

# Alberta Ministry of Labour

## 2017 Alberta Wage and Salary Survey

*The Alberta Wage and Salary Survey is undertaken by the Alberta Ministry of Labour 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 691 employers in the Health Care & Social Assistance industry sector who provided information on over 113,345 employees in various occupational classifications<sup>1</sup>. Survey data were collected between February and July 2017. 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/wageinfo](http://www.alis.alberta.ca/wageinfo)

#### 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	114	335	B	40.1	\$49.77	\$74.81	\$63.75
0014 Senior managers - health, education, social and community services and membership organizations	110	327	B	40.2	\$49.79	\$75.19	\$63.99
011 Administrative services managers	83	155	A	38.4	\$36.49	\$45.14	\$42.20
0111 Financial managers	42	44	B	37.1	\$42.61	\$52.16	\$49.15
0112 Human resources managers	35	46	A	38.8	\$35.37	\$43.36	\$39.98
0114 Other administrative services managers	31	60	B	39.3	\$32.75	\$40.65	\$38.23

<sup>1</sup> The estimated sample error at the establishment level for overall results for this industry is estimated to be  $\pm 1.9\%$  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 2011 National Household Survey data 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.

<b>HEALTH CARE &amp; SOCIAL ASSISTANCE INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b># of Employees</b>	<b>Data Reliability Code</b>	<b>Avg. Hours Worked per Week</b>	<b>Avg. Starting Pay</b>	<b>Avg. Top Pay</b>	<b>Overall Average Pay for All Employees</b>
012 Managers in financial and business services	29	46	B	35.7	\$34.78	\$40.50	\$37.39
0124 Advertising, marketing and public relations managers	27	38	B	37.4	\$31.73	\$36.35	\$33.59
021 Managers in engineering architecture science and information systems	19	140	B	42.3	\$33.41	\$53.35	\$44.76
0213 Computer and information systems managers	18	134	B	43.1	\$35.01	\$55.70	\$46.61
031 Managers in health care	117	3755	B	42.7	\$39.04	\$65.37	\$52.28
0311 Managers in health care	117	3,755	B	42.7	\$39.04	\$65.37	\$52.28
041 Managers in public administration	16	21	C	37.9	\$40.97	\$51.10	\$44.64
042 Managers in education and social and community services	199	723	B	38.1	\$31.53	\$40.65	\$36.76
0423 Managers in social, community and correctional services	197	720	B	38.1	\$31.53	\$40.67	\$36.77
063 Managers in food service and accommodation	20	34	B	38.4	\$24.10	\$27.12	\$26.00
0631 Restaurant and food service managers	14	19	C	38.2	\$23.91	\$27.17	\$26.06
071 Managers in construction and facility operation and maintenance	29	66	B	39.4	\$29.66	\$36.72	\$34.03
0714 Facility operation and maintenance managers	28	65	B	39.4	\$29.57	\$36.57	\$33.93
111 Auditors accountants and investment professionals	61	316	A	40.4	\$32.74	\$40.31	\$37.21
1111 Financial auditors and accountants	53	81	A	36.5	\$28.28	\$35.30	\$32.77
1112 Financial and investment analysts	12	233	B	44.9	\$38.17	\$46.36	\$42.56
112 Human resources and business service professionals	79	928	B	41.8	\$31.27	\$46.21	\$38.78
1121 Human resources professionals	44	731	B	43.8	\$30.62	\$48.27	\$39.61
1123 Professional occupations in advertising, marketing and public relations	52	166	B	36.5	\$30.78	\$37.49	\$33.41
121 Administrative services supervisors	27	383	B	42	\$24.23	\$31.89	\$27.92
1211 Supervisors, general office and administrative support workers	23	373	B	42.4	\$24.25	\$32.22	\$28.04
122 Administrative and regulatory occupations	168	532	A	35.7	\$25.56	\$31.77	\$28.85
1221 Administrative officers	119	242	A	33.9	\$25.61	\$31.05	\$28.50
1222 Executive assistants	41	127	A	39.9	\$24.28	\$33.64	\$29.47
1224 Property administrators	14	67	B	37.9	\$29.70	\$36.75	\$33.03

