

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.

Information, Culture & Recreation Industry Summary Report

SURVEY RESULTS

The survey was completed with 484 employers in the Information, Culture and Recreation industry sector who provided information on over 18,170 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.

INFORMATION, CULTURE & RECREATION 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	57	85	B	38.7	\$56.11	\$75.67	\$69.71
0014 Senior managers - health, education, social and community services and membership organizations	22	30	B	37.0	\$53.23	\$68.04	\$65.08
0015 Senior managers - trade, broadcasting and other services, n.e.c.	25	38	B	39.9	\$57.04	\$78.88	\$72.57
011 Administrative services managers	46	151	B	39.5	\$36.49	\$46.52	\$42.16
0111 Financial managers	32	51	B	38.5	\$31.17	\$40.80	\$36.61

¹The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 4.1\%$ 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.

²Occupations 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.

INFORMATION, CULTURE & RECREATION 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	22	72	C	40.1	\$39.91	\$51.17	\$46.47
012 Managers in financial and business services	40	101	B	39.4	\$36.84	\$47.90	\$43.87
0124 Advertising, marketing and public relations managers	31	73	B	39.3	\$37.59	\$49.97	\$45.77
021 Managers in engineering, architecture, science and information systems	20	51	B	39.2	\$50.36	\$77.51	\$64.52
0213 Computer and information systems managers	19	45	C	39.2	\$50.57	\$78.03	\$64.87
051 Managers in art, culture, recreation and sport	180	338	A	38.9	\$29.61	\$39.21	\$34.85
0511 Library, archive, museum and art gallery managers	56	107	B	37.6	\$28.76	\$39.34	\$34.71
0512 Managers - publishing, motion pictures, broadcasting and performing arts	40	82	B	39.0	\$32.65	\$44.17	\$38.73
0513 Recreation, sports and fitness program and service directors	85	149	B	39.7	\$28.29	\$36.01	\$32.62
062 Retail and wholesale trade managers	43	68	B	41.1	\$31.47	\$43.05	\$36.97
0621 Retail and wholesale trade managers	43	68	B	41.1	\$31.47	\$43.05	\$36.97
063 Managers in food service and accommodation	39	62	B	40.1	\$25.94	\$34.65	\$30.44
0631 Restaurant and food service managers	33	51	B	39.9	\$23.94	\$31.49	\$28.25
065 Managers in customer and personal services, n.e.c.	23	43	C	38.8	\$28.54	\$39.99	\$37.01
0651 Managers in customer and personal services, n.e.c.	23	43	C	38.8	\$28.54	\$39.99	\$37.01
071 Managers in construction and facility operation and maintenance	47	127	B	37.9	\$27.59	\$35.96	\$31.64
0714 Facility operation and maintenance managers	46	122	B	37.5	\$27.29	\$35.45	\$31.17
111 Auditors, accountants and investment professionals	34	69	B	38.4	\$30.76	\$57.53	\$41.30
1111 Financial auditors and accountants	30	55	B	37.9	\$27.95	\$47.44	\$35.33
112 Human resources and business service professionals	75	254	B	37.8	\$22.49	\$35.09	\$27.27
1123 Professional occupations in advertising, marketing and public relations	68	200	B	37.8	\$21.78	\$35.09	\$26.78

