

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.

Construction Industry Summary Report

SURVEY RESULTS

The survey was completed with 547 employers in the Construction industry sector who provided information on over 20,056 employees in various occupational classifications¹. 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

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.

CONSTRUCTION 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
Common Business, Managerial, Administrative, and Clerical Occupations							
001 Legislators and senior management	76	152	B	42.7	\$61.74	\$80.34	\$72.02
0016 Senior managers - construction, transportation, production and utilities	68	133	B	42.7	\$63.16	\$81.66	\$73.49
011 Administrative services managers	75	131	A	40.1	\$45.16	\$55.94	\$51.17
0111 Financial managers	49	58	B	39.9	\$47.35	\$60.43	\$55.13
0112 Human resources managers	35	53	B	40.5	\$42.04	\$51.60	\$47.17
062 Retail and wholesale trade managers	28	79	B	39.5	\$41.80	\$62.94	\$46.84
0621 Retail and wholesale trade managers	28	79	B	39.5	\$41.80	\$62.94	\$46.84

¹ The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 3.2\%$ 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 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.

CONSTRUCTION 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
071 Managers in construction and facility operation and maintenance	206	904	A	42.4	\$42.98	\$59.56	\$50.27
0711 Construction managers	186	835	B	42.3	\$43.55	\$60.60	\$51.01
0712 Home building and renovation managers	14	38	C	45.3	\$26.47	\$39.71	\$32.84
0714 Facility operation and maintenance managers	18	31	C	42	\$40.37	\$46.63	\$43.78
081 Managers in natural resources production and fishing	19	102	C	44.9	\$48.72	\$94.41	\$67.18
0811 Managers in natural resources production and fishing	19	102	C	44.9	\$48.72	\$94.41	\$67.18
091 Managers in manufacturing and utilities	22	53	B	40.7	\$38.61	\$52.23	\$45.70
0911 Manufacturing managers	19	49	B	40.3	\$38.61	\$51.74	\$45.07
111 Auditors accountants and investment professionals	70	127	B	38.9	\$35.20	\$51.27	\$40.65
1111 Financial auditors and accountants	69	125	B	38.9	\$35.20	\$51.31	\$40.63
112 Human resources and business service professionals	30	66	B	39.3	\$31.16	\$44.67	\$37.46
1121 Human resources professionals	20	40	B	38.8	\$30.42	\$40.98	\$34.88
121 Administrative services supervisors	22	39	B	38.4	\$37.31	\$46.40	\$41.97
122 Administrative and regulatory occupations	99	210	B	39	\$25.82	\$41.16	\$31.84
1221 Administrative officers	86	161	B	38.7	\$25.00	\$42.11	\$31.05
124 Office administrative assistants - General legal and medical	57	150	A	38.5	\$20.19	\$29.07	\$24.34
1241 Administrative assistants	57	150	A	38.5	\$20.19	\$29.07	\$24.34
131 Finance insurance and related business administrative occupations	45	77	A	36.6	\$21.43	\$28.63	\$25.77
1311 Accounting technicians and bookkeepers	45	77	A	36.6	\$21.43	\$28.63	\$25.77
141 General office workers	144	413	A	37.8	\$19.17	\$27.66	\$23.24
1411 General office support workers	89	295	A	38.6	\$18.98	\$29.00	\$23.76
1414 Receptionists	62	117	B	35.6	\$19.39	\$24.26	\$21.73
143 Financial insurance and related administrative support workers	147	433	A	38.7	\$21.51	\$31.95	\$26.43
1431 Accounting and related clerks	136	393	A	39	\$21.31	\$32.21	\$26.38
1432 Payroll clerks	26	36	B	34.7	\$23.60	\$28.59	\$26.73
152 Supply chain logistics tracking and scheduling co-ordination occupations	76	262	A	41.4	\$25.97	\$35.10	\$30.44
1521 Shippers and receivers	23	73	B	39.3	\$20.68	\$30.63	\$26.01