<b>HEALTH CARE &amp; SOCIAL ASSISTANCE INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b># of Employees</b>	<b>Data Reliability Code</b>	<b>Avg. Hours Worked per Week</b>	<b>Avg. Starting Pay</b>	<b>Avg. Top Pay</b>	<b>Overall Average Pay for All Employees</b>
1226 Conference and event planners	14	18	B	34.9	\$25.08	\$30.31	\$27.54
124 Office administrative assistants - General legal and medical	160	8938	B	38.9	\$22.88	\$28.88	\$25.62
1241 Administrative assistants	87	8,377	B	40.2	\$23.83	\$29.41	\$26.51
1243 Medical administrative assistants	79	561	A	33.2	\$18.53	\$26.45	\$21.65
125 Court reporters transcriptionists records management technicians and statistical officers	25	364	B	38.7	\$27.58	\$34.09	\$31.36
1251 Court reporters, medical transcriptionists and related occupations	20	312	B	39.2	\$25.56	\$30.86	\$28.78
131 Finance insurance and related business administrative occupations	40	68	B	34.4	\$22.69	\$47.13	\$33.22
1311 Accounting technicians and bookkeepers	40	68	B	34.4	\$22.69	\$47.13	\$33.22
141 General office workers	337	4,245	A	34	\$19.64	\$26.26	\$22.77
1411 General office support workers	117	3,083	B	36	\$21.41	\$29.00	\$24.86
1414 Receptionists	248	1,113	A	31.8	\$17.66	\$23.25	\$20.48
143 Financial insurance and related administrative support workers	93	230	A	35.1	\$22.40	\$28.58	\$26.10
1431 Accounting and related clerks	81	180	A	34.8	\$22.30	\$28.37	\$26.16
1432 Payroll clerks	19	44	C	36.3	\$23.04	\$29.52	\$26.12
152 Supply chain logistics tracking and scheduling co-ordination occupations	18	603	B	38.5	\$22.13	\$28.62	\$25.42
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>							
217 Computer and information systems professionals	17	1203	B	45	\$31.66	\$47.57	\$38.90
2171 Information systems analysts and consultants	14	1,186	B	45.2	\$31.84	\$47.95	\$39.14
226 Other technical inspectors and regulatory officers	14	303	B	38.8	\$41.92	\$49.96	\$45.95
2263 Inspectors in public and environmental health and occupational health and safety	13	300	B	38.8	\$42.14	\$50.13	\$46.14
228 Technical occupations in computer and information systems	28	423	B	42.9	\$29.26	\$36.91	\$33.21
2281 Computer network technicians	18	104	B	41.3	\$31.40	\$48.79	\$40.19
2282 User support technicians	18	319	A	43.6	\$28.43	\$32.28	\$30.49
301 Professional occupations in nursing	80	24,307	A	36.4	\$36.84	\$48.91	\$42.90
3011 Nursing co-ordinators and supervisors	19	1,711	A	42.3	\$35.24	\$50.67	\$43.06