INFORMATION, CULTURE & RECREATION 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
1213 Supervisors, library, correspondence and related information workers	15	55	B	32.0	\$30.95	\$37.79	\$36.54
122 Administrative and regulatory occupations	92	228	A	34.6	\$23.61	\$41.27	\$30.78
1221 Administrative officers	63	103	B	36.9	\$23.75	\$49.96	\$33.64
1222 Executive assistants	23	30	B	33.9	\$26.33	\$31.53	\$29.17
1226 Conference and event planners	20	84	B	28.2	\$21.17	\$26.10	\$23.75
124 Office administrative assistants - general, legal and medical	59	164	A	32.0	\$19.19	\$27.13	\$22.64
1241 Administrative assistants	59	164	A	32.0	\$19.19	\$27.13	\$22.64
131 Finance, insurance and related business administrative occupations	44	53	A	29.9	\$22.11	\$26.99	\$24.55
1311 Accounting technicians and bookkeepers	44	53	A	29.9	\$22.11	\$26.99	\$24.55
141 General office workers	55	470	B	27.7	\$15.79	\$18.28	\$16.73
1411 General office support workers	31	291	B	29.9	\$15.55	\$18.06	\$16.46
1414 Receptionists	25	173	B	21.2	\$16.28	\$18.74	\$17.29
143 Financial, insurance and related administrative support workers	52	103	A	35.5	\$21.27	\$32.18	\$26.74
1431 Accounting and related clerks	41	78	A	36.2	\$21.24	\$33.31	\$27.28
145 Library, correspondence and other clerks	47	1,064	B	19.7	\$21.40	\$25.44	\$23.77
1451 Library assistants and clerks	40	1,038	B	19.2	\$21.58	\$25.59	\$23.94
Common Professional, Technical, Skilled, and Labour Occupations							
217 Computer and information systems professionals	27	247	B	39.5	\$31.85	\$68.59	\$44.04
2171 Information systems analysts and consultants	13	68	C	39.1	\$33.19	\$58.18	\$44.04
222 Technical occupations in life sciences	51	124	B	38.2	\$23.42	\$37.33	\$27.53
2225 Landscape and horticulture technicians and specialists	51	111	B	38.2	\$23.42	\$36.92	\$27.15

INFORMATION, CULTURE & RECREATION 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
228 Technical occupations in computer and information systems	36	94	B	37.7	\$24.71	\$38.06	\$31.49
2281 Computer network technicians	19	32	C	36.3	\$28.94	\$41.32	\$35.25
2282 User support technicians	22	60	B	38.5	\$22.50	\$36.52	\$29.61
416 Policy and program researchers, consultants and officers	42	196	C	18.2	\$35.12	\$45.04	\$39.66
4167 Recreation, sports and fitness policy researchers, consultants and program officers	20	110	C	10.7	\$34.70	\$45.10	\$39.38
421 Paraprofessional occupations in legal, social, community and education services	38	496	B	26.7	\$17.99	\$21.69	\$19.40
4212 Social and community service workers	27	182	B	23.0	\$16.81	\$19.87	\$17.53
511 Librarians, archivists, conservators and curators	37	112	B	30.5	\$33.86	\$42.48	\$39.53
5111 Librarians	19	90	C	29.9	\$35.19	\$44.12	\$40.98
5112 Conservators and curators	17	21	C	34.9	\$25.48	\$33.04	\$31.28
513 Creative and performing artists	35	203	B	34.1	\$29.07	\$39.33	\$36.42
5131 Producers, directors, choreographers and related occupations	26	127	B	38.1	\$30.35	\$39.84	\$38.18
521 Technical occupations in libraries, public archives, museums and art galleries	39	173	B	31.4	\$21.83	\$26.41	\$24.70
5212 Technical occupations related to museums and art galleries	28	114	B	32.0	\$16.82	\$19.45	\$17.85
523 Announcers and other performers, n.e.c.	24	228	C	34.0	\$27.40	\$46.88	\$36.64
5231 Announcers and other broadcasters	20	173	B	35.2	\$24.32	\$41.16	\$32.65
524 Creative designers and craftspersons	18	39	C	34.4	\$19.70	\$28.06	\$24.93
5241 Graphic designers and illustrators	17	33	C	36.4	\$19.06	\$28.02	\$24.66
525 Athletes, coaches, referees and related occupations	86	2,802	B	18.6	\$17.66	\$23.54	\$19.08
5254 Program leaders and instructors in recreation, sport and fitness	75	2,484	B	19.8	\$17.88	\$23.34	\$19.18

