

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.

Mining Industry Summary Report

SURVEY RESULTS

The survey was completed with 13 employers in the Mining industry sector who provided information on over 615 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/wageinfo

This industry has a relatively small number of employers in Alberta, and a small number of surveys were obtained in this survey cycle. Furthermore, employment captured by the survey was spread across a variety of occupations. There were very few individual occupational groups that were reported on by more than a few employers.

In order to provide information useful to this industry, selected NOC's common to the Mining industry were identified based on National Household Survey (NHS) data. Where possible, results exclusively from employers in this industry sector are presented. For certain occupations, industry-specific results either could not be reported or are associated with lower levels of statistical reliability.

¹ The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 23.4\%$ 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.

WAGES FOR SELECTED OCCUPATIONS

The following table illustrates the wage survey results associated with some common occupations within this industry². Industry-specific survey results are listed where available.

MINING 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							
0016 Senior managers - construction, transportation, production and utilities							
ALBERTA AVERAGE	298	632	A	41.1	\$77.10	\$95.34	\$86.48
0811 Managers in natural resources production and fishing							
ALBERTA AVERAGE	116	609	B	41.8	\$57.60	\$76.54	\$65.40
<i>Mining Industry Average</i>	<i>8</i>	<i>25</i>	<i>D</i>	<i>40.3</i>	<i>\$50.79</i>	<i>\$98.77</i>	<i>\$71.69</i>
1221 Administrative officers							
ALBERTA AVERAGE	907	3975	A	37	\$23.79	\$36.98	\$29.41
1411 General office support workers							
ALBERTA AVERAGE	1,117	9,625	A	36.7	\$20.05	\$28.68	\$24.24
1431 Accounting and related clerks							
ALBERTA AVERAGE	1,196	3,641	A	37.4	\$21.17	\$30.86	\$25.92
1432 Payroll clerks							
ALBERTA AVERAGE	231	595	A	36.4	\$25.68	\$32.85	\$29.92
1522 Storekeepers and partspersons							
ALBERTA AVERAGE	313	2416	A	39	\$20.67	\$29.72	\$25.33
Common Professional, Technical, Skilled, and Labour Occupations							
2143 Mining engineers							
ALBERTA AVERAGE	7	69	D	39.3	\$41.51	\$86.87	\$57.60
2212 Geological and mineral technologists and technicians							
ALBERTA AVERAGE	49	427	B	39.9	\$33.59	\$57.27	\$45.61
2263 Inspectors in public and environmental health and occupational health and safety							
ALBERTA AVERAGE	258	1310	A	37.0	\$35.55	\$48.87	\$42.48

² Occupations were selected as the top occupations in terms of number of employees as per Statistics Canada 2011 NHS 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.

MINING 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
7237 Welders and related machine operators							
ALBERTA AVERAGE	287	2,160	A	40.8	\$30.79	\$40.34	\$35.70
7242 Industrial electricians							
ALBERTA AVERAGE	38	987	B	39.8	\$31.57	\$44.63	\$39.76
7311 Construction millwrights and industrial mechanics							
ALBERTA AVERAGE	8,180	149	982	A	40.7	\$34.69	\$44.42
7312 Heavy-duty equipment mechanics							
ALBERTA AVERAGE	9,870	386	3,252	A	40.5	\$31.60	\$42.88
7372 Drillers and blasters - surface mining, quarrying and construction							
ALBERTA AVERAGE	9	78	B	43.7	\$24.24	\$33.04	\$28.36
7452 Material handlers							
ALBERTA AVERAGE	303	4,111	A	38.2	\$17.88	\$23.97	\$21.36
7511 Transport truck drivers							
ALBERTA AVERAGE	596	7,909	A	46.4	\$24.51	\$32.60	\$28.43
7521 Heavy equipment operators (except crane)							
ALBERTA AVERAGE	279	3,992	A	45.1	\$24.84	\$36.52	\$30.70
<i>Mining Industry Average</i>	<i>6</i>	<i>166</i>	<i>D</i>	<i>43</i>	<i>\$33.30</i>	<i>\$36.63</i>	<i>\$34.74</i>
7611 Construction trades helpers and labourers							
ALBERTA AVERAGE	324	4,452	A	42.1	\$20.79	\$30.97	\$25.50
8221 Supervisors, mining and quarrying							
ALBERTA AVERAGE	6	32	D	39.8	\$30.48	\$47.29	\$41.11
8412 Oil and gas well drilling and related workers and services operators							
ALBERTA AVERAGE	52	1,992	A	41.6	\$27.75	\$35.53	\$31.06
9241 Power engineers and power systems operators							
ALBERTA AVERAGE	58	504	B	41.8	\$33.64	\$46.50	\$41.12
9411 Machine operators, mineral and metal processing							
ALBERTA AVERAGE	20	289	C	41.8	\$31.53	\$49.10	\$41.53

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 20 employers combined reported wages for 289 Machine operators, mineral and metal processing - (NOC 9411).