<b>HEALTH CARE &amp; SOCIAL ASSISTANCE INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b># of Employees</b>	<b>Data Reliability Code</b>	<b>Avg. Hours Worked per Week</b>	<b>Avg. Starting Pay</b>	<b>Avg. Top Pay</b>	<b>Overall Average Pay for All Employees</b>
3012 Registered nurses and registered psychiatric nurses	78	22,596	A	35.9	\$36.96	\$48.79	\$42.89
311 Physicians dentists and veterinarians	42	1828	C	42.8	\$37.22	\$61.42	\$48.89
3111 Specialist physicians	13	1,725	C	43.8	\$31.35	\$53.12	\$41.92
3113 Dentists	25	69	C	35.4	\$61.91	\$115.59	\$86.34
312 Optometrists chiropractors and other health diagnosing and treating professionals	19	47	C	36.4	\$38.37	\$47.84	\$41.89
313 Pharmacists dietitians and nutritionists	23	1,394	A	38.3	\$44.91	\$54.96	\$49.90
3131 Pharmacists	17	788	A	39	\$51.78	\$60.17	\$56.01
3132 Dietitians and nutritionists	18	606	A	37.5	\$37.62	\$49.40	\$43.38
314 Therapy and assessment professionals	45	2,792	A	36.9	\$33.56	\$50.92	\$42.39
3141 Audiologists and speech-language pathologists	13	578	A	39.3	\$44.51	\$59.06	\$51.72
3142 Physiotherapists	24	1,001	A	37.8	\$36.12	\$55.20	\$45.12
3143 Occupational therapists	22	1,035	A	37.8	\$31.24	\$49.69	\$43.69
3144 Other professional occupations in therapy and assessment	23	178	B	32.5	\$24.61	\$39.35	\$29.16
321 Medical technologists and technicians (except dental health)	29	5,529	A	36	\$33.05	\$43.58	\$38.75
3211 Medical laboratory technologists	11	1,263	A	37.1	\$33.59	\$46.58	\$39.79
3214 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	13	1,155	A	36.2	\$37.90	\$51.05	\$44.12
3215 Medical radiation technologists	15	1,508	A	35.8	\$36.08	\$46.81	\$41.24
3216 Medical sonographers	14	401	A	35.9	\$38.18	\$49.58	\$44.70
322 Technical occupations in dental health care	72	303	A	30.4	\$46.08	\$56.69	\$51.47
3222 Dental hygienists and dental therapists	71	282	A	30.2	\$47.62	\$58.58	\$53.20
323 Other technical occupations in health care	133	9,116	A	38.5	\$26.13	\$33.92	\$29.74
3231 Opticians	19	74	C	37.2	\$19.16	\$31.81	\$26.06
3233 Licensed practical nurses	77	6,181	A	34.4	\$26.08	\$33.52	\$29.66
3234 Paramedical occupations	20	2,588	A	46.3	\$26.89	\$34.90	\$30.21
3237 Other technical occupations in therapy and assessment	23	240	B	37.6	\$22.16	\$28.10	\$25.23
341 Assisting occupations in support of health services	187	13,716	A	32.4	\$19.99	\$25.49	\$22.39
3411 Dental assistants	70	413	A	34	\$25.17	\$32.96	\$29.33

<b>HEALTH CARE &amp; SOCIAL ASSISTANCE INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b># of Employees</b>	<b>Data Reliability Code</b>	<b>Avg. Hours Worked per Week</b>	<b>Avg. Starting Pay</b>	<b>Avg. Top Pay</b>	<b>Overall Average Pay for All Employees</b>
3413 Nurse aides, orderlies and patient service associates	63	9,783	A	31.2	\$18.96	\$22.86	\$20.99
3414 Other assisting occupations in support of health services	117	3,520	A	36.3	\$21.96	\$32.36	\$25.08
415 Social and community service professionals	103	4,534	A	36.1	\$28.30	\$39.59	\$33.68
4151 Psychologists	23	888	A	39.6	\$42.26	\$56.97	\$49.56
4152 Social workers	48	1,467	B	35.9	\$25.38	\$35.51	\$29.67
4153 Family, marriage and other related counsellors	52	2,045	A	35.2	\$26.77	\$37.80	\$32.46
416 Policy and program researchers consultants and officers	114	2,000	A	38.4	\$30.80	\$43.88	\$37.41
4164 Social policy researchers, consultants and program officers	65	429	A	32.9	\$25.74	\$34.05	\$30.43
4165 Health policy researchers, consultants and program officers	33	1,391	A	42.1	\$33.64	\$49.97	\$41.57
4167 Recreation, sports and fitness policy researchers, consultants and program officers	22	85	B	36.1	\$30.44	\$38.76	\$34.37
421 Paraprofessional occupations in legal social community and education services	272	9,872	A	33.2	\$17.92	\$23.68	\$20.09
4212 Social and community service workers	196	7,955	B	33.3	\$18.32	\$24.03	\$20.42
4214 Early childhood educators and assistants	97	1,284	A	36.4	\$14.37	\$18.33	\$16.16
441 Home care providers and educational support occupations	40	1,798	A	34	\$18.40	\$22.95	\$20.55
4412 Home support workers, housekeepers and related occupations	34	1,736	A	33.8	\$18.42	\$23.03	\$20.68
631 Service supervisors	45	278	A	39.6	\$22.90	\$29.65	\$26.25
6311 Food service supervisors	19	180	A	41.5	\$20.09	\$23.81	\$22.04
6315 Cleaning supervisors	27	79	B	37.8	\$25.67	\$36.50	\$30.90
632 Chefs and cooks	139	875	A	32.4	\$18.40	\$21.59	\$20.01
6321 Chefs	17	34	C	39.4	\$22.29	\$26.66	\$25.46
6322 Cooks	129	841	A	32.2	\$18.25	\$21.40	\$19.80
651 Occupations in food and beverage service	12	212	A	21.4	\$14.35	\$16.62	\$15.10
6513 Food and beverage servers	12	211	A	21.3	\$14.35	\$16.61	\$15.10
654 Security guards and related security service occupations	15	341	B	41.4	\$25.33	\$31.76	\$28.69
6541 Security guards and related security service occupations	15	341	B	41.4	\$25.33	\$31.76	\$28.69