CONSTRUCTION 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
1523 Production logistics co-ordinators	18	82	B	39.7	\$29.20	\$40.53	\$34.09
1525 Dispatchers	29	59	B	44.4	\$31.12	\$38.55	\$35.57
Common Professional, Technical, Skilled, and Labour Occupations							
223 Technical occupations in civil mechanical and industrial engineering	106	394	B	40.4	\$27.35	\$64.24	\$36.56
2234 Construction estimators	93	363	B	40.5	\$26.91	\$66.33	\$36.50
224 Technical occupations in electronics and electrical engineering	11	231	C	40.9	\$29.38	\$45.89	\$38.95
225 Technical occupations in architecture drafting surveying geomatics and meteorology	32	102	B	39.6	\$25.17	\$38.05	\$31.51
2253 Drafting technologists and technicians	24	68	B	37.9	\$26.52	\$37.96	\$31.75
226 Other technical inspectors and regulatory officers	110	277	A	40.8	\$33.95	\$42.58	\$38.08
2263 Inspectors in public and environmental health and occupational health and safety	40	68	A	37.5	\$28.22	\$37.62	\$33.37
2264 Construction inspectors	67	169	B	41.8	\$35.62	\$44.63	\$39.81
524 Creative designers and craftspersons	13	23	C	37.6	\$22.56	\$41.71	\$30.00
5242 Interior designers and interior decorators	13	23	C	37.6	\$22.56	\$41.71	\$30.00
622 Technical sales specialists in wholesale trade and retail and wholesale buyers	30	116	B	40.5	\$33.49	\$65.86	\$46.88
6221 Technical sales specialists - wholesale trade	30	116	B	40.5	\$33.49	\$65.86	\$46.88
673 Cleaners	28	185	B	38.7	\$19.64	\$32.13	\$24.60
6733 Janitors, caretakers and building superintendents	12	107	C	38.3	\$22.63	\$38.15	\$29.80
720 Contractors and supervisors industrial electrical and construction trades and related workers	133	870	A	42.4	\$30.96	\$46.13	\$37.40
7204 Contractors and supervisors, carpentry trades	29	184	B	44.3	\$30.47	\$45.03	\$35.56
7205 Contractors and supervisors, other construction trades, installers, repairers and servicers	84	535	B	42.4	\$30.27	\$46.51	\$37.33
723 Machining metal forming shaping and erecting trades	66	550	B	41.3	\$36.83	\$47.29	\$42.67
7233 Sheet metal workers	20	144	B	39.8	\$27.03	\$39.37	\$33.71
7237 Welders and related machine operators	39	326	B	41.8	\$42.54	\$52.52	\$48.20
724 Electrical trades and electrical power line and telecommunications workers	46	1105	B	40.3	\$30.02	\$42.42	\$37.74

CONSTRUCTION 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
7241 Electricians (except industrial and power system)	27	459	B	40.3	\$32.02	\$40.73	\$36.39
7242 Industrial electricians	10	597	B	40.2	\$28.06	\$43.74	\$38.84
725 Plumbers pipefitters and gas fitters	56	612	A	40.7	\$28.57	\$41.21	\$34.11
7251 Plumbers	32	259	B	40	\$25.56	\$40.82	\$33.17
7252 Steamfitters, pipefitters and sprinkler system installers	22	330	B	41.2	\$31.48	\$41.54	\$35.02
727 Carpenters and cabinetmakers	70	601	B	42.5	\$30.23	\$37.17	\$33.88
7271 Carpenters	68	587	B	42.6	\$30.57	\$37.27	\$34.01
728 Masonry and plastering trades	28	359	B	41.4	\$25.00	\$35.69	\$31.77
7282 Concrete finishers	11	115	C	42.5	\$26.98	\$34.72	\$31.55
7284 Plasterers, drywall installers and finishers and lathers	10	147	C	41.4	\$21.38	\$32.10	\$27.53
729 Other construction trades	52	768	B	40	\$20.74	\$41.98	\$29.85
7291 Roofers and shinglers	15	104	C	39.6	\$20.88	\$40.85	\$29.46
7293 Insulators	12	449	C	40.1	\$21.22	\$45.64	\$31.77
7294 Painters and decorators (except interior decorators)	11	114	C	39.9	\$17.16	\$25.51	\$21.12
730 Contractors and supervisors maintenance trades and heavy equipment and transport operators	63	494	B	41.6	\$32.34	\$44.18	\$37.69
7301 Contractors and supervisors, mechanic trades	17	46	C	40.7	\$36.79	\$50.72	\$45.27
7302 Contractors and supervisors, heavy equipment operator crews	48	432	B	41.7	\$31.82	\$43.52	\$36.82
731 Machinery and transportation equipment mechanics (except motor vehicle)	97	565	A	43.1	\$32.39	\$43.88	\$39.30
7312 Heavy-duty equipment mechanics	71	428	A	44.2	\$32.98	\$44.16	\$39.48
7313 Refrigeration and air conditioning mechanics	16	63	C	39.7	\$34.06	\$40.59	\$38.72
732 Automotive service technicians	23	122	B	41.3	\$25.58	\$37.02	\$31.92
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	21	76	B	42.1	\$27.83	\$42.79	\$35.00
737 Crane operators drillers and blasters	18	78	C	39.5	\$27.55	\$35.09	\$32.00
744 Other installers repairers and servicers	22	274	B	41.9	\$24.79	\$37.05	\$30.95
7441 Residential and commercial installers and servicers	19	166	C	42.6	\$22.26	\$36.23	\$29.23
745 Longshore workers and material handlers	17	80	C	41.5	\$22.21	\$29.08	\$24.63