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

MINING 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					
0016 Senior managers - construction, transportation, production and utilities					
ALBERTA AVERAGE	290-293	11%	22%	1%	n/a
0811 Managers in natural resources production and fishing					
ALBERTA AVERAGE	110	16%	17%	2%	4.9%
<i>Mining Industry Average</i>	<i>6-7</i>	<i>0%</i>	<i>n/a</i>	<i>0%</i>	<i>n/a</i>
1221 Administrative officers					
ALBERTA AVERAGE	859-873	25%	7%	1%	n/a
1411 General office support workers					
ALBERTA AVERAGE	1060-1071	39%	13%	3%	1.2%
1431 Accounting and related clerks					
ALBERTA AVERAGE	1160-1164	30%	11%	2%	n/a
1432 Payroll clerks					
ALBERTA AVERAGE	211-215	24%	9%	1%	n/a
1522 Storekeepers and partspersons					
ALBERTA AVERAGE	278-282	45%	28%	4%	1.2%
Common Professional, Technical, Skilled, and Labour Occupations					
2143 Mining engineers					
ALBERTA AVERAGE	4-5	n/a	n/a	0%	n/a
2212 Geological and mineral technologists and technicians					
ALBERTA AVERAGE	36-37	22%	0%	3%	1.0%
2263 Inspectors in public and environmental health and occupational health and safety					
ALBERTA AVERAGE	222-225	31%	27%	5%	1.6%
7237 Welders and related machine operators					
ALBERTA AVERAGE	272-274	48%	18%	2%	n/a

MINING 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
7242 Industrial electricians ALBERTA AVERAGE	37	54%	22%	1%	n/a
7311 Construction millwrights and industrial mechanics ALBERTA AVERAGE	130-132	39%	31%	9%	1.8%
7312 Heavy-duty equipment mechanics ALBERTA AVERAGE	370-373	50%	43%	10%	2.3%
7372 Drillers and blasters - surface mining, quarrying and construction ALBERTA AVERAGE	8-9	93%	38%	0%	0.0%
7452 Material handlers ALBERTA AVERAGE	290-292	56%	16%	6%	2.2%
7511 Transport truck drivers ALBERTA AVERAGE	573-581	56%	36%	10%	5.6%
7521 Heavy equipment operators (except crane) ALBERTA AVERAGE	266-268	58%	31%	6%	1.8%
<i>Mining Industry Average</i>	<i>6</i>	<i>30%</i>	<i>n/a</i>	<i>0%</i>	<i>n/a</i>
7611 Construction trades helpers and labourers ALBERTA AVERAGE	305-310	62%	28%	8%	1.7%
8221 Supervisors, mining and quarrying ALBERTA AVERAGE	5	12%	n/a	0%	n/a
8412 Oil and gas well drilling and related workers and services operators ALBERTA AVERAGE	48-51	61%	59%	20%	10.1%
9241 Power engineers and power systems operators ALBERTA AVERAGE	33-35	47%	33%	0%	n/a
9411 Machine operators, mineral and metal processing ALBERTA AVERAGE	19	50%	40%	13%	3.2%

“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)
Mining Sector (NAICS 212, 2131)**

This subsector comprises establishments primarily engaged in mining, beneficiating or otherwise preparing metallic and non-metallic minerals, including coal. The coal mining (NAICS 21211) industry comprises primarily in mining bituminous coal, anthracite and lignite by underground mining, and auger mining, strip mining, culm mining and other surface mining. Operations and preparation plants -also known as cleaning plants and washeries, which engage in crushing, grinding and washing-whether or not such plants are operated in conjunction with mine sites, are included.

Metal ore mining (NAICS 2122), which engage in metallic minerals (ores), and non-metallