



2021 Alberta Wage and Salary Survey

Construction industry 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 615 employers in the Construction sector who provided information on over 18,087 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 $\pm 3.8\%$ 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.

| CONSTRUCTION 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 | 111 | B | 41.4 | \$73.84 | \$99.37 | \$98.02 |
| 0016 Senior managers - construction, transportation, production and utilities | 40 | 109 | B | 41.4 | \$73.25 | \$99.34 | \$97.96 |
| 011 Administrative services managers | 69 | 136 | A | 39.8 | \$47.36 | \$59.57 | \$54.74 |
| 0111 Financial managers | 48 | 72 | A | 39.2 | \$47.42 | \$57.26 | \$52.99 |
| 0112 Human resources managers | 20 | 32 | B | 40.2 | \$48.68 | \$64.57 | \$58.85 |
| 0114 Other administrative services managers | 19 | 27 | C | 40.8 | \$45.10 | \$57.98 | \$53.88 |
| 021 Managers in engineering, architecture, science and information systems | 10 | 22 | C | 40.2 | \$46.34 | \$64.04 | \$57.82 |
| 062 Retail and wholesale trade managers | 36 | 104 | B | 37.2 | \$37.43 | \$74.71 | \$54.39 |
| 0621 Retail and wholesale trade managers | 36 | 104 | B | 37.2 | \$37.43 | \$74.71 | \$54.39 |
| 071 Managers in construction and facility operation and maintenance | 238 | 1,019 | A | 41.8 | \$41.61 | \$59.38 | \$50.88 |
| 0711 Construction managers | 222 | 946 | B | 41.9 | \$42.09 | \$60.36 | \$51.45 |
| 0712 Home building and renovation managers | 15 | 39 | C | 41.2 | \$27.33 | \$46.02 | \$41.90 |

| CONSTRUCTION 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 |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 0714 Facility operation and maintenance managers | 17 | 34 | C | 40.6 | \$42.21 | \$46.41 | \$45.55 |
| 073 Managers in transportation | 12 | 15 | C | 42.0 | \$39.43 | \$50.46 | \$45.83 |
| 0731 Managers in transportation | 12 | 15 | C | 42.0 | \$39.43 | \$50.46 | \$45.83 |
| 111 Auditors, accountants and investment professionals | 65 | 196 | A | 38.6 | \$32.34 | \$43.35 | \$40.37 |
| 1111 Financial auditors and accountants | 64 | 173 | B | 38.5 | \$32.66 | \$43.36 | \$39.44 |
| 112 Human resources and business service professionals | 30 | 75 | B | 39.3 | \$33.59 | \$43.64 | \$40.06 |
| 1121 Human resources professionals | 23 | 38 | B | 39.0 | \$30.29 | \$40.27 | \$35.38 |
| 1123 Professional occupations in advertising, marketing and public relations | 10 | 28 | C | 39.3 | \$30.18 | \$36.75 | \$35.07 |
| 121 Administrative services supervisors | 29 | 66 | B | 39.7 | \$26.92 | \$34.95 | \$32.48 |
| 1212 Supervisors, finance and insurance office workers | 9 | 14 | D | 39.6 | \$30.67 | \$36.98 | \$35.12 |
| 1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations | 20 | 43 | B | 40.1 | \$25.85 | \$34.89 | \$32.10 |
| 122 Administrative and regulatory occupations | 153 | 302 | A | 37.8 | \$26.09 | \$35.78 | \$32.09 |

