012 Registered nurses and registered psychiatric nurses	66	65%	37%	12%	2.3%
312 Optometrists, chiropractors and other health diagnosing and treating professionals	11	36%	n/a	19%	n/a
3124 Allied primary health practitioners	n/a	n/a	n/a	n/a	n/a
313 Pharmacists, dietitians and nutritionists	20	14%	0%	0%	n/a
3131 Pharmacists	8	0%	n/a	0%	n/a
3132 Dietitians and nutritionists	15	20%	0%	0%	n/a
314 Therapy and assessment professionals	52	63%	45%	26%	n/a
3141 Audiologists and speech-language pathologists	10	92%	94%	70%	n/a
3142 Physiotherapists	28	69%	61%	40%	n/a
3143 Occupational therapists	20	73%	47%	19%	n/a
3144 Other professional occupations in therapy and assessment	28	47%	2%	9%	2.3%
321 Medical technologists and technicians (except dental health)	25	68%	28%	5%	1.0%
3211 Medical laboratory technologists	n/a	n/a	n/a	n/a	n/a
3214 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	n/a	n/a	n/a	n/a	n/a
3215 Medical radiation technologists	11	67%	11%	4%	n/a
3216 Medical sonographers	8	78%	49%	12%	1.7%
3219 Other medical technologists and technicians (except dental health)	7	55%	n/a	0%	n/a

<b>HEALTH CARE &amp; SOCIAL ASSISTANCE INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b>% of Employers that Hired for this Occupation within the Last 2 Years</b>	<b>% of Employers Experiencing Hiring Difficulties (out of those hiring)</b>	<b>% of Employers with Vacancies of Greater than 4 Months</b>	<b>Job Vacancy Rate</b>
322 Technical occupations in dental health care	60-62	54%	63%	10%	2.7%
3222 Dental hygienists and dental therapists	59-60	59%	63%	10%	2.8%
323 Other technical occupations in health care	112-113	68%	30%	11%	2.7%
3233 Licensed practical nurses	69-70	69%	25%	11%	1.7%
3234 Paramedical occupations	8	72%	23%	16%	6.3%
3237 Other technical occupations in therapy and assessment	24	70%	24%	0%	n/a
341 Assisting occupations in support of health services	191-193	66%	31%	9%	2.3%
3411 Dental assistants	70-72	74%	54%	16%	3.9%
3413 Nurse aides, orderlies and patient service associates	75-76	75%	15%	10%	2.1%
3414 Other assisting occupations in support of health services	95	53%	23%	4%	2.9%
402 College and other vocational instructors	8-9	24%	n/a	0%	n/a
4021 College and other vocational instructors	8-9	24%	n/a	0%	n/a
415 Social and community service professionals	118	65%	27%	11%	2.5%
4151 Psychologists	11	80%	64%	17%	3.7%
4152 Social workers	48	49%	21%	6%	1.6%
4153 Family, marriage and other related counsellors	64-65	71%	33%	9%	2.9%
4156 Employment counsellors	14-15	74%	17%	22%	1.6%
416 Policy and program researchers, consultants and officers	111	45%	15%	1%	n/a
4163 Business development officers and marketing researchers and consultants	15	58%	38%	5%	4.1%
4164 Social policy researchers, consultants and program officers	58	57%	9%	1%	0.1%

HEALTH CARE & SOCIAL ASSISTANCE INDUSTRY Selected Occupations (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
4165 Health policy researchers, consultants and program officers	24	25%	36%	0%	n/a
4167 Recreation, sports and fitness policy researchers, consultants and program officers	14	28%	0%	0%	n/a
421 Paraprofessional occupations in legal, social, community and education services	297-298	70%	28%	10%	2.4%
4212 Social and community service workers	229	71%	25%	10%	2.4%
4214 Early childhood educators and assistants	109	68%	51%	15%	2.7%
441 Home care providers and educational support occupations	43-44	67%	52%	19%	2.6%
4412 Home support workers, housekeepers and related occupations	32-33	64%	46%	17%	2.5%
631 Service supervisors	58	48%	12%	1%	0.2%
6311 Food service supervisors	18	53%	22%	3%	1.9%
6312 Executive housekeepers	17	38%	0%	0%	0.0%
6315 Cleaning supervisors	25	48%	0%	0%	0.0%
632 Chefs and cooks	135-137	55%	19%	6%	2.9%
6321 Chefs	18	49%	6%	0%	n/a
6322 Cooks	128-130	56%	21%	7%	3.1%
654 Security guards and related security service occupations	6-7	82%	n/a	27%	n/a
6541 Security guards and related security service occupations	6-7	82%	n/a	27%	n/a
671 Food counter attendants, kitchen helpers and related support occupations	76	74%	17%	11%	2.0%
6711 Food counter attendants, kitchen helpers and related support occupations	76	74%	17%	11%	2.0%
673 Cleaners	148-149	53%	13%	4%	1.1%
6731 Light duty cleaners	80-81	72%	14%	6%	n/a

HEALTH CARE & SOCIAL ASSISTANCE INDUSTRY Selected Occupations (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
6733 Janitors, caretakers and building superintendents	122	43%	12%	4%	1.9%
674 Other service support and related occupations, n.e.c.	11	41%	n/a	0%	n/a
6741 Dry cleaning, laundry and related occupations	11	41%	n/a	0%	n/a
7512 Bus drivers, subway operators and other transit operators	16	79%	26%	0%	n/a

"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)**

**Health Care and Social Assistance (NAICS 62)**

This sector comprises establishments primarily engaged in providing health care by diagnosis and treatment, providing residential care for medical and social reasons, and providing social assistance, such as counselling, welfare, child protection, community housing and food services, vocational rehabilitation and child care, to those requiring such assistance.

*Research conducted for the Alberta Ministry of Labour by R.A. Malatest & Associates Ltd.*