

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.

Finance, Insurance, Real Estate & Leasing Industry Summary Report

SURVEY RESULTS

The survey was completed with 326 employers in the Finance, Insurance, Real Estate & Leasing industry sector who provided information on over 14,237 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/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.

FINANCE, INSURANCE, REAL ESTATE & LEASING 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	58	319	B	37.5	\$51.78	\$119.06	\$89.29
0013 Senior managers - financial, communications and other business services	42	279	C	37.2	\$50.87	\$121.39	\$90.71
011 Administrative services managers	60	388	B	37.2	\$35.47	\$77.82	\$50.30
0111 Financial managers	50	289	C	37.1	\$34.20	\$84.30	\$50.51
0112 Human resources managers	20	60	B	37.4	\$39.37	\$65.71	\$52.31
0114 Other administrative services managers	18	37	C	37.3	\$38.30	\$55.58	\$46.76
012 Managers in financial and business services	93	737	B	37.1	\$38.06	\$67.69	\$50.81

¹ The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 3.4\%$ 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.

FINANCE, INSURANCE, REAL ESTATE & LEASING 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
0121 Insurance, real estate and financial brokerage managers	65	324	B	37.3	\$42.76	\$66.69	\$54.10
0122 Banking, credit and other investment managers	25	240	C	36.5	\$35.44	\$70.68	\$49.51
0125 Other business services managers	12	108	C	37.8	\$32.48	\$66.15	\$43.53
021 Managers in engineering architecture science and information systems	17	76	B	37.2	\$36.07	\$77.13	\$50.26
0213 Computer and information systems managers	15	70	B	37.2	\$34.21	\$77.31	\$49.46
062 Retail and wholesale trade managers	41	292	B	41.6	\$27.89	\$42.17	\$33.25
0621 Retail and wholesale trade managers	41	292	B	41.6	\$27.89	\$42.17	\$33.25
071 Managers in construction and facility operation and maintenance	36	240	B	39.4	\$31.31	\$62.67	\$41.40
0711 Construction managers	7	133	C	39.5	\$27.83	\$70.34	\$41.19
0714 Facility operation and maintenance managers	30	103	C	39.3	\$36.65	\$50.92	\$41.70
111 Auditors accountants and investment professionals	84	631	A	38.6	\$29.30	\$47.52	\$37.00
1111 Financial auditors and accountants	60	265	A	37.4	\$26.32	\$40.12	\$32.73
1112 Financial and investment analysts	20	126	B	37.6	\$34.44	\$56.55	\$43.25
1114 Other financial officers	24	175	B	37.5	\$31.38	\$47.65	\$38.59
112 Human resources and business service professionals	44	348	B	37.1	\$29.46	\$48.92	\$38.02
1121 Human resources professionals	19	73	C	36.5	\$30.51	\$44.31	\$35.67
1122 Professional occupations in business management consulting	8	183	B	36.6	\$30.73	\$58.05	\$43.53
1123 Professional occupations in advertising, marketing and public relations	30	92	A	38.3	\$26.85	\$40.63	\$32.43
121 Administrative services supervisors	27	168	B	37.3	\$26.99	\$37.88	\$32.02
1212 Supervisors, finance and insurance office workers	19	124	C	37.2	\$26.55	\$37.50	\$31.78
122 Administrative and regulatory occupations	104	1,042	B	38.5	\$20.47	\$35.44	\$26.35
1221 Administrative officers	49	177	B	36.3	\$19.78	\$48.46	\$28.81
1222 Executive assistants	26	53	B	37.1	\$27.45	\$37.26	\$35.56
1224 Property administrators	41	783	C	39.4	\$19.92	\$31.36	\$24.69
124 Office administrative assistants - General legal and medical	70	280	A	37	\$20.46	\$31.68	\$25.98
1241 Administrative assistants	58	232	A	37.1	\$19.69	\$31.43	\$25.42

