

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.

Educational Services Industry Summary Report

SURVEY RESULTS

The survey was completed with 287 employers in the Educational Services industry sector who provided information on over 56,774 employees in various occupational classifications¹. 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

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.

EDUCATIONAL SERVICES 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	61	188	A	34.3	\$67.70	\$80.21	\$75.08
0014 Senior managers - health, education, social and community services and membership organizations	57	175	A	34.0	\$70.15	\$82.98	\$77.90
011 Administrative services managers	67	293	B	35.8	\$40.07	\$53.02	\$49.28
0111 Financial managers	54	147	B	36.0	\$37.59	\$51.43	\$46.91
0112 Human resources managers	22	47	B	35.5	\$45.67	\$61.71	\$59.09

¹ The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 4.3\%$ at a 95% confidence level (i.e., 19 times out of 20) taking into account the sample design effect associated with over/under sampling and data weighting.

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

EDUCATIONAL SERVICES INDUSTRY Selected Occupations (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	24	91	B	35.8	\$40.30	\$50.10	\$46.99
012 Managers in financial and business services	29	141	B	33.6	\$46.17	\$67.78	\$60.02
0124 Advertising, marketing and public relations managers	26	110	C	33.0	\$47.21	\$71.28	\$62.66
021 Managers in engineering, architecture, science and information systems	18	40	C	34.5	\$44.57	\$62.77	\$58.19
0213 Computer and information systems managers	17	35	C	34.8	\$43.75	\$61.89	\$56.72
042 Managers in education and social and community services	136	3,277	C	34.1	\$47.92	\$73.01	\$60.71
0421 Administrators - post-secondary education and vocational training	44	264	A	36.3	\$37.08	\$47.59	\$42.65
0422 School principals and administrators of elementary and secondary education	69	2,936	C	33.8	\$49.28	\$76.09	\$62.94
0423 Managers in social, community and correctional services	40	77	B	37.9	\$33.11	\$41.34	\$37.69
051 Managers in art, culture, recreation and sport	18	45	C	34.3	\$37.63	\$57.39	\$44.25
0513 Recreation, sports and fitness program and service directors	10	19	C	37.9	\$30.61	\$43.47	\$36.04
071 Managers in construction and facility operation and maintenance	43	218	C	37.3	\$32.54	\$43.30	\$38.17
0714 Facility operation and maintenance managers	42	205	C	37.4	\$31.69	\$42.10	\$36.89
111 Auditors, accountants and investment professionals	49	171	A	35.3	\$33.76	\$44.70	\$40.49
1111 Financial auditors and accountants	43	118	A	34.9	\$33.95	\$45.20	\$40.92
112 Human resources and business service professionals	59	398	A	35.2	\$32.03	\$42.52	\$38.68
1121 Human resources professionals	33	168	A	35.6	\$32.97	\$44.13	\$40.85
1123 Professional occupations in advertising, marketing and public relations	47	189	B	35.1	\$29.22	\$38.89	\$34.77
122 Administrative and regulatory occupations	103	890	A	35.0	\$25.20	\$37.31	\$31.24
1221 Administrative officers	81	597	A	35.0	\$24.16	\$37.93	\$30.68
1222 Executive assistants	38	187	B	35.6	\$25.97	\$34.68	\$30.89

EDUCATIONAL SERVICES 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
1225 Purchasing agents and officers	10	40	C	35.6	\$29.60	\$39.71	\$36.40
124 Office administrative assistants - general, legal and medical	122	2,796	A	31.3	\$21.17	\$30.90	\$26.16
1241 Administrative assistants	122	2,793	A	31.3	\$21.16	\$30.89	\$26.14
131 Finance, insurance and related business administrative occupations	24	91	B	27.5	\$24.37	\$32.54	\$30.71
1311 Accounting technicians and bookkeepers	24	91	B	27.5	\$24.37	\$32.54	\$30.71
141 General office workers	68	543	A	30.9	\$20.92	\$28.66	\$24.70
1411 General office support workers	41	444	A	30.7	\$21.30	\$29.71	\$25.32
1414 Receptionists	33	88	A	31.4	\$18.45	\$22.82	\$20.81
143 Financial, insurance and related administrative support workers	54	281	A	34.5	\$26.08	\$33.85	\$30.47
1431 Accounting and related clerks	45	199	A	34.2	\$24.43	\$31.88	\$28.38
1432 Payroll administrators	32	82	A	35.0	\$30.08	\$38.62	\$35.53
145 Library, correspondence and other clerks	25	458	B	23.9	\$21.31	\$27.66	\$25.84
1451 Library assistants and clerks	23	435	B	23.7	\$21.20	\$27.50	\$25.79
Common Professional, Technical, Skilled, and Labour Occupations							
217 Computer and information systems professionals	33	276	A	36.0	\$38.00	\$52.65	\$48.07
2171 Information systems analysts and consultants	28	199	B	35.9	\$39.22	\$51.93	\$48.31
226 Other technical inspectors and regulatory officers	16	61	C	37.1	\$30.93	\$42.73	\$37.11
2263 Inspectors in public and environmental health and occupational health and safety	16	59	B	37.0	\$30.91	\$42.99	\$37.22
228 Technical occupations in computer and information systems	42	453	A	35.7	\$29.89	\$40.42	\$36.18
2281 Computer network technicians	36	331	B	35.7	\$30.24	\$40.60	\$36.34
2282 User support technicians	20	117	B	35.9	\$28.66	\$39.47	\$35.19