CONSTRUCTION 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
751 Motor vehicle and transit drivers	112	1,192	A	43.9	\$26.21	\$34.26	\$30.00
7511 Transport truck drivers	106	1,165	A	43.9	\$26.14	\$34.25	\$29.95
752 Heavy equipment operators	120	2,210	A	46.2	\$23.93	\$35.43	\$29.61
7521 Heavy equipment operators (except crane)	118	1,896	A	47	\$24.84	\$35.54	\$30.19
761 Trades helpers and labourers	232	3,291	A	42.6	\$20.78	\$31.10	\$25.51
7611 Construction trades helpers and labourers	210	3,149	A	42.6	\$20.82	\$31.30	\$25.57
7612 Other trades helpers and labourers	27	142	B	42.8	\$19.68	\$26.62	\$23.86
822 Contractors and supervisors mining oil and gas	23	144	B	43.1	\$40.31	\$56.95	\$47.80
8222 Contractors and supervisors, oil and gas drilling and services	22	140	B	43.1	\$40.36	\$57.13	\$47.90
823 Underground miners oil and gas drillers and related occupations	18	247	B	45.5	\$25.93	\$37.45	\$31.41
8232 Oil and gas well drillers, servicers, testers and related workers	18	247	B	45.5	\$25.93	\$37.45	\$31.41
841 Mine service workers and operators in oil and gas drilling	12	192	B	47.9	\$25.93	\$30.31	\$28.17
8412 Oil and gas well drilling and related workers and services operators	12	192	B	47.9	\$25.93	\$30.31	\$28.17
861 Harvesting landscaping and natural resources labourers	24	330	B	43.9	\$20.34	\$33.00	\$24.10
8615 Oil and gas drilling, servicing and related labourers	22	313	B	44.4	\$20.32	\$33.21	\$24.21
961 Labourers in processing manufacturing and utilities	15	107	B	46.5	\$18.25	\$27.27	\$22.53

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 15 employers combined reported wages for 107 Labourers in processing manufacturing and utilities - (NOC 961).

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 Construction industry as cited by survey respondents and confirmed through review of the data.

CONSTRUCTION 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
Common Business, Managerial, Administrative, and Clerical Occupations					
001 Legislators and senior management	72-74	8%	33%	0%	n/a
0016 Senior managers - construction, transportation, production and utilities	65-67	9%	33%	0%	n/a
011 Administrative services managers	73	27%	21%	5%	5.1%
0111 Financial managers	46-47	14%	23%	3%	2.8%
0112 Human resources managers	34-35	42%	26%	9%	n/a
062 Retail and wholesale trade managers	28	24%	40%	5%	1.6%
0621 Retail and wholesale trade managers	28	24%	40%	5%	1.6%
071 Managers in construction and facility operation and maintenance	201-203	23%	20%	2%	n/a
0711 Construction managers	182-185	24%	20%	2%	n/a
0712 Home building and renovation managers	13	20%	n/a	2%	n/a
0714 Facility operation and maintenance managers	17-18	13%	n/a	0%	n/a
081 Managers in natural resources production and fishing	18	17%	n/a	8%	3.6%
0811 Managers in natural resources production and fishing	18	17%	n/a	8%	3.6%
091 Managers in manufacturing and utilities	22	13%	n/a	4%	2.1%
0911 Manufacturing managers	19	14%	n/a	5%	2.3%
111 Auditors accountants and investment professionals	67-68	19%	9%	0%	n/a
1111 Financial auditors and accountants	66-67	20%	9%	0%	n/a
112 Human resources and business service professionals	29-30	23%	0%	0%	n/a
1121 Human resources professionals	20	20%	0%	0%	n/a
121 Administrative services supervisors	21-22	11%	n/a	0%	n/a
122 Administrative and regulatory occupations	97-99	18%	0%	1%	n/a
1221 Administrative officers	85-86	21%	0%	0%	n/a
124 Office administrative assistants - General legal and medical	56	31%	3%	2%	2.4%

