

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.

Finance, Insurance, Real Estate and Leasing Industry Summary Report

SURVEY RESULTS

The survey was completed with 321 employers in the Finance, Insurance, Real Estate and Leasing industry sector who provided information on over 10,713 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.

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	167	B	39.7	\$83.11	\$124.03	\$117.13
0013 Senior managers - financial, communications and other business services	30	117	B	39.4	\$86.76	\$119.41	\$111.67
011 Administrative services managers	62	272	A	36.5	\$42.99	\$68.59	\$54.34
0111 Financial managers	43	98	B	35.1	\$44.08	\$73.91	\$57.28
0112 Human resources managers	24	61	B	38.3	\$40.80	\$51.43	\$47.11

¹ The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 5.4\%$ 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 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.

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
0114 Other administrative services managers	18	112	B	38.3	\$42.28	\$70.38	\$53.39
012 Managers in financial and business services	81	558	B	38.1	\$36.54	\$54.11	\$45.11
0121 Insurance, real estate and financial brokerage managers	56	196	B	38.1	\$40.21	\$61.00	\$49.68
0122 Banking, credit and other investment managers	14	256	C	38.2	\$31.55	\$43.62	\$37.63
0124 Advertising, marketing and public relations managers	20	79	B	38.7	\$35.80	\$55.18	\$42.89
021 Managers in engineering, architecture, science and information systems	16	107	B	37.6	\$42.44	\$62.98	\$52.73
0213 Computer and information systems managers	14	103	B	37.5	\$42.50	\$63.25	\$52.75
060 Corporate sales managers	13	34	C	38.5	\$44.44	\$59.35	\$52.00
0601 Corporate sales managers	13	34	C	38.5	\$44.44	\$59.35	\$52.00
062 Retail and wholesale trade managers	42	99	B	40.5	\$37.17	\$54.29	\$46.26
0621 Retail and wholesale trade managers	42	99	B	40.5	\$37.17	\$54.29	\$46.26
071 Managers in construction and facility operation and maintenance	33	176	B	38.6	\$32.30	\$50.65	\$39.13
0714 Facility operation and maintenance managers	29	139	B	38.4	\$32.54	\$51.54	\$39.39
111 Auditors, accountants and investment professionals	76	993	B	37.9	\$26.24	\$56.14	\$37.82
1111 Financial auditors and accountants	54	215	B	38.3	\$25.19	\$39.13	\$33.03
1112 Financial and investment analysts	25	373	B	38.3	\$28.26	\$53.01	\$36.01
1114 Other financial officers	18	351	C	36.8	\$27.75	\$51.95	\$37.97
112 Human resources and business service professionals	43	212	B	36.9	\$29.58	\$53.60	\$39.00
1121 Human resources professionals	16	63	C	37.8	\$30.69	\$39.42	\$35.73
1122 Professional occupations in business management consulting	11	45	C	37.1	\$30.71	\$45.03	\$37.22
1123 Professional occupations in advertising, marketing and public relations	28	104	B	36.3	\$28.44	\$65.05	\$41.53

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
121 Administrative services supervisors	21	41	B	38.2	\$30.94	\$37.61	\$35.13
1212 Supervisors, finance and insurance office workers	13	26	C	38.0	\$32.04	\$38.33	\$36.26
122 Administrative and regulatory occupations	122	593	A	37.9	\$24.19	\$35.87	\$29.14
1221 Administrative officers	74	303	B	37.9	\$21.60	\$33.62	\$26.19
1222 Executive assistants	24	55	B	38.7	\$27.51	\$37.25	\$32.31
1224 Property administrators	43	195	B	37.7	\$28.21	\$39.96	\$33.57
124 Office administrative assistants - general, legal and medical	92	335	A	36.3	\$20.36	\$25.57	\$23.08
1241 Administrative assistants	87	326	A	36.3	\$20.40	\$25.59	\$23.08
131 Finance, insurance and related business administrative occupations	50	370	B	37.5	\$26.96	\$56.52	\$41.31
1311 Accounting technicians and bookkeepers	28	55	B	35.2	\$21.49	\$27.61	\$25.32
1312 Insurance adjusters and claims examiners	13	207	C	37.5	\$26.59	\$62.41	\$43.98
141 General office workers	108	214	A	33.9	\$18.13	\$23.76	\$20.88
1411 General office support workers	40	98	A	33.4	\$17.87	\$25.74	\$21.54
1414 Receptionists	80	115	A	34.3	\$18.37	\$21.84	\$20.23
142 Office equipment operators	13	87	C	37.2	\$18.31	\$25.96	\$21.43
1422 Data entry clerks	12	86	C	37.2	\$18.29	\$25.94	\$21.41
143 Financial, insurance and related administrative support workers	74	333	A	37.8	\$21.14	\$32.82	\$24.31
1431 Accounting and related clerks	57	172	A	37.6	\$20.29	\$30.86	\$24.70
1434 Banking, insurance and other financial clerks	19	87	C	37.0	\$22.39	\$43.56	\$25.28

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 Professional, Technical, Skilled, and Labour Occupations							
217 Computer and information systems professionals	17	133	C	37.4	\$31.36	\$49.17	\$39.27
2171 Information systems analysts and consultants	11	58	C	37.4	\$31.54	\$47.01	\$39.05
226 Other technical inspectors and regulatory officers	16	37	C	42.6	\$29.59	\$37.01	\$33.04
2263 Inspectors in public and environmental health and occupational health and safety	14	34	B	43.6	\$27.95	\$36.69	\$31.94
416 Policy and program researchers, consultants and officers	23	84	C	37.5	\$32.99	\$68.93	\$43.34
4163 Business development officers and marketing researchers and consultants	11	53	C	37.7	\$30.92	\$85.94	\$45.20
4211 Paralegal and related occupations	13	28	C	37.5	\$18.49	\$25.17	\$22.46
622 Technical sales specialists in wholesale trade and retail and wholesale buyers	14	74	C	39.3	\$26.12	\$42.73	\$34.93
6221 Technical sales specialists - wholesale trade	14	74	B	39.3	\$26.12	\$42.73	\$34.93
623 Insurance, real estate and financial sales occupations	91	1,147	B	37.1	\$24.23	\$41.21	\$29.75
6231 Insurance agents and brokers	57	473	B	36.2	\$26.26	\$51.58	\$36.17
6232 Real estate agents and salespersons	17	147	C	41.7	\$18.69	\$54.63	\$27.42
6235 Financial sales representatives	17	527	C	37.0	\$23.58	\$31.32	\$25.58
642 Retail salespersons	27	220	C	39.0	\$19.01	\$24.22	\$20.96
6421 Retail salespersons	27	220	C	39.0	\$19.01	\$24.22	\$20.96
655 Customer and information services representatives	30	1,417	B	35.8	\$19.90	\$26.93	\$21.74
6551 Customer services representatives - financial institutions	11	306	C	34.1	\$19.67	\$25.14	\$20.17
6552 Other customer and information services representatives	21	1,111	C	37.7	\$20.17	\$28.81	\$23.37
671 Food counter attendants, kitchen helpers and related support occupations	12	156	B	27.1	\$15.58	\$20.16	\$17.83
6711 Food counter attendants, kitchen helpers and related support occupations	12	156	B	27.1	\$15.58	\$20.16	\$17.83

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
673 Cleaners	63	704	B	33.6	\$18.89	\$24.55	\$21.26
6731 Light duty cleaners	24	163	B	35.6	\$16.30	\$19.14	\$17.75
6733 Janitors, caretakers and building superintendents	46	485	B	33.1	\$19.64	\$25.83	\$22.21
731 Machinery and transportation equipment mechanics (except motor vehicles)	26	451	B	41.1	\$31.55	\$50.34	\$43.31
7312 Heavy-duty equipment mechanics	22	431	B	40.9	\$31.86	\$50.43	\$43.85
732 Automotive service technicians	13	46	C	40.5	\$27.58	\$41.07	\$36.72
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	13	46	C	40.5	\$27.58	\$41.07	\$36.72
751 Motor vehicle and transit drivers	22	152	B	34.8	\$22.03	\$28.95	\$25.86
7511 Transport truck drivers	16	108	C	40.8	\$24.93	\$35.01	\$30.46

"n" in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 22 employers combined reported wages for 152 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 Finance, Insurance, Real Estate and 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	57-58	13%	22%	0%	n/a
0013 Senior managers - financial, communications and other business services	29-30	17%	24%	0%	n/a
011 Administrative services managers	61-62	26%	30%	6%	3.9%
0111 Financial managers	42-43	24%	47%	8%	5.5%
0112 Human resources managers	23-24	33%	2%	1%	n/a
0114 Other administrative services managers	18	19%	34%	8%	3.0%
012 Managers in financial and business services	78-80	27%	21%	1%	n/a
0121 Insurance, real estate and financial brokerage managers	54-55	29%	36%	0%	n/a
0122 Banking, credit and other investment managers	13-14	27%	11%	1%	n/a
0124 Advertising, marketing and public relations managers	19	20%	17%	0%	n/a
021 Managers in engineering, architecture, science and information systems	14-16	26%	26%	0%	0.0%
0213 Computer and information systems managers	12-14	27%	26%	0%	0.0%
060 Corporate sales managers	12-13	48%	26%	9%	4.5%
0601 Corporate sales managers	12-13	48%	26%	9%	4.5%
062 Retail and wholesale trade managers	42	21%	32%	4%	2.1%
0621 Retail and wholesale trade managers	42	21%	32%	4%	2.1%
071 Managers in construction and facility operation and maintenance	33	40%	59%	8%	2.2%

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
0714 Facility operation and maintenance managers	29	41%	62%	9%	2.5%
111 Auditors, accountants and investment professionals	74-75	44%	22%	4%	1.6%
1111 Financial auditors and accountants	53-54	41%	19%	4%	2.5%
1112 Financial and investment analysts	24	39%	6%	2%	n/a
1114 Other financial officers	18	47%	41%	2%	n/a
112 Human resources and business service professionals	40-42	28%	8%	0%	n/a
1121 Human resources professionals	15-16	15%	14%	0%	n/a
1122 Professional occupations in business management consulting	10-11	21%	n/a	0%	n/a
1123 Professional occupations in advertising, marketing and public relations	26-27	41%	8%	0%	n/a
121 Administrative services supervisors	19-21	32%	0%	7%	n/a
1212 Supervisors, finance and insurance office workers	11-13	32%	n/a	9%	n/a
122 Administrative and regulatory occupations	118-119	40%	24%	3%	1.8%
1221 Administrative officers	71-72	37%	11%	2%	n/a
1222 Executive assistants	23	31%	12%	3%	1.2%
1224 Property administrators	41-43	54%	33%	4%	3.8%
124 Office administrative assistants - general, legal and medical	91-92	48%	12%	1%	n/a
1241 Administrative assistants	86-87	48%	12%	1%	n/a
131 Finance, insurance and related business administrative occupations	48-49	47%	22%	3%	1.0%
1311 Accounting technicians and bookkeepers	28	26%	28%	3%	1.6%
1312 Insurance adjusters and claims examiners	11-12	54%	31%	5%	1.1%

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
141 General office workers	106-107	54%	10%	2%	1.2%
1411 General office support workers	39	56%	9%	5%	2.0%
1414 Receptionists	79-80	53%	10%	1%	n/a
142 Office equipment operators	13	63%	21%	0%	n/a
1422 Data entry clerks	12	65%	21%	0%	n/a
143 Financial, insurance and related administrative support workers	73-74	52%	16%	2%	1.2%
1431 Accounting and related clerks	56-57	56%	17%	0%	n/a
1434 Banking, insurance and other financial clerks	18-19	65%	15%	8%	3.8%
Common Professional, Technical, Skilled, and Labour Occupations					
217 Computer and information systems professionals	15-17	31%	22%	11%	4.2%
2171 Information systems analysts and consultants	10-11	21%	0%	11%	4.8%
226 Other technical inspectors and regulatory officers	15-16	43%	37%	0%	n/a
2263 Inspectors in public and environmental health and occupational health and safety	14	54%	37%	0%	0.0%
416 Policy and program researchers, consultants and officers	22-23	47%	6%	0%	n/a
4163 Business development officers and marketing researchers and consultants	10-11	44%	17%	0%	n/a
4211 Paralegal and related occupations	13	36%	0%	0%	n/a
622 Technical sales specialists in wholesale trade and retail and wholesale buyers	14	39%	22%	13%	3.1%
6221 Technical sales specialists - wholesale trade	14	39%	22%	13%	3.1%
623 Insurance, real estate and financial sales occupations	83-87	60%	32%	7%	2.5%
6231 Insurance agents and brokers	52-53	61%	40%	9%	1.5%

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
6232 Real estate agents and salespersons	16-17	61%	66%	12%	3.2%
6235 Financial sales representatives	15-17	58%	11%	4%	3.1%
642 Retail salespersons	27	66%	19%	3%	n/a
6421 Retail salespersons	27	66%	19%	3%	n/a
655 Customer and information services representatives	28-29	73%	10%	9%	1.1%
6551 Customer services representatives - financial institutions	11	66%	10%	6%	n/a
6552 Other customer and information services representatives	19-20	78%	10%	11%	1.8%
671 Food counter attendants, kitchen helpers and related support occupations	12	64%	18%	14%	2.1%
6711 Food counter attendants, kitchen helpers and related support occupations	12	64%	18%	14%	2.1%
673 Cleaners	62-63	51%	37%	2%	n/a
6731 Light duty cleaners	23-24	32%	0%	0%	n/a
6733 Janitors, caretakers and building superintendents	45-46	55%	43%	3%	n/a
731 Machinery and transportation equipment mechanics (except motor vehicles)	26	51%	23%	3%	0.3%
7312 Heavy-duty equipment mechanics	22	53%	16%	4%	0.3%
732 Automotive service technicians	12-13	44%	34%	0%	n/a
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	12-13	44%	34%	0%	n/a
751 Motor vehicle and transit drivers	22	67%	56%	13%	6.0%
7511 Transport truck drivers	16	51%	73%	6%	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)

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

NAICS 52 – Finance and insurance 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. NAICS 53 – Real estate and leasing comprises establishments primarily engaged in renting, leasing or otherwise allowing the use of tangible or intangible assets. Establishments primarily engaged in managing real estate for others; selling, renting and/or buying of real estate for others; and appraising real estate, are also included in this sector.

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