EDUCATIONAL SERVICES 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
314 Therapy and assessment professionals	22	309	B	32.1	\$39.66	\$60.50	\$48.10
3141 Audiologists and speech-language pathologists	17	150	B	31.5	\$42.12	\$62.97	\$51.63
3143 Occupational therapists	16	136	B	33.9	\$37.09	\$57.83	\$44.02
323 Other technical occupations in health care	15	130	B	24.5	\$29.92	\$36.85	\$33.31
3237 Other technical occupations in therapy and assessment	11	82	B	30.4	\$26.53	\$35.80	\$30.48
401 University professors and post-secondary assistants	15	546	C	33.5	\$35.65	\$53.12	\$47.31
4012 Post-secondary teaching and research assistants	10	85	C	36.4	\$27.30	\$40.71	\$35.17
402 College and other vocational instructors	52	2,722	B	33.4	\$31.11	\$51.18	\$42.05
4021 College and other vocational instructors	52	2,722	B	33.4	\$31.11	\$51.18	\$42.05
403 Secondary and elementary school teachers and educational counsellors	107	23,829	B	33.9	\$36.03	\$62.14	\$47.36
4031 Secondary school teachers	68	11,560	B	33.1	\$36.30	\$65.49	\$50.24
4032 Elementary school and kindergarten teachers	73	11,879	B	34.7	\$35.97	\$59.58	\$44.97
4033 Educational counsellors	40	390	B	35.3	\$29.87	\$42.95	\$36.58
415 Social and community service professionals	37	462	B	33.2	\$31.28	\$44.62	\$37.79
4151 Psychologists	20	287	B	32.2	\$34.52	\$49.37	\$42.24
416 Policy and program researchers, consultants and officers	68	584	B	33.6	\$28.01	\$37.58	\$33.32
4166 Education policy researchers, consultants and program officers	53	454	B	33.1	\$28.35	\$37.86	\$33.73
4167 Recreation, sports and fitness policy researchers, consultants and program officers	10	35	B	32.8	\$22.76	\$36.85	\$28.59
421 Paraprofessional occupations in legal, social, community and education services	98	1,836	B	31.8	\$23.48	\$33.26	\$28.93
4212 Social and community service workers	47	478	B	31.8	\$25.43	\$34.62	\$30.28

EDUCATIONAL SERVICES 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
4214 Early childhood educators and assistants	35	897	C	36.7	\$22.83	\$33.62	\$29.08
4215 Instructors of persons with disabilities	10	216	B	25.4	\$23.54	\$33.05	\$27.73
4216 Other instructors	29	242	B	19.6	\$21.90	\$29.37	\$26.60
441 Home care providers and educational support occupations	88	9,947	A	24.8	\$19.10	\$24.91	\$22.54
4413 Elementary and secondary school teacher assistants	87	9,942	A	24.8	\$19.10	\$24.92	\$22.54
511 Librarians, archivists, conservators and curators	24	230	C	25.5	\$21.92	\$31.68	\$26.83
5111 Librarians	24	230	C	25.5	\$21.92	\$31.68	\$26.83
521 Technical occupations in libraries, public archives, museums and art galleries	24	149	B	32.7	\$21.60	\$27.17	\$25.12
5211 Library and public archive technicians	23	148	B	32.6	\$21.59	\$27.16	\$25.13
525 Athletes, coaches, referees and related occupations	35	611	B	18.1	\$17.98	\$32.36	\$22.21
5252 Coaches	27	504	B	15.6	\$16.15	\$31.23	\$20.08
5254 Program leaders and instructors in recreation, sport and fitness	12	107	C	30.1	\$26.48	\$37.61	\$32.20
631 Service supervisors	13	154	C	33.8	\$24.32	\$30.42	\$28.89
6315 Cleaning supervisors	11	112	C	38.2	\$25.22	\$31.03	\$29.36
632 Chefs and cooks	17	66	C	32.3	\$20.09	\$24.69	\$22.06
6322 Cooks	14	62	C	32.0	\$19.74	\$24.23	\$21.63
671 Food counter attendants, kitchen helpers and related support occupations	11	58	C	25.2	\$17.73	\$21.56	\$19.50
6711 Food counter attendants, kitchen helpers and related support occupations	11	58	C	25.2	\$17.73	\$21.56	\$19.50
673 Cleaners	78	2,288	A	35.7	\$21.01	\$25.43	\$23.14
6733 Janitors, caretakers and building superintendents	71	2,250	A	35.8	\$21.03	\$25.44	\$23.17