| CONSTRUCTION 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 |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 1221 Administrative officers | 131 | 207 | A | 37.3 | \$24.18 | \$33.66 | \$30.61 |
| 1222 Executive assistants | 13 | 26 | C | 38.7 | \$25.88 | \$35.50 | \$31.79 |
| 1225 Purchasing agents and officers | 14 | 38 | C | 40.1 | \$30.10 | \$40.53 | \$34.94 |
| 124 Office administrative assistants - general, legal and medical | 132 | 345 | A | 37.4 | \$20.50 | \$29.78 | \$25.15 |
| 1241 Administrative assistants | 131 | 344 | A | 37.4 | \$20.48 | \$29.77 | \$25.14 |
| 131 Finance, insurance and related business administrative occupations | 68 | 93 | A | 34.2 | \$26.17 | \$32.93 | \$30.65 |
| 1311 Accounting technicians and bookkeepers | 67 | 89 | A | 33.9 | \$25.83 | \$32.67 | \$30.32 |
| 141 General office workers | 72 | 164 | A | 38.2 | \$19.89 | \$31.24 | \$25.38 |
| 1411 General office support workers | 33 | 104 | A | 38.5 | \$19.75 | \$35.13 | \$26.99 |
| 1414 Receptionists | 39 | 55 | A | 37.5 | \$19.48 | \$23.86 | \$21.95 |
| 143 Financial, insurance and related administrative support workers | 123 | 340 | A | 37.5 | \$22.85 | \$32.64 | \$28.57 |
| 1431 Accounting and related clerks | 109 | 287 | A | 37.9 | \$22.57 | \$32.42 | \$27.97 |
| 1432 Payroll administrators | 30 | 52 | B | 35.4 | \$24.39 | \$33.91 | \$31.68 |

| CONSTRUCTION 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 |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 152 Supply chain logistics, tracking and scheduling co-ordination occupations | 58 | 132 | A | 40.9 | \$27.80 | \$36.54 | \$34.02 |
| 1521 Shippers and receivers | 17 | 27 | C | 39.6 | \$21.18 | \$27.81 | \$25.42 |
| 1522 Storekeepers and partspersons | 14 | 24 | C | 40.8 | \$26.09 | \$30.87 | \$28.68 |
| 1523 Production logistics co-ordinators | 14 | 40 | C | 40.5 | \$28.62 | \$40.39 | \$38.00 |
| 1525 Dispatchers | 20 | 32 | B | 42.7 | \$33.72 | \$39.68 | \$38.10 |
| Common Professional, Technical, Skilled, and Labour Occupations | | | | | | | |
| 223 Technical occupations in civil, mechanical and industrial engineering | 161 | 795 | A | 40.7 | \$34.49 | \$53.62 | \$43.11 |
| 2231 Civil engineering technologists and technicians | 8 | 98 | C | 41.5 | \$30.19 | \$43.19 | \$35.94 |
| 2234 Construction estimators | 156 | 693 | A | 40.6 | \$35.18 | \$55.31 | \$44.23 |
| 224 Technical occupations in electronics and electrical engineering | 14 | 75 | C | 40.2 | \$29.62 | \$39.87 | \$34.58 |
| 225 Technical occupations in architecture, drafting, surveying, geomatics and meteorology | 29 | 94 | B | 37.8 | \$31.53 | \$43.27 | \$38.94 |
| 2251 Architectural technologists and technicians | 9 | 25 | D | 33.4 | \$32.80 | \$48.21 | \$43.72 |

| CONSTRUCTION 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 |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 2253 Drafting technologists and technicians | 19 | 68 | C | 39.5 | \$31.23 | \$41.57 | \$37.39 |
| 226 Other technical inspectors and regulatory officers | 110 | 251 | A | 39.2 | \$28.01 | \$37.31 | \$34.46 |
| 2263 Inspectors in public and environmental health and occupational health and safety | 26 | 76 | B | 40.0 | \$24.26 | \$34.14 | \$31.41 |
| 2264 Construction inspectors | 87 | 175 | A | 38.9 | \$29.59 | \$38.63 | \$35.74 |
| 228 Technical occupations in computer and information systems | 19 | 36 | C | 40.0 | \$29.60 | \$39.21 | \$35.40 |
| 2281 Computer network technicians | 11 | 16 | C | 40.5 | \$31.08 | \$41.00 | \$37.09 |
| 416 Policy and program researchers, consultants and officers | 24 | 49 | B | 35.4 | \$45.64 | \$58.71 | \$51.45 |
| 4163 Business development officers and marketing researchers and consultants | 15 | 29 | C | 40.6 | \$45.74 | \$62.11 | \$53.79 |
| 524 Creative designers and craftspersons | 14 | 46 | C | 39.4 | \$26.54 | \$37.48 | \$31.81 |
| 5242 Interior designers and interior decorators | 13 | 45 | C | 39.4 | \$25.86 | \$37.02 | \$31.23 |
| 641 Sales and account representatives - wholesale trade (non-technical) | 24 | 66 | B | 40.4 | \$27.39 | \$42.08 | \$35.52 |