FINANCE, INSURANCE, REAL ESTATE & LEASING 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
1242 Legal administrative assistants	18	48	C	36.5	\$22.92	\$32.50	\$27.83
131 Finance insurance and related business administrative occupations	50	1168	B	35.5	\$25.81	\$41.29	\$33.38
1311 Accounting technicians and bookkeepers	26	101	B	33.9	\$23.66	\$36.44	\$29.62
1312 Insurance adjusters and claims examiners	16	608	C	36.1	\$25.27	\$42.85	\$34.22
1313 Insurance underwriters	7	403	C	35	\$26.61	\$39.92	\$32.67
141 General office workers	144	467	A	36.6	\$18.11	\$24.86	\$21.28
1411 General office support workers	71	288	A	36.9	\$17.87	\$25.21	\$21.62
1414 Receptionists	95	176	A	36.2	\$18.40	\$24.03	\$20.51
143 Financial insurance and related administrative support workers	89	680	A	36.4	\$20.13	\$31.24	\$24.82
1431 Accounting and related clerks	62	240	A	35.8	\$19.87	\$28.25	\$23.82
1434 Banking, insurance and other financial clerks	33	360	B	36.5	\$20.54	\$34.48	\$25.89
Common Professional, Technical, Skilled, and Labour Occupations							
217 Computer and information systems professionals	20	251	B	36.3	\$28.27	\$45.91	\$36.23
2171 Information systems analysts and consultants	14	198	C	36	\$27.50	\$45.10	\$34.43
228 Technical occupations in computer and information systems	17	84	C	36.9	\$24.66	\$42.10	\$33.88
622 Technical sales specialists in wholesale trade and retail and wholesale buyers	17	64	B	41.5	\$24.24	\$45.76	\$34.27
6221 Technical sales specialists - wholesale trade	17	64	B	41.5	\$24.24	\$45.76	\$34.27
623 Insurance real estate and financial sales occupations	121	1301	B	37.4	\$22.55	\$54.86	\$31.73
6231 Insurance agents and brokers	95	817	B	36.8	\$23.62	\$56.08	\$34.78
6232 Real estate agents and salespersons	14	127	C	40.7	\$15.60	\$75.68	\$28.29
6235 Financial sales representatives	15	357	C	37.1	\$21.73	\$45.40	\$26.56
631 Service supervisors	22	63	B	39.3	\$24.31	\$32.12	\$27.63
632 Chefs and cooks	11	52	B	36.6	\$20.60	\$24.82	\$22.55
642 Retail salespersons	18	165	C	31.3	\$15.62	\$23.22	\$17.85
6421 Retail salespersons	18	165	C	31.3	\$15.62	\$23.22	\$17.85
655 Customer and information services representatives	49	867	B	34.7	\$18.11	\$37.38	\$25.17
6551 Customer services representatives - financial institutions	22	443	B	34.2	\$17.44	\$28.24	\$21.27

FINANCE, INSURANCE, REAL ESTATE & LEASING 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
6552 Other customer and information services representatives	27	424	B	35	\$18.58	\$43.81	\$27.74
671 Food counter attendants kitchen helpers and related support occupations	12	207	A	30.5	\$18.00	\$21.01	\$19.76
6711 Food counter attendants, kitchen helpers and related support occupations	12	207	A	30.5	\$18.00	\$21.01	\$19.76
673 Cleaners	65	1,542	B	38.8	\$18.04	\$28.79	\$22.37
6731 Light duty cleaners	25	345	B	37.1	\$16.97	\$22.73	\$19.16
6733 Janitors, caretakers and building superintendents	51	1,106	C	39.8	\$18.64	\$30.52	\$23.51
730 Contractors and supervisors maintenance trades and heavy equipment and transport operators	13	111	B	40.9	\$31.54	\$44.01	\$37.74
7301 Contractors and supervisors, mechanic trades	11	107	B	40.7	\$31.73	\$44.57	\$38.07
731 Machinery and transportation equipment mechanics (except motor vehicle)	18	135	C	41.1	\$29.10	\$45.02	\$38.41
7312 Heavy-duty equipment mechanics	15	79	C	40.8	\$26.75	\$42.97	\$35.72
732 Automotive service technicians	13	435	C	40	\$22.48	\$43.35	\$35.97
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	12	429	C	40	\$22.29	\$43.41	\$35.96
745 Longshore workers and material handlers	12	91	B	39.8	\$18.07	\$26.74	\$22.95
751 Motor vehicle and transit drivers	21	327	D	28.4	\$15.13	\$20.45	\$16.90
761 Trades helpers and labourers	22	386	B	40	\$17.56	\$30.89	\$24.12
7611 Construction trades helpers and labourers	13	284	B	40.6	\$20.65	\$39.05	\$31.06
861 Harvesting landscaping and natural resources labourers	7	201	B	39.7	\$17.97	\$31.29	\$22.20
8612 Landscaping and grounds maintenance labourers	7	201	B	39.7	\$17.97	\$31.29	\$22.20