EDUCATIONAL SERVICES 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
724 Electrical trades and electrical power line and telecommunications workers	14	47	C	38.7	\$36.14	\$39.90	\$38.28
7241 Electricians (except industrial and power system)	14	47	C	38.7	\$36.14	\$39.90	\$38.28
732 Automotive service technicians	10	53	B	36.2	\$32.42	\$40.32	\$36.69
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	10	53	B	36.2	\$32.42	\$40.32	\$36.69
751 Motor vehicle and transit drivers	27	813	C	20.4	\$20.24	\$24.55	\$22.65
7512 Bus drivers, subway operators and other transit operators	27	797	C	20.1	\$20.09	\$24.50	\$22.57

"n" in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 27 employers combined reported wages for 813 Motor vehicle and transit drivers (NOC 751).

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

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

Data Reliability Codes are based on coefficient of variation as an indicator of general reliability: "A": coefficient of variation of less than or equal to $\pm 6.00\%$, "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 Educational Services industry as cited by survey respondents and confirmed through review of the data.³

EDUCATIONAL SERVICES 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	58-59	25%	48%	3%	1.8%
0014 Senior managers - health, education, social and community services and membership organizations	54-55	22%	38%	3%	2.0%
011 Administrative services managers	65-66	36%	37%	1%	1.7%
0111 Financial managers	53-54	34%	33%	1%	2.8%
0112 Human resources managers	21	44%	50%	0%	n/a
0114 Other administrative services managers	22-23	38%	32%	0%	0.0%
012 Managers in financial and business services	28	34%	33%	4%	2.9%
0124 Advertising, marketing and public relations managers	25	41%	32%	5%	4.4%
021 Managers in engineering, architecture, science and information systems	17	31%	55%	0%	n/a
0213 Computer and information systems managers	16	29%	42%	0%	n/a
042 Managers in education and social and community services	135-136	31%	19%	5%	1.6%
0421 Administrators - post-secondary education and vocational training	44	33%	24%	10%	3.5%
0422 School principals and administrators of elementary and secondary education	68-69	35%	13%	2%	1.3%
0423 Managers in social, community and correctional services	39	18%	37%	2%	1.3%

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

EDUCATIONAL SERVICES INDUSTRY Selected Occupations (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
051 Managers in art, culture, recreation and sport	17	24%	n/a	0%	n/a
0513 Recreation, sports and fitness program and service directors	10	17%	n/a	0%	n/a
071 Managers in construction and facility operation and maintenance	42-43	23%	33%	2%	0.5%
0714 Facility operation and maintenance managers	41-42	20%	33%	2%	0.5%
111 Auditors, accountants and investment professionals	48-49	46%	24%	2%	n/a
1111 Financial auditors and accountants	42-43	45%	17%	0%	n/a
112 Human resources and business service professionals	56-58	43%	17%	2%	1.0%
1121 Human resources professionals	31-33	46%	20%	2%	1.0%
1123 Professional occupations in advertising, marketing and public relations	44-46	44%	7%	3%	1.1%
122 Administrative and regulatory occupations	101-103	37%	28%	1%	n/a
1221 Administrative officers	80-81	35%	28%	1%	n/a
1222 Executive assistants	37	36%	23%	2%	0.6%
1225 Purchasing agents and officers	9	53%	n/a	0%	n/a
124 Office administrative assistants - general, legal and medical	121-122	50%	10%	3%	0.4%
1241 Administrative assistants	121-122	49%	8%	3%	0.4%
131 Finance, insurance and related business administrative occupations	23-24	42%	8%	0%	n/a
1311 Accounting technicians and bookkeepers	23-24	42%	8%	0%	n/a
141 General office workers	67-68	39%	7%	0%	n/a
1411 General office support workers	39-41	38%	13%	0%	n/a
1414 Receptionists	33	40%	0%	0%	n/a