| CONSTRUCTION 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 |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 6411 Sales and account representatives - wholesale trade (non-technical) | 24 | 66 | B | 40.4 | \$27.39 | \$42.08 | \$35.52 |
| 642 Retail salespersons | 15 | 43 | C | 38.4 | \$23.18 | \$38.97 | \$31.57 |
| 6421 Retail salespersons | 15 | 43 | C | 38.4 | \$23.18 | \$38.97 | \$31.57 |
| 655 Customer and information services representatives | 13 | 41 | C | 34.1 | \$24.98 | \$32.86 | \$30.96 |
| 6552 Other customer and information services representatives | 13 | 41 | C | 34.1 | \$24.98 | \$32.86 | \$30.96 |
| 673 Cleaners | 24 | 204 | B | 38.2 | \$21.08 | \$38.28 | \$26.21 |
| 6733 Janitors, caretakers and building superintendents | 13 | 167 | C | 38.9 | \$21.08 | \$40.40 | \$26.68 |
| 720 Contractors and supervisors, industrial, electrical and construction trades and related workers | 138 | 936 | A | 41.2 | \$35.02 | \$43.63 | \$39.74 |
| 7201 Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations | 16 | 46 | C | 41.6 | \$39.61 | \$50.98 | \$47.49 |
| 7202 Contractors and supervisors, electrical trades and telecommunications occupations | 10 | 49 | C | 41.1 | n/a | n/a | \$40.97 |

| CONSTRUCTION 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 |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 7203 Contractors and supervisors, pipefitting trades | 10 | 33 | C | 39.8 | \$36.18 | \$46.40 | \$41.99 |
| 7204 Contractors and supervisors, carpentry trades | 27 | 197 | C | 41.2 | \$36.80 | \$46.10 | \$42.27 |
| 7205 Contractors and supervisors, other construction trades, installers, repairers and servicers | 88 | 611 | A | 41.2 | \$33.93 | \$42.55 | \$38.32 |
| 723 Machining, metal forming, shaping and erecting trades | 66 | 481 | A | 40.8 | \$33.18 | \$43.13 | \$39.65 |
| 7233 Sheet metal workers | 28 | 185 | B | 40.9 | \$23.01 | \$37.33 | \$33.29 |
| 7236 Ironworkers | 7 | 44 | D | 40.7 | \$28.60 | \$37.26 | \$32.96 |
| 7237 Welders and related machine operators | 31 | 218 | B | 40.7 | \$47.46 | \$53.30 | \$50.24 |
| 724 Electrical trades and electrical power line and telecommunications workers | 65 | 1,301 | A | 40.8 | \$36.87 | \$42.89 | \$38.72 |
| 7241 Electricians (except industrial and power system) | 51 | 1,141 | A | 40.6 | \$37.30 | \$42.20 | \$38.40 |
| 7244 Electrical power line and cable workers | 7 | 82 | C | 41.6 | n/a | \$50.86 | \$42.85 |
| 725 Plumbers, pipefitters and gas fitters | 63 | 435 | A | 40.2 | \$33.89 | \$40.66 | \$36.76 |
| 7251 Plumbers | 30 | 228 | A | 39.7 | \$33.98 | \$40.56 | \$36.21 |