CONSTRUCTION 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
1241 Administrative assistants	56	31%	3%	2%	2.4%
131 Finance insurance and related business administrative occupations	45	27%	10%	4%	2.4%
1311 Accounting technicians and bookkeepers	45	27%	10%	4%	2.4%
141 General office workers	142-143	40%	8%	2%	n/a
1411 General office support workers	88	34%	10%	2%	n/a
1414 Receptionists	61-62	47%	6%	2%	n/a
143 Financial insurance and related administrative support workers	146-147	25%	7%	1%	n/a
1431 Accounting and related clerks	135-136	29%	8%	1%	n/a
1432 Payroll clerks	25-26	6%	n/a	0%	n/a
152 Supply chain logistics tracking and scheduling co-ordination occupations	72-75	40%	17%	2%	1.9%
1521 Shippers and receivers	22	39%	11%	0%	n/a
1523 Production logistics co-ordinators	17	41%	0%	10%	8.1%
1525 Dispatchers	28-29	45%	27%	0%	n/a
Common Professional, Technical, Skilled, and Labour Occupations					
223 Technical occupations in civil mechanical and industrial engineering	103-105	40%	19%	1%	n/a
2234 Construction estimators	91-92	42%	22%	1%	n/a
224 Technical occupations in electronics and electrical engineering	10-11	66%	32%	19%	3.5%
225 Technical occupations in architecture drafting surveying geomatics and meteorology	31-32	23%	29%	1%	n/a
2253 Drafting technologists and technicians	23-24	18%	8%	1%	n/a
226 Other technical inspectors and regulatory officers	107-108	34%	25%	2%	1.3%
2263 Inspectors in public and environmental health and occupational health and safety	38-40	37%	41%	2%	1.8%
2264 Construction inspectors	65	33%	8%	2%	1.3%
524 Creative designers and craftspersons	12-13	50%	45%	16%	n/a
5242 Interior designers and interior decorators	12-13	50%	45%	16%	n/a
622 Technical sales specialists in wholesale trade and retail and wholesale buyers	30	39%	31%	0%	0.0%
6221 Technical sales specialists - wholesale trade	30	39%	31%	0%	0.0%

CONSTRUCTION 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
673 Cleaners	28	27%	43%	8%	2.3%
6733 Janitors, caretakers and building superintendents	12	12%	n/a	9%	1.9%
720 Contractors and supervisors industrial electrical and construction trades and related workers	130-132	34%	36%	5%	2.9%
7204 Contractors and supervisors, carpentry trades	28-29	34%	30%	9%	2.0%
7205 Contractors and supervisors, other construction trades, installers, repairers and servicers	83	36%	41%	7%	4.1%
723 Machining metal forming shaping and erecting trades	63-64	54%	15%	3%	n/a
7233 Sheet metal workers	19	58%	19%	0%	n/a
7237 Welders and related machine operators	37-38	54%	10%	0%	n/a
724 Electrical trades and electrical power line and telecommunications workers	45	55%	17%	7%	n/a
7241 Electricians (except industrial and power system)	26-27	60%	15%	5%	n/a
7242 Industrial electricians	10	63%	0%	0%	0.0%
725 Plumbers pipefitters and gas fitters	55-56	53%	27%	4%	n/a
7251 Plumbers	32	57%	29%	5%	1.0%
7252 Steamfitters, pipefitters and sprinkler system installers	21-22	55%	25%	0%	n/a
727 Carpenters and cabinetmakers	68-69	59%	31%	7%	2.9%
7271 Carpenters	66-67	59%	33%	7%	3.0%
728 Masonry and plastering trades	26-27	72%	51%	15%	3.1%
7282 Concrete finishers	10	49%	n/a	11%	1.0%
7284 Plasterers, drywall installers and finishers and lathers	9-10	86%	47%	18%	4.5%
729 Other construction trades	52	72%	46%	11%	1.9%
7291 Roofers and shinglers	15	86%	74%	16%	7.1%
7293 Insulators	12	82%	37%	16%	0.8%
7294 Painters and decorators (except interior decorators)	11	64%	38%	10%	4.4%
730 Contractors and supervisors maintenance trades and heavy equipment and transport operators	59-60	32%	12%	4%	n/a