EDUCATIONAL SERVICES 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
143 Financial, insurance and related administrative support workers	53-54	35%	10%	0%	n/a
1431 Accounting and related clerks	44-45	35%	12%	0%	n/a
1432 Payroll administrators	31-32	35%	7%	0%	n/a
145 Library, correspondence and other clerks	24-25	49%	12%	6%	0.8%
1451 Library assistants and clerks	22-23	52%	13%	4%	0.5%
Common Professional, Technical, Skilled, and Labour Occupations					
217 Computer and information systems professionals	32-33	48%	46%	2%	n/a
2171 Information systems analysts and consultants	27-28	52%	45%	2%	n/a
226 Other technical inspectors and regulatory officers	15-16	42%	20%	0%	n/a
2263 Inspectors in public and environmental health and occupational health and safety	15-16	45%	20%	0%	n/a
228 Technical occupations in computer and information systems	41-42	44%	28%	0%	0.0%
2281 Computer network technicians	35-36	44%	26%	0%	0.0%
2282 User support technicians	18-19	37%	11%	0%	0.0%
314 Therapy and assessment professionals	21-22	68%	53%	2%	n/a
3141 Audiologists and speech-language pathologists	16-17	76%	75%	5%	1.2%
3143 Occupational therapists	14-16	59%	30%	0%	0.0%
323 Other technical occupations in health care	13-15	50%	36%	6%	1.0%
3237 Other technical occupations in therapy and assessment	9-11	50%	38%	8%	1.8%
401 University professors and post-secondary assistants	15	37%	0%	2%	n/a
4012 Post-secondary teaching and research assistants	10	32%	0%	0%	n/a

EDUCATIONAL SERVICES 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
402 College and other vocational instructors	49-51	72%	19%	9%	0.4%
4021 College and other vocational instructors	49-51	72%	19%	9%	0.4%
403 Secondary and elementary school teachers and educational counsellors	105	66%	22%	7%	0.3%
4031 Secondary school teachers	62-63	75%	27%	13%	0.5%
4032 Elementary school and kindergarten teachers	70	74%	21%	5%	n/a
4033 Educational counsellors	38-40	45%	12%	1%	n/a
415 Social and community service professionals	36-37	51%	26%	5%	1.9%
4151 Psychologists	19-20	50%	25%	0%	0.0%
416 Policy and program researchers, consultants and officers	68	39%	32%	4%	1.3%
4166 Education policy researchers, consultants and program officers	53	44%	27%	4%	1.1%
4167 Recreation, sports and fitness policy researchers, consultants and program officers	9-10	8%	n/a	0%	n/a
421 Paraprofessional occupations in legal, social, community and education services	96-97	65%	22%	7%	1.0%
4212 Social and community service workers	46-47	62%	14%	4%	0.7%
4214 Early childhood educators and assistants	33-34	61%	22%	8%	0.7%
4215 Instructors of persons with disabilities	9-10	80%	8%	0%	0.0%
4216 Other instructors	29	73%	41%	12%	2.7%
441 Home care providers and educational support occupations	87-88	72%	14%	7%	0.2%
4413 Elementary and secondary school teacher assistants	86-87	72%	14%	7%	0.2%
511 Librarians, archivists, conservators and curators	23-24	26%	0%	8%	2.9%
5111 Librarians	23-24	26%	0%	8%	2.9%

EDUCATIONAL SERVICES 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
521 Technical occupations in libraries, public archives, museums and art galleries	24	45%	0%	0%	n/a
5211 Library and public archive technicians	23	43%	0%	0%	n/a
525 Athletes, coaches, referees and related occupations	33-34	47%	42%	8%	3.9%
5252 Coaches	25-26	51%	41%	13%	4.8%
5254 Program leaders and instructors in recreation, sport and fitness	12	39%	43%	0%	n/a
631 Service supervisors	12-13	61%	24%	0%	n/a
6315 Cleaning supervisors	9-11	71%	25%	0%	n/a
632 Chefs and cooks	15-17	55%	17%	0%	n/a
6322 Cooks	13-14	53%	10%	0%	n/a
671 Food counter attendants, kitchen helpers and related support occupations	10-11	57%	13%	0%	n/a
6711 Food counter attendants, kitchen helpers and related support occupations	10-11	57%	13%	0%	n/a
673 Cleaners	77	55%	21%	3%	1.0%
6733 Janitors, caretakers and building superintendents	70-71	54%	21%	4%	1.0%
724 Electrical trades and electrical power line and telecommunications workers	13-14	19%	n/a	0%	n/a
7241 Electricians (except industrial and power system)	13-14	19%	n/a	0%	n/a
732 Automotive service technicians	9-10	71%	13%	10%	1.9%
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	9-10	71%	13%	10%	1.9%
751 Motor vehicle and transit drivers	26-27	74%	46%	4%	0.1%
7512 Bus drivers, subway operators and other transit operators	26-27	72%	53%	4%	0.1%

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

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

Statistics on hiring activity, hiring difficulties, and employers reporting vacancies were calculated based on *the number of*

employers responding for each question, weighted by establishment for survey non-response (stratified by region, industry group and employer size).

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

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

Educational Services (NAICS 61)

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

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

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