| CONSTRUCTION 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 |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 7252 Steamfitters, pipefitters and sprinkler system installers | 12 | 60 | C | 42.1 | n/a | \$40.02 | \$37.87 |
| 7253 Gas fitters | 24 | 147 | A | 40.2 | \$33.90 | \$41.01 | \$37.16 |
| 727 Carpenters and cabinetmakers | 77 | 510 | A | 41.8 | \$30.70 | \$37.80 | \$33.35 |
| 7271 Carpenters | 75 | 501 | A | 41.8 | \$30.67 | \$37.82 | \$33.35 |
| 728 Masonry and plastering trades | 40 | 534 | A | 43.5 | \$29.53 | \$39.89 | \$33.53 |
| 7281 Bricklayers | 10 | 185 | B | 40.4 | \$34.03 | \$46.77 | \$40.97 |
| 7282 Concrete finishers | 15 | 208 | B | 47.6 | \$26.38 | \$35.13 | \$29.10 |
| 7284 Plasterers, drywall installers and finishers and lathers | 14 | 140 | C | 41.6 | \$26.25 | \$37.57 | \$29.35 |
| 729 Other construction trades | 48 | 571 | A | 42.2 | \$26.32 | \$40.45 | \$32.84 |
| 7291 Roofers and shinglers | 12 | 153 | B | 41.0 | \$24.09 | \$38.85 | \$31.55 |
| 7292 Glaziers | 8 | 102 | D | 41.3 | \$27.66 | \$40.59 | \$33.12 |
| 7293 Insulators | 14 | 225 | C | 44.3 | \$29.01 | \$44.19 | \$35.71 |
| 730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators | 81 | 391 | B | 39.2 | \$30.14 | \$47.52 | \$36.35 |

| CONSTRUCTION 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 |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 7301 Contractors and supervisors, mechanic trades | 19 | 39 | C | 42.9 | \$38.87 | \$43.22 | \$41.45 |
| 7302 Contractors and supervisors, heavy equipment operator crews | 63 | 336 | B | 38.6 | \$29.45 | \$48.52 | \$36.01 |
| 731 Machinery and transportation equipment mechanics (except motor vehicles) | 112 | 635 | A | 41.8 | \$35.85 | \$42.45 | \$37.59 |
| 7311 Construction millwrights and industrial mechanics | 8 | 64 | D | 42.5 | \$37.54 | \$43.38 | \$40.51 |
| 7312 Heavy-duty equipment mechanics | 73 | 232 | A | 42.5 | \$31.88 | \$41.31 | \$36.20 |
| 7313 Heating, refrigeration and air conditioning mechanics | 34 | 339 | A | 41.2 | n/a | \$43.02 | \$37.94 |
| 732 Automotive service technicians | 13 | 36 | C | 41.7 | \$29.72 | \$48.51 | \$37.17 |
| 7321 Automotive service technicians, truck and bus mechanics and mechanical repairers | 13 | 36 | C | 41.7 | \$29.72 | \$48.51 | \$37.17 |
| 737 Crane operators, drillers and blasters | 20 | 104 | B | 36.5 | \$30.95 | \$41.89 | \$36.75 |
| 7371 Crane operators | 13 | 74 | C | 35.4 | \$31.86 | \$43.61 | \$38.14 |
| 744 Other installers, repairers and servicers | 28 | 175 | B | 42.7 | \$22.46 | \$36.28 | \$30.63 |
| 7441 Residential and commercial installers and servicers | 21 | 121 | B | 40.5 | \$22.16 | \$34.39 | \$30.21 |