<b>HEALTH CARE &amp; SOCIAL ASSISTANCE INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b># of Employees</b>	<b>Data Reliability Code</b>	<b>Avg. Hours Worked per Week</b>	<b>Avg. Starting Pay</b>	<b>Avg. Top Pay</b>	<b>Overall Average Pay for All Employees</b>
671 Food counter attendants kitchen helpers and related support occupations	64	2626	B	29.8	\$16.42	\$18.68	\$17.66
6711 Food counter attendants, kitchen helpers and related support occupations	64	2,626	B	29.8	\$16.42	\$18.68	\$17.66
673 Cleaners	159	4,936	A	35.5	\$18.22	\$20.91	\$19.52
6731 Light duty cleaners	98	3,981	A	34.6	\$16.94	\$19.27	\$18.04
6733 Janitors, caretakers and building superintendents	117	953	A	38.8	\$22.59	\$26.52	\$24.55
674 Other service support and related occupations n.e.c.	18	219	B	34.4	\$17.03	\$19.40	\$18.11
6741 Dry cleaning, laundry and related occupations	17	216	B	34.5	\$17.03	\$19.39	\$18.11
724 Electrical trades and electrical power line and telecommunications workers	12	104	A	44.7	\$40.63	\$44.20	\$42.48
751 Motor vehicle and transit drivers	33	166	A	29.3	\$19.28	\$22.85	\$20.12
7512 Bus drivers, subway operators and other transit operators	17	43	B	25.6	\$18.30	\$20.23	\$19.01
7514 Delivery and courier service drivers	12	101	B	30.7	\$20.55	\$25.32	\$21.55

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 12 employers combined reported wages for 101 Delivery and courier service drivers - (NOC 7514).

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	108	12%	10%	0%	n/a
0014 Senior managers - health, education, social and community services and membership organizations	104	10%	12%	0%	n/a
011 Administrative services managers	81-82	19%	22%	2%	1.5%
0111 Financial managers	41-42	16%	15%	0%	n/a
0112 Human resources managers	34	14%	36%	4%	3.3%
0114 Other administrative services managers	31	30%	18%	2%	n/a
012 Managers in financial and business services	28-29	29%	14%	8%	6.9%
0124 Advertising, marketing and public relations managers	26-27	30%	18%	10%	8.7%
021 Managers in engineering architecture science and information systems	12	7%	n/a	0%	n/a
0213 Computer and information systems managers	11	2%	n/a	0%	n/a
031 Managers in health care	104-105	21%	14%	0%	n/a
0311 Managers in health care	104-105	21%	14%	0%	n/a
041 Managers in public administration	16	24%	n/a	0%	n/a
042 Managers in education and social and community services	198-199	30%	19%	1%	0.5%
0423 Managers in social, community and correctional services	196-197	31%	19%	1%	0.5%
063 Managers in food service and accommodation	20	46%	0%	0%	n/a
0631 Restaurant and food service managers	14	40%	0%	0%	n/a