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 7 employers combined reported wages for 201 Landscaping and grounds maintenance labourers - (NOC 8612).

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 Finance, Insurance, Real Estate & Leasing industry as cited by survey respondents and confirmed through review of the data.

FINANCE, INSURANCE, REAL ESTATE & LEASING 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	53-55	20%	6%	2%	n/a
0013 Senior managers - financial, communications and other business services	39-40	16%	9%	2%	n/a
011 Administrative services managers	55-56	26%	7%	3%	2.6%
0111 Financial managers	46	16%	20%	5%	4.6%
0112 Human resources managers	17-18	63%	0%	0%	n/a
0114 Other administrative services managers	16-17	20%	0%	0%	n/a
012 Managers in financial and business services	90-91	33%	14%	6%	3.3%
0121 Insurance, real estate and financial brokerage managers	63	21%	8%	8%	5.9%
0122 Banking, credit and other investment managers	24	62%	26%	0%	n/a
0125 Other business services managers	9-11	64%	0%	12%	1.7%
021 Managers in engineering architecture science and information systems	15 - 16	19%	n/a	4%	1.9%
0213 Computer and information systems managers	13-14	13%	n/a	0%	n/a
062 Retail and wholesale trade managers	38-39	22%	13%	0%	n/a
0621 Retail and wholesale trade managers	38-39	22%	13%	0%	n/a
071 Managers in construction and facility operation and maintenance	34 - 34	31%	40%	5%	1.0%
0711 Construction managers	5-6	70%	n/a	0%	0.0%
0714 Facility operation and maintenance managers	29 - 28	26%	47%	8%	2.6%
111 Auditors accountants and investment professionals	81-83	51%	4%	6%	3.7%
1111 Financial auditors and accountants	57-59	44%	5%	2%	n/a
1112 Financial and investment analysts	18	53%	0%	14%	n/a
1114 Other financial officers	22-23	60%	8%	6%	2.7%

FINANCE, INSURANCE, REAL ESTATE & LEASING 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
112 Human resources and business service professionals	39-41	36%	7%	12%	5.9%
1121 Human resources professionals	16-17	30%	13%	9%	5.1%
1122 Professional occupations in business management consulting	5-6	30%	n/a	37%	7.4%
1123 Professional occupations in advertising, marketing and public relations	28	42%	4%	6%	4.7%
121 Administrative services supervisors	24-25	39%	0%	11%	5.3%
1212 Supervisors, finance and insurance office workers	17	44%	0%	12%	5.1%
122 Administrative and regulatory occupations	99	43%	11%	4%	n/a
1221 Administrative officers	46	39%	8%	3%	n/a
1222 Executive assistants	23-24	38%	0%	11%	6.1%
1224 Property administrators	38-39	55%	20%	3%	n/a
124 Office administrative assistants - General legal and medical	65-66	36%	0%	5%	2.9%
1241 Administrative assistants	53-54	35%	0%	3%	1.0%
1242 Legal administrative assistants	18	40%	n/a	8%	7.1%
131 Finance insurance and related business administrative occupations	48-49	50%	16%	31%	7.7%
1311 Accounting technicians and bookkeepers	26	36%	31%	0%	n/a
1312 Insurance adjusters and claims examiners	13-15	53%	9%	32%	n/a
1313 Insurance underwriters	6	57%	n/a	42%	6.3%
141 General office workers	138	48%	12%	3%	1.6%
1411 General office support workers	64-65	53%	11%	4%	1.3%
1414 Receptionists	93-94	44%	13%	2%	2.0%
143 Financial insurance and related administrative support workers	84-86	47%	8%	3%	n/a
1431 Accounting and related clerks	58-59	44%	12%	4%	1.6%
1434 Banking, insurance and other financial clerks	31-32	49%	2%	0%	n/a
Common Professional, Technical, Skilled, and Labour Occupations					
217 Computer and information systems professionals	18-19	30%	14%	11%	3.8%