| CONSTRUCTION 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 |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 745 Longshore workers and material handlers | 13 | 37 | C | 37.5 | \$22.72 | \$37.52 | \$27.07 |
| 7452 Material handlers | 13 | 37 | C | 37.5 | \$22.72 | \$37.52 | \$27.07 |
| 751 Motor vehicle and transit drivers | 107 | 601 | A | 43.2 | \$26.60 | \$34.63 | \$30.52 |
| 7511 Transport truck drivers | 101 | 591 | A | 43.2 | \$26.67 | \$34.76 | \$30.61 |
| 752 Heavy equipment operators | 136 | 2,590 | A | 42.9 | \$28.03 | \$39.17 | \$32.69 |
| 7521 Heavy equipment operators (except crane) | 135 | 2,575 | A | 42.9 | \$28.08 | \$39.23 | \$32.73 |
| 761 Trades helpers and labourers | 239 | 2,712 | A | 41.5 | \$20.43 | \$30.12 | \$24.94 |
| 7611 Construction trades helpers and labourers | 227 | 2,653 | A | 41.7 | \$20.45 | \$30.21 | \$24.98 |
| 7612 Other trades helpers and labourers | 18 | 59 | C | 35.2 | \$19.75 | \$25.53 | \$22.97 |
| 823 Underground miners, oil and gas drillers and related occupations | 10 | 27 | B | 43.0 | \$29.37 | \$38.56 | \$32.69 |
| 8232 Oil and gas well drillers, servicers, testers and related workers | 10 | 27 | B | 43.0 | \$29.37 | \$38.56 | \$32.69 |
| 861 Harvesting, landscaping and natural resources labourers | 21 | 398 | B | 40.7 | \$21.94 | \$30.28 | \$25.74 |

| CONSTRUCTION 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 |
|--|-------------------------|----------------|-----------------------|----------------------------|-------------------|--------------|---------------------------------------|
| 8612 Landscaping and grounds maintenance labourers | 8 | 78 | B | 40.8 | \$17.86 | \$32.93 | \$23.63 |
| 8615 Oil and gas drilling, servicing and related labourers | 13 | 320 | C | 40.7 | \$24.07 | \$28.90 | \$26.88 |
| 941 Machine operators and related workers in mineral and metal products processing and manufacturing | 12 | 112 | B | 41.4 | \$23.47 | \$34.59 | \$33.49 |

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 239 employers combined reported wages for 2,712 Trades helpers and labourers (NOC 761).

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

| CONSTRUCTION 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 | 37-38 | 13% | 25% | 5% | 3.9% |
| 0016 Senior managers - construction, transportation, production and utilities | 37-38 | 13% | 25% | 5% | 3.9% |
| 011 Administrative services managers | 65-67 | 19% | 18% | 1% | 1.1% |
| 0111 Financial managers | 47-48 | 20% | 29% | 2% | 1.9% |
| 0112 Human resources managers | 16-17 | 12% | n/a | 0% | n/a |
| 0114 Other administrative services managers | 18 | 26% | 0% | 0% | n/a |
| 021 Managers in engineering, architecture, science and information systems | 7-9 | 23% | n/a | 0% | n/a |
| 062 Retail and wholesale trade managers | 34 | 11% | 0% | 3% | 4.2% |
| 0621 Retail and wholesale trade managers | 34 | 11% | 0% | 3% | 4.2% |
| 071 Managers in construction and facility operation and maintenance | 232-233 | 18% | 24% | 3% | 1.1% |
| 0711 Construction managers | 217 | 17% | 27% | 2% | n/a |

| CONSTRUCTION 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 |
|--|--|--|--|---|-------------------------|
| 0712 Home building and renovation managers | 13-14 | 37% | n/a | 16% | n/a |
| 0714 Facility operation and maintenance managers | 17 | 14% | n/a | 0% | n/a |
| 073 Managers in transportation | 10 | 9% | n/a | 0% | n/a |
| 0731 Managers in transportation | 10 | 9% | n/a | 0% | n/a |
| 111 Auditors, accountants and investment professionals | 61-62 | 29% | 9% | 3% | 6.7% |
| 1111 Financial auditors and accountants | 60-61 | 27% | 10% | 2% | 3.4% |
| 112 Human resources and business service professionals | 24-25 | 35% | 9% | 4% | 3.0% |
| 1121 Human resources professionals | 17-18 | 22% | n/a | 0% | n/a |
| 1123 Professional occupations in advertising, marketing and public relations | 9-10 | 56% | 0% | 14% | 7.1% |
| 121 Administrative services supervisors | 27-28 | 34% | 18% | 0% | n/a |
| 1212 Supervisors, finance and insurance office workers | 7-8 | 24% | n/a | 0% | n/a |