<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>
071 Managers in construction and facility operation and maintenance	26	17%	0%	0%	n/a
0714 Facility operation and maintenance managers	25	14%	0%	0%	n/a
111 Auditors accountants and investment professionals	53	13%	21%	1%	n/a
1111 Financial auditors and accountants	49	11%	5%	0%	n/a
1112 Financial and investment analysts	4	n/a	n/a	n/a	n/a
112 Human resources and business service professionals	71	35%	10%	2%	1.0%
1121 Human resources professionals	35-36	26%	3%	2%	n/a
1123 Professional occupations in advertising, marketing and public relations	51	43%	14%	3%	2.1%
121 Administrative services supervisors	20	24%	10%	1%	n/a
1211 Supervisors, general office and administrative support workers	16	22%	16%	1%	n/a
122 Administrative and regulatory occupations	160	32%	9%	2%	1.4%
1221 Administrative officers	113-115	26%	9%	1%	n/a
1222 Executive assistants	33-34	30%	32%	9%	7.3%
1224 Property administrators	14	32%	0%	2%	n/a
1226 Conference and event planners	14	65%	0%	6%	5.2%
124 Office administrative assistants - General legal and medical	150	48%	10%	2%	n/a
1241 Administrative assistants	78	51%	7%	2%	n/a
1243 Medical administrative assistants	77	46%	12%	2%	0.4%
125 Court reporters transcriptionists records management technicians and statistical officers	17	10%	n/a	6%	2.0%
1251 Court reporters, medical transcriptionists and related occupations	12	0%	n/a	8%	2.7%
131 Finance insurance and related business administrative occupations	40	10%	0%	0%	n/a
1311 Accounting technicians and bookkeepers	40	10%	0%	0%	n/a
141 General office workers	327-328	53%	20%	3%	1.5%
1411 General office support workers	109	42%	20%	7%	1.9%
1414 Receptionists	240-242	58%	21%	2%	1.3%



<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>
143 Financial insurance and related administrative support workers	91	28%	7%	2%	n/a
1431 Accounting and related clerks	79	25%	11%	2%	1.1%
1432 Payroll clerks	19	44%	0%	0%	n/a
152 Supply chain logistics tracking and scheduling co-ordination occupations	10	27%	n/a	0%	n/a
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>					
217 Computer and information systems professionals	10	31%	0%	0%	n/a
2171 Information systems analysts and consultants	7	42%	0%	0%	n/a
226 Other technical inspectors and regulatory officers	6	57%	n/a	40%	n/a
2263 Inspectors in public and environmental health and occupational health and safety	5	58%	n/a	49%	n/a
228 Technical occupations in computer and information systems	20	39%	56%	10%	n/a
2281 Computer network technicians	11	33%	n/a	17%	n/a
2282 User support technicians	11	49%	60%	0%	n/a
301 Professional occupations in nursing	71-72	44%	33%	5%	1.0%
3011 Nursing co-ordinators and supervisors	11	49%	38%	0%	n/a
3012 Registered nurses and registered psychiatric nurses	69-70	43%	32%	6%	1.1%
311 Physicians dentists and veterinarians	35	28%	48%	9%	4.0%
3111 Specialist physicians	6	20%	n/a	0%	n/a
3113 Dentists	25	31%	45%	11%	4.0%
312 Optometrists chiropractors and other health diagnosing and treating professionals	16-17	8%	n/a	2%	1.3%
313 Pharmacists dietitians and nutritionists	13-14	57%	25%	3%	n/a
3131 Pharmacists	8-9	34%	n/a	3%	n/a
3132 Dietitians and nutritionists	8-9	76%	9%	3%	n/a
314 Therapy and assessment professionals	36-37	67%	35%	14%	3.2%
3141 Audiologists and speech-language pathologists	5	67%	n/a	50%	n/a
3142 Physiotherapists	15-16	71%	49%	27%	4.7%
3143 Occupational therapists	13	88%	26%	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>
3144 Other professional occupations in therapy and assessment	20-21	55%	20%	6%	2.0%
321 Medical technologists and technicians (except dental health)	20-21	44%	30%	14%	4.6%
3211 Medical laboratory technologists	3	n/a	n/a	n/a	n/a
3214 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	4-5	48%	n/a	n/a	n/a
3215 Medical radiation technologists	7	16%	n/a	24%	5.1%
3216 Medical sonographers	6	80%	72%	14%	n/a
322 Technical occupations in dental health care	65	53%	42%	5%	2.0%
3222 Dental hygienists and dental therapists	64	53%	41%	4%	1.4%
323 Other technical occupations in health care	124-125	61%	31%	7%	1.3%
3231 Opticians	19	61%	35%	4%	1.1%
3233 Licensed practical nurses	68-69	65%	21%	8%	1.4%
3234 Paramedical occupations	12	79%	59%	13%	1.0%
3237 Other technical occupations in therapy and assessment	16	54%	19%	0%	n/a
341 Assisting occupations in support of health services	177-178	59%	32%	8%	2.1%
3411 Dental assistants	63	65%	53%	14%	4.6%
3413 Nurse aides, orderlies and patient service associates	55	75%	20%	16%	2.0%
3414 Other assisting occupations in support of health services	107-108	50%	23%	2%	n/a
415 Social and community service professionals	92-94	68%	32%	7%	1.0%
4151 Psychologists	15	77%	47%	16%	2.8%
4152 Social workers	37-39	67%	37%	7%	n/a
4153 Family, marriage and other related counsellors	44	80%	27%	6%	1.2%
416 Policy and program researchers consultants and officers	106	47%	21%	3%	1.2%
4164 Social policy researchers, consultants and program officers	61	50%	33%	1%	0.2%
4165 Health policy researchers, consultants and program officers	25	44%	3%	8%	3.0%