FINANCE, INSURANCE, REAL ESTATE & LEASING 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
2171 Information systems analysts and consultants	12-13	35%	5%	18%	4.7%
228 Technical occupations in computer and information systems	16-17	40%	0%	4%	2.8%
622 Technical sales specialists in wholesale trade and retail and wholesale buyers	15-16	22%	5%	0%	0.0%
6221 Technical sales specialists - wholesale trade	15-16	22%	5%	0%	0.0%
623 Insurance real estate and financial sales occupations	116-118	67%	26%	7%	1.4%
6231 Insurance agents and brokers	91-93	68%	28%	7%	1.3%
6232 Real estate agents and salespersons	13-14	70%	29%	20%	3.7%
6235 Financial sales representatives	14-15	62%	5%	1%	n/a
631 Service supervisors	21	30%	5%	0%	n/a
632 Chefs and cooks	10-11	28%	n/a	0%	0.0%
642 Retail salespersons	17-18	49%	25%	3%	n/a
6421 Retail salespersons	17-18	49%	25%	3%	n/a
655 Customer and information services representatives	46	63%	13%	11%	2.6%
6551 Customer services representatives - financial institutions	21-22	80%	15%	0%	n/a
6552 Other customer and information services representatives	24-25	48%	11%	18%	3.7%
671 Food counter attendants kitchen helpers and related support occupations	11-12	58%	8%	2%	0.1%
6711 Food counter attendants, kitchen helpers and related support occupations	11-12	58%	8%	2%	0.1%
673 Cleaners	62	51%	17%	7%	0.8%
6731 Light duty cleaners	24-25	43%	44%	5%	0.7%
6733 Janitors, caretakers and building superintendents	49	50%	13%	7%	0.6%
730 Contractors and supervisors maintenance trades and heavy equipment and transport operators	11-12	18%	n/a	8%	3.0%
7301 Contractors and supervisors, mechanic trades	9-10	22%	n/a	9%	3.2%
731 Machinery and transportation equipment mechanics (except motor vehicle)	17	29%	47%	8%	3.7%
7312 Heavy-duty equipment mechanics	15	37%	50%	11%	4.3%

FINANCE, INSURANCE, REAL ESTATE & LEASING 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
732 Automotive service technicians	11-12	63%	55%	13%	0.7%
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	10-11	67%	45%	15%	0.7%
745 Longshore workers and material handlers	12	33%	n/a	10%	2.2%
751 Motor vehicle and transit drivers	18-21	70%	21%	0%	n/a
761 Trades helpers and labourers	20-21	78%	33%	7%	0.5%
7611 Construction trades helpers and labourers	11-12	87%	64%	13%	1.0%
861 Harvesting landscaping and natural resources labourers	6	43%	n/a	0%	0.0%
8612 Landscaping and grounds maintenance labourers	6	43%	n/a	0%	0.0%

“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)
Finance, Insurance, Real Estate & Leasing (NAICS 52-53)**

This sector comprises establishments primarily engaged in financial transactions (that is, transactions involving the creation, liquidation, or change in ownership of financial assets) or in facilitating financial transactions. Included are:

- Establishments that are primarily engaged in financial intermediation. They raise funds by taking deposits and/or issuing securities, and, in the process, incur liabilities, which they use to acquire financial assets by making loans and/or purchasing securities. Putting themselves at risk, they channel funds from lenders to borrowers and transform or repackage the funds with respect to maturity, scale and risk.
- Establishments that are primarily engaged in the pooling of risk by underwriting annuities and insurance. They collect fees (insurance premiums or annuity considerations), build up reserves, invest those reserves and make contractual payments. Fees are based on the expected incidence of the insured risk and the expected return on investment.
- Establishments that are primarily engaged in providing specialized services that facilitate or support financial intermediation, insurance and employee benefit programs. In addition, establishments charged with monetary control - the monetary authorities - are included in this sector.

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