| CONSTRUCTION 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 |
|---|--|--|--|---|-------------------------|
| 1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations | 19-20 | 40% | 12% | 0% | n/a |
| 122 Administrative and regulatory occupations | 145 | 18% | 12% | 1% | n/a |
| 1221 Administrative officers | 126 | 11% | 19% | 1% | n/a |
| 1222 Executive assistants | 11-12 | 25% | n/a | 9% | 4.7% |
| 1225 Purchasing agents and officers | 10 | 52% | 18% | 0% | n/a |
| 124 Office administrative assistants - general, legal and medical | 124-125 | 23% | 14% | 3% | 1.4% |
| 1241 Administrative assistants | 123-124 | 23% | 14% | 3% | 1.4% |
| 131 Finance, insurance and related business administrative occupations | 62-63 | 13% | 15% | 2% | 1.8% |
| 1311 Accounting technicians and bookkeepers | 61-62 | 12% | 17% | 2% | 1.8% |
| 141 General office workers | 67-68 | 37% | 13% | 0% | n/a |
| 1411 General office support workers | 31-32 | 38% | 10% | 0% | n/a |
| 1414 Receptionists | 35-37 | 34% | 17% | 0% | n/a |

| CONSTRUCTION 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 |
|---|--|--|--|---|-------------------------|
| 143 Financial, insurance and related administrative support workers | 118-120 | 33% | 11% | 3% | 1.6% |
| 1431 Accounting and related clerks | 105 | 36% | 12% | 3% | 2.0% |
| 1432 Payroll administrators | 27-28 | 22% | 0% | 0% | n/a |
| 152 Supply chain logistics, tracking and scheduling co-ordination occupations | 55 | 27% | 29% | 1% | n/a |
| 1521 Shippers and receivers | 16 | 30% | 0% | 0% | n/a |
| 1522 Storekeepers and partspersons | 12 | 43% | 33% | 6% | 3.8% |
| 1523 Production logistics co-ordinators | 14 | 18% | n/a | 0% | n/a |
| 1525 Dispatchers | 20 | 20% | n/a | 0% | n/a |
| Common Professional, Technical, Skilled, and Labour Occupations | | | | | |
| 223 Technical occupations in civil, mechanical and industrial engineering | 155 | 28% | 32% | 5% | 2.5% |
| 2231 Civil engineering technologists and technicians | 5-6 | 29% | n/a | 0% | n/a |
| 2234 Construction estimators | 150-151 | 28% | 34% | 5% | 2.6% |

| CONSTRUCTION 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 |
|---|--|--|--|---|-------------------------|
| 224 Technical occupations in electronics and electrical engineering | 12 | 64% | 35% | 5% | 4.5% |
| 225 Technical occupations in architecture, drafting, surveying, geomatics and meteorology | 26 | 19% | n/a | 4% | 1.8% |
| 2251 Architectural technologists and technicians | 7-8 | 48% | n/a | 14% | 4.5% |
| 2253 Drafting technologists and technicians | 17-18 | 10% | n/a | 0% | n/a |
| 226 Other technical inspectors and regulatory officers | 104-105 | 26% | 13% | 3% | 3.0% |
| 2263 Inspectors in public and environmental health and occupational health and safety | 24 | 30% | 11% | 4% | 2.5% |
| 2264 Construction inspectors | 81-83 | 24% | 14% | 3% | 3.1% |
| 228 Technical occupations in computer and information systems | 16-17 | 33% | 21% | 7% | 4.5% |
| 2281 Computer network technicians | 10-11 | 35% | n/a | 10% | 6.6% |
| 416 Policy and program researchers, consultants and officers | 21-23 | 43% | 20% | 0% | n/a |