<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>
4167 Recreation, sports and fitness policy researchers, consultants and program officers	14	41%	16%	3%	3.6%
421 Paraprofessional occupations in legal social community and education services	263	69%	33%	7%	0.8%
4212 Social and community service workers	188	72%	33%	7%	0.7%
4214 Early childhood educators and assistants	95	56%	35%	9%	1.5%
441 Home care providers and educational support occupations	32	66%	27%	7%	1.7%
4412 Home support workers, housekeepers and related occupations	26	70%	27%	9%	2.0%
631 Service supervisors	37	32%	27%	2%	n/a
6311 Food service supervisors	11	39%	42%	7%	3.3%
6315 Cleaning supervisors	20	40%	26%	0%	0.0%
632 Chefs and cooks	129-130	55%	22%	4%	1.0%
6321 Chefs	16	40%	7%	3%	5.7%
6322 Cooks	119-120	57%	23%	4%	n/a
651 Occupations in food and beverage service	12	67%	0%	9%	0.7%
6513 Food and beverage servers	12	65%	0%	10%	0.7%
654 Security guards and related security service occupations	7	37%	n/a	0%	n/a
6541 Security guards and related security service occupations	7	37%	n/a	0%	n/a
671 Food counter attendants kitchen helpers and related support occupations	54-55	62%	10%	6%	n/a
6711 Food counter attendants, kitchen helpers and related support occupations	54-55	62%	10%	6%	n/a
673 Cleaners	149-150	45%	16%	3%	n/a
6731 Light duty cleaners	88-89	51%	20%	5%	n/a
6733 Janitors, caretakers and building superintendents	108-109	41%	13%	1%	n/a
674 Other service support and related occupations n.e.c.	9-10	71%	0%	6%	1.9%
6741 Dry cleaning, laundry and related occupations	8-9	74%	0%	3%	n/a
724 Electrical trades and electrical power line and telecommunications workers	4	n/a	n/a	n/a	n/a
751 Motor vehicle and transit drivers	27	59%	18%	3%	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>
7512 Bus drivers, subway operators and other transit operators	17	40%	24%	7%	3.6%
7514 Delivery and courier service drivers	6	79%	n/a	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 counseling, 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.*