INFORMATION, CULTURE & RECREATION 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
621 Retail sales supervisors	16	52	B	33.5	\$21.32	\$25.01	\$23.58
6211 Retail sales supervisors	16	52	B	33.5	\$21.32	\$25.01	\$23.58
631 Service supervisors	48	381	B	33.5	\$19.86	\$24.32	\$21.69
6311 Food service supervisors	25	73	B	36.8	\$18.04	\$23.27	\$19.93
6316 Other services supervisors	22	154	B	27.8	\$18.28	\$21.09	\$19.55
632 Chefs and cooks	62	533	B	30.0	\$17.54	\$21.02	\$19.02
6321 Chefs	25	133	C	28.8	\$20.54	\$29.25	\$22.22
6322 Cooks	50	400	A	30.4	\$16.44	\$19.74	\$17.77
642 Retail salespersons	48	324	B	27.1	\$15.65	\$19.16	\$16.37
6421 Retail salespersons	48	324	B	27.1	\$15.65	\$19.16	\$16.37
651 Occupations in food and beverage service	72	1,199	A	23.8	\$15.25	\$17.37	\$15.50
6512 Bartenders	21	199	B	22.1	\$15.25	\$17.19	\$15.62
6513 Food and beverage servers	54	951	A	24.5	\$15.28	\$17.45	\$15.53
653 Tourism and amusement services occupations	20	1,171	A	29.8	\$15.08	\$18.25	\$16.53
6533 Casino occupations	8	1,038	B	29.4	\$15.05	\$17.99	\$16.45
654 Security guards and related security service occupations	19	417	A	31.8	\$17.30	\$21.26	\$18.44
6541 Security guards and related security service occupations	19	417	A	31.8	\$17.30	\$21.26	\$18.44
655 Customer and information services representatives	24	354	B	25.1	\$16.20	\$20.88	\$18.25
6552 Other customer and information services representatives	24	354	B	25.1	\$16.20	\$20.88	\$18.25
661 Cashiers	37	439	C	18.8	\$16.06	\$17.48	\$16.66
6611 Cashiers	37	439	C	18.8	\$16.06	\$17.48	\$16.66

INFORMATION, CULTURE & RECREATION 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
671 Food counter attendants, kitchen helpers and related support occupations	48	611	A	23.2	\$15.06	\$18.90	\$15.87
6711 Food counter attendants, kitchen helpers and related support occupations	48	611	A	23.2	\$15.06	\$18.90	\$15.87
672 Support occupations in accommodation, travel and amusement services	89	1,647	B	23.9	\$16.18	\$19.12	\$17.04
6722 Operators and attendants in amusement, recreation and sport	87	1,484	B	23.6	\$16.25	\$19.42	\$17.18
673 Cleaners	84	518	A	31.7	\$17.34	\$21.97	\$19.25
6731 Light duty cleaners	15	106	C	27.8	\$16.13	\$19.26	\$16.90
6733 Janitors, caretakers and building superintendents	75	412	A	33.5	\$17.93	\$23.31	\$20.36
674 Other service support and related occupations, n.e.c.	14	506	B	13.9	\$16.07	\$22.11	\$16.71
6742 Other service support occupations, n.e.c.	13	503	B	13.6	\$16.04	\$22.17	\$16.69
825 Contractors and supervisors, agriculture, horticulture and related operations and services	17	74	C	36.8	\$21.66	\$31.95	\$26.85
8255 Contractors and supervisors, landscaping, grounds maintenance and horticulture services	16	50	B	37.4	\$23.80	\$36.04	\$29.64
861 Harvesting, landscaping and natural resources labourers	68	550	A	35.6	\$15.39	\$19.28	\$16.75
8612 Landscaping and grounds maintenance labourers	68	550	A	35.6	\$15.39	\$19.28	\$16.75

"n" in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 68 employers combined reported wages for 550 Harvesting, landscaping and natural resources labourers (NOC 861).

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 & HIRING DIFFICULTIES – SELECTED OCCUPATIONS

The following table illustrates the job vacancy survey results associated with some common occupations within the Information, Culture and Recreation industry as cited by survey respondents and confirmed through review of the data.

INFORMATION, CULTURE & RECREATION 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	56	21%	25%	2%	1.6%
0014 Senior managers - health, education, social and community services and membership organizations	22	13%	51%	0%	0.0%
0015 Senior managers - trade, broadcasting and other services, n.e.c.	24	31%	16%	4%	3.1%
011 Administrative services managers	44	38%	20%	3%	2.7%
0111 Financial managers	30-31	42%	39%	6%	7.2%
0114 Other administrative services managers	20	38%	4%	0%	0.0%
012 Managers in financial and business services	37-38	35%	2%	0%	n/a
0124 Advertising, marketing and public relations managers	29-30	33%	2%	0%	n/a
021 Managers in engineering, architecture, science and information systems	19-20	11%	n/a	0%	n/a
0213 Computer and information systems managers	18-19	11%	n/a	0%	n/a
051 Managers in art, culture, recreation and sport	179	29%	12%	2%	1.9%
0511 Library, archive, museum and art gallery managers	56	37%	16%	4%	3.0%
0512 Managers - publishing, motion pictures, broadcasting and performing arts	39	18%	0%	0%	n/a
0513 Recreation, sports and fitness program and service directors	84-85	30%	11%	3%	2.3%
062 Retail and wholesale trade managers	41-43	17%	7%	1%	0.6%
0621 Retail and wholesale trade managers	41-43	17%	7%	1%	0.6%