| CONSTRUCTION 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 |
|--|--|--|--|---|-------------------------|
| 4163 Business development officers and marketing researchers and consultants | 13-15 | 52% | 28% | 0% | n/a |
| 524 Creative designers and craftspersons | 12 | 49% | 0% | 15% | 5.0% |
| 5242 Interior designers and interior decorators | 12 | 49% | 0% | 15% | 5.0% |
| 641 Sales and account representatives - wholesale trade (non-technical) | 23 | 39% | 38% | 10% | 3.2% |
| 6411 Sales and account representatives - wholesale trade (non-technical) | 23 | 39% | 38% | 10% | 3.2% |
| 642 Retail salespersons | 15 | 51% | 0% | 0% | n/a |
| 6421 Retail salespersons | 15 | 51% | 0% | 0% | n/a |
| 655 Customer and information services representatives | 11-12 | 50% | 12% | 16% | n/a |
| 6552 Other customer and information services representatives | 11-12 | 50% | 12% | 16% | n/a |
| 673 Cleaners | 22-23 | 36% | 22% | 0% | n/a |
| 6733 Janitors, caretakers and building superintendents | 12 | 30% | n/a | 0% | n/a |

| CONSTRUCTION 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 |
|---|--|--|--|---|-------------------------|
| 720 Contractors and supervisors, industrial, electrical and construction trades and related workers | 130 | 23% | 43% | 5% | 1.6% |
| 7201 Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations | 13-14 | 0% | n/a | 0% | n/a |
| 7202 Contractors and supervisors, electrical trades and telecommunications occupations | 9 | 29% | n/a | 0% | n/a |
| 7203 Contractors and supervisors, pipefitting trades | 10 | 0% | n/a | 0% | n/a |
| 7204 Contractors and supervisors, carpentry trades | 27 | 41% | 24% | 12% | 4.0% |
| 7205 Contractors and supervisors, other construction trades, installers, repairers and servicers | 81-83 | 24% | 55% | 5% | 1.2% |
| 723 Machining, metal forming, shaping and erecting trades | 58-61 | 39% | 32% | 7% | 1.5% |
| 7233 Sheet metal workers | 25 | 54% | 36% | 12% | 2.6% |
| 7236 Ironworkers | 7 | 12% | n/a | 0% | n/a |
| 7237 Welders and related machine operators | 27-29 | 27% | 18% | 0% | n/a |

| CONSTRUCTION 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 |
|--|--|--|--|---|-------------------------|
| 724 Electrical trades and electrical power line and telecommunications workers | 60-62 | 49% | 26% | 3% | n/a |
| 7241 Electricians (except industrial and power system) | 48-49 | 51% | 30% | 1% | n/a |
| 7244 Electrical power line and cable workers | 6 | 33% | n/a | 0% | n/a |
| 725 Plumbers, pipefitters and gas fitters | 61-62 | 57% | 37% | 6% | 1.1% |
| 7251 Plumbers | 29-30 | 65% | 50% | 9% | 1.3% |
| 7252 Steamfitters, pipefitters and sprinkler system installers | 11-12 | 34% | n/a | 0% | n/a |
| 7253 Gas fitters | 23-24 | 57% | 22% | 6% | 1.2% |
| 727 Carpenters and cabinetmakers | 73-75 | 39% | 55% | 11% | 3.7% |
| 7271 Carpenters | 71-73 | 40% | 56% | 11% | 3.8% |
| 728 Masonry and plastering trades | 36 | 59% | 59% | 21% | 5.8% |
| 7281 Bricklayers | 9 | 56% | 64% | 25% | 4.1% |
| 7282 Concrete finishers | 12 | 70% | 74% | 32% | n/a |

| CONSTRUCTION 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 |
|---|--|--|--|---|-------------------------|
| 7284 Plasterers, drywall installers and finishers and lathers | 14 | 55% | 45% | 12% | 3.2% |
| 729 Other construction trades | 45-46 | 56% | 58% | 16% | 5.8% |
| 7291 Roofers and shinglers | 11-12 | 66% | 61% | 30% | 6.8% |
| 7292 Glaziers | 7-8 | 85% | 31% | 0% | n/a |
| 7293 Insulators | 13 | 35% | 19% | 13% | 4.9% |
| 730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators | 77 | 27% | 33% | 4% | 2.1% |
| 7301 Contractors and supervisors, mechanic trades | 17-18 | 11% | n/a | 6% | n/a |
| 7302 Contractors and supervisors, heavy equipment operator crews | 59-61 | 33% | 31% | 2% | n/a |
| 731 Machinery and transportation equipment mechanics (except motor vehicles) | 105-106 | 55% | 50% | 12% | 2.8% |
| 7311 Construction millwrights and industrial mechanics | 7-8 | 100% | 29% | 0% | n/a |
| 7312 Heavy-duty equipment mechanics | 68-69 | 38% | 49% | 8% | 2.3% |

| CONSTRUCTION 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 |
|---|--|--|--|---|-------------------------|
| 7313 Heating, refrigeration and air conditioning mechanics | 32 | 76% | 56% | 21% | 3.5% |
| 732 Automotive service technicians | 13 | 10% | n/a | 0% | n/a |
| 7321 Automotive service technicians, truck and bus mechanics and mechanical repairers | 13 | 10% | n/a | 0% | n/a |
| 737 Crane operators, drillers and blasters | 20 | 42% | 42% | 8% | 2.7% |
| 7371 Crane operators | 13 | 37% | 22% | 8% | 2.7% |
| 744 Other installers, repairers and servicers | 28 | 44% | 71% | 7% | 1.3% |
| 7441 Residential and commercial installers and servicers | 21 | 34% | 74% | 9% | 1.6% |
| 745 Longshore workers and material handlers | 13 | 44% | 0% | 0% | n/a |
| 7452 Material handlers | 13 | 44% | 0% | 0% | n/a |
| 751 Motor vehicle and transit drivers | 99-102 | 50% | 47% | 9% | 4.7% |
| 7511 Transport truck drivers | 93-96 | 50% | 48% | 8% | 4.4% |
| 752 Heavy equipment operators | 129-131 | 54% | 56% | 9% | 3.1% |

| CONSTRUCTION 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 |
|--|--|--|--|---|-------------------------|
| 7521 Heavy equipment operators (except crane) | 128-130 | 54% | 57% | 10% | 3.1% |
| 761 Trades helpers and labourers | 233 | 55% | 36% | 9% | 4.7% |
| 7611 Construction trades helpers and labourers | 221 | 57% | 35% | 9% | 4.5% |
| 7612 Other trades helpers and labourers | 17 | 22% | n/a | 8% | n/a |
| 823 Underground miners, oil and gas drillers and related occupations | 9-10 | 36% | n/a | 0% | n/a |
| 8232 Oil and gas well drillers, servicers, testers and related workers | 9-10 | 36% | n/a | 0% | 0.0% |
| 861 Harvesting, landscaping and natural resources labourers | 17 | 73% | 42% | 5% | 1.0% |
| 8612 Landscaping and grounds maintenance labourers | 5 | 79% | n/a | 0% | n/a |
| 8615 Oil and gas drilling, servicing and related labourers | 12 | 70% | 26% | 7% | 1.5% |
| 941 Machine operators and related workers in mineral and metal products processing and manufacturing | 11 | 27% | 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)

Construction Sector (NAICS 23)

This sector comprises of 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 or property owners. 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.

There are substantial differences in the types of equipment, work force skills, and other inputs required by establishments in this sector. To highlight these differences and variations in the underlying production functions, this sector is divided into three subsectors: Construction of buildings (NAICS 236), Heavy and civil engineering construction (NAICS 237) and Specialty trade contractors (NAICS 238). Establishments are distinguished initially between those that undertake projects that require several different construction activities (known as trades) to be performed, and establishments that specialize in one trade.

Establishments that specialize in one particular construction activity, or trade, are generally classified in Specialty trade contractors (NAICS 238). However, in order to conform to the generally accepted distinctions made by construction businesses themselves, some types of specialized establishments involved in road building and civil engineering are classified in Heavy and civil engineering construction (NAICS 237).

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 Government by R.A. Malatest & Associates Ltd