CONSTRUCTION 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
7301 Contractors and supervisors, mechanic trades	16-17	26%	n/a	5%	2.6%
7302 Contractors and supervisors, heavy equipment operator crews	44-45	35%	14%	4%	n/a
731 Machinery and transportation equipment mechanics (except motor vehicle)	95-96	52%	38%	6%	1.6%
7312 Heavy-duty equipment mechanics	69-70	49%	36%	8%	1.9%
7313 Refrigeration and air conditioning mechanics	16	55%	61%	3%	n/a
732 Automotive service technicians	22-23	43%	26%	5%	0.9%
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	20-21	41%	18%	0%	0.0%
737 Crane operators drillers and blasters	18	48%	60%	7%	3.8%
744 Other installers repairers and servicers	20-22	58%	40%	8%	1.4%
7441 Residential and commercial installers and servicers	17-19	53%	41%	7%	1.6%
745 Longshore workers and material handlers	16-17	60%	0%	8%	1.7%
751 Motor vehicle and transit drivers	106-107	63%	28%	10%	7.5%
7511 Transport truck drivers	100-101	63%	28%	11%	7.7%
752 Heavy equipment operators	116-117	68%	34%	6%	0.8%
7521 Heavy equipment operators (except crane)	115-116	67%	34%	6%	0.8%
761 Trades helpers and labourers	222-225	61%	32%	9%	2.0%
7611 Construction trades helpers and labourers	200-204	63%	30%	9%	1.7%
7612 Other trades helpers and labourers	26-27	39%	55%	10%	8.5%
822 Contractors and supervisors mining oil and gas	22	27%	33%	0%	0.0%
8222 Contractors and supervisors, oil and gas drilling and services	21	28%	33%	0%	0.0%
823 Underground miners oil and gas drillers and related occupations	17-18	39%	44%	12%	2.5%
8232 Oil and gas well drillers, servicers, testers and related workers	17-18	39%	44%	12%	2.5%
841 Mine service workers and operators in oil and gas drilling	12	53%	64%	19%	5.6%
8412 Oil and gas well drilling and related workers and services operators	12	53%	64%	19%	5.6%

CONSTRUCTION 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
861 Harvesting landscaping and natural resources labourers	24	71%	57%	15%	3.4%
8615 Oil and gas drilling, servicing and related labourers	22	73%	55%	16%	3.6%
961 Labourers in processing manufacturing and utilities	15	72%	24%	8%	1.0%

“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) Construction Sector (NAICS 23)

This sector includes establishments primarily engaged in constructing, repairing and renovating buildings and engineering works, and in subdividing and developing land. These establishments may operate on their own account or under contract to other establishments. They may produce complete projects or just parts of projects. Establishments often subcontract some or all of the work involved in a project. Establishments may produce new construction, or undertake repairs and renovations to existing structures.

A construction establishment may be the only establishment of an enterprise, or one of several establishments of an integrated real estate enterprise engaged in the land assembly, development, financing, building and sale of large projects.

Establishments classified in this sector are known by a variety of trade designations depending on the scope of the projects they undertake, the degree of responsibility and risk that they assume, and the type of structure that they produce. Prime contractors are primarily engaged in the construction of complete works, while trade contractors primarily undertake a component of a project, under contract to a prime contractor or a principal.

There are two main types of construction produced -buildings and engineering works. Buildings are distinguished by their primary function, such as residential, commercial and industrial. Engineering works include dams; non-building industrial works such as refineries; highways, roads and streets; bridges; sewers; power and communications transmission lines; and similar structures and works. Exclusion(s):

Establishments primarily engaged in:

- Manufacturing and installing building equipment, such as power boilers; manufacturing pre-fabricated buildings (see NAICS 31-33, Manufacturing);
- Operating highways, streets and bridges (NAICS 48-49, Transportation and Warehousing); and
- Project management (NAICS 56, Administrative and Support, Waste Management and Remediation Services).

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