INFORMATION, CULTURE & RECREATION 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
063 Managers in food service and accommodation	36-39	29%	10%	0%	n/a
0631 Restaurant and food service managers	30-33	31%	0%	0%	n/a
065 Managers in customer and personal services, n.e.c.	21-22	22%	0%	0%	n/a
0651 Managers in customer and personal services, n.e.c.	21-22	22%	0%	0%	n/a
071 Managers in construction and facility operation and maintenance	46	24%	7%	1%	n/a
0714 Facility operation and maintenance managers	45	26%	7%	1%	n/a
111 Auditors, accountants and investment professionals	32-33	30%	0%	0%	n/a
1111 Financial auditors and accountants	28-30	37%	0%	0%	n/a
112 Human resources and business service professionals	74	55%	12%	3%	1.0%
1123 Professional occupations in advertising, marketing and public relations	67	56%	13%	3%	1.1%
1213 Supervisors, library, correspondence and related information workers	15	21%	50%	0%	0.0%
122 Administrative and regulatory occupations	89	34%	17%	3%	3.6%
1221 Administrative officers	61	25%	22%	5%	5.9%
1222 Executive assistants	21	39%	30%	0%	n/a
1226 Conference and event planners	19-20	54%	0%	0%	n/a
124 Office administrative assistants - general, legal and medical	57	44%	14%	2%	n/a
1241 Administrative assistants	57	44%	14%	2%	n/a
131 Finance, insurance and related business administrative occupations	43	30%	0%	0%	n/a
1311 Accounting technicians and bookkeepers	43	30%	0%	0%	n/a

INFORMATION, CULTURE & RECREATION 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	53-55	56%	24%	2%	n/a
1411 General office support workers	29-31	67%	25%	0%	0.0%
1414 Receptionists	25	43%	21%	5%	1.3%
143 Financial, insurance and related administrative support workers	51	36%	15%	0%	n/a
1431 Accounting and related clerks	40-41	34%	17%	0%	n/a
145 Library, correspondence and other clerks	46-47	55%	20%	5%	4.2%
1451 Library assistants and clerks	40	56%	20%	3%	4.0%
Common Professional, Technical, Skilled, and Labour Occupations					
217 Computer and information systems professionals	26	47%	17%	6%	2.6%
2171 Information systems analysts and consultants	12-13	41%	6%	2%	1.0%
222 Technical occupations in life sciences	48-51	13%	5%	0%	n/a
2225 Landscape and horticulture technicians and specialists	48-51	12%	6%	0%	n/a
228 Technical occupations in computer and information systems	34-36	37%	35%	3%	1.0%
2281 Computer network technicians	18-19	26%	19%	2%	1.0%
2282 User support technicians	20-22	49%	43%	4%	1.0%
416 Policy and program researchers, consultants and officers	40-41	44%	21%	2%	n/a
4167 Recreation, sports and fitness policy researchers, consultants and program officers	19	55%	19%	0%	0.0%
421 Paraprofessional occupations in legal, social, community and education services	38	52%	28%	5%	0.6%
4212 Social and community service workers	27	42%	16%	6%	1.4%

INFORMATION, CULTURE & RECREATION 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
511 Librarians, archivists, conservators and curators	36-37	31%	0%	1%	n/a
5111 Librarians	18-19	37%	0%	1%	n/a
5112 Conservators and curators	17	20%	n/a	0%	n/a
513 Creative and performing artists	34	42%	0%	1%	n/a
5131 Producers, directors, choreographers and related occupations	25	44%	0%	1%	n/a
521 Technical occupations in libraries, public archives, museums and art galleries	39	53%	31%	0%	n/a
5212 Technical occupations related to museums and art galleries	28	64%	34%	0%	n/a
523 Announcers and other performers, n.e.c.	22-23	49%	23%	1%	0.1%
5231 Announcers and other broadcasters	18-20	46%	25%	0%	0.0%
524 Creative designers and craftspersons	17	31%	35%	0%	n/a
5241 Graphic designers and illustrators	16	31%	30%	0%	n/a
525 Athletes, coaches, referees and related occupations	86	73%	32%	4%	0.7%
5254 Program leaders and instructors in recreation, sport and fitness	75	74%	27%	5%	0.9%
621 Retail sales supervisors	15-16	48%	6%	0%	n/a
6211 Retail sales supervisors	15-16	48%	6%	0%	n/a
631 Service supervisors	47-48	37%	22%	5%	1.1%
6311 Food service supervisors	24-25	50%	19%	9%	4.7%
6316 Other services supervisors	21-22	44%	28%	4%	1.1%
632 Chefs and cooks	60-62	48%	32%	7%	3.3%
6321 Chefs	23-25	31%	16%	4%	1.1%
6322 Cooks	48-50	60%	37%	9%	4.0%

INFORMATION, CULTURE & RECREATION 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
642 Retail salespersons	44-47	68%	31%	1%	n/a
6421 Retail salespersons	44-47	68%	31%	1%	n/a
651 Occupations in food and beverage service	66-72	77%	21%	10%	2.3%
6512 Bartenders	20-21	65%	12%	2%	0.3%
6513 Food and beverage servers	48-54	78%	28%	14%	3.0%
653 Tourism and amusement services occupations	19	88%	19%	10%	3.8%
6533 Casino occupations	8	90%	8%	0%	n/a
654 Security guards and related security service occupations	17-19	81%	36%	12%	1.7%
6541 Security guards and related security service occupations	17-19	81%	36%	12%	1.7%
655 Customer and information services representatives	23-24	96%	14%	0%	n/a
6552 Other customer and information services representatives	23-24	96%	14%	0%	n/a
661 Cashiers	35-37	65%	27%	4%	n/a
6611 Cashiers	35-37	65%	27%	4%	n/a
671 Food counter attendants, kitchen helpers and related support occupations	47	68%	23%	6%	4.9%
6711 Food counter attendants, kitchen helpers and related support occupations	47	68%	23%	6%	4.9%
672 Support occupations in accommodation, travel and amusement services	87-88	64%	18%	7%	1.6%
6722 Operators and attendants in amusement, recreation and sport	85-86	63%	19%	7%	1.7%
673 Cleaners	82	51%	24%	3%	0.6%
6731 Light duty cleaners	15	58%	13%	2%	n/a
6733 Janitors, caretakers and building superintendents	72-73	50%	27%	3%	0.8%

INFORMATION, CULTURE & RECREATION 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
674 Other service support and related occupations, n.e.c.	13-14	85%	10%	0%	0.0%
6742 Other service support occupations, n.e.c.	12-13	82%	13%	0%	0.0%
825 Contractors and supervisors, agriculture, horticulture and related operations and services	15-16	29%	0%	0%	n/a
8255 Contractors and supervisors, landscaping, grounds maintenance and horticulture services	14-15	27%	n/a	0%	n/a
861 Harvesting, landscaping and natural resources labourers	65-68	70%	29%	7%	1.4%
8612 Landscaping and grounds maintenance labourers	65-68	70%	29%	7%	1.4%

"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)
 Information, Culture & Recreation (NAICS 51, 71)**

The Information and cultural sector (NAICS 51) comprises establishments primarily engaged in creating and disseminating (except by wholesale and retail methods) information and cultural products, such as written works, musical works or recorded performances, recorded dramatic performances, software and information databases, or providing the means to disseminate them. Establishments that provide access to equipment and expertise to process information are also included. The unique characteristics of information and cultural products, and of the processes involved in their production and distribution, distinguish this sector from the goods-producing and services-producing sectors. In particular,

- The value of these products lies in their information, educational, cultural or entertainment content, not in the format in which they are distributed.
- The intangible nature of the content of information and cultural products allows for their distribution in various forms.

For example, a movie can be shown at a movie theatre, on a television broadcast, through video on demand, or rented at a local video store. In addition, improvements in information technology are revolutionizing the distribution of these products.

The Arts, entertainment and recreation sector (NAICS 71) comprises establishments primarily engaged in operating facilities or providing services to meet the cultural, entertainment and recreational interests of their patrons. These establishments produce, promote or participate in live performances, events or exhibits intended for public viewing; provide the artistic, creative and technical skills necessary for the production of artistic products and live performances; preserve and exhibit objects and sites of historical, cultural or educational interest; and operate facilities or provide services that enable patrons to participate in sports or recreational activities or pursue amusement, hobbies and leisure-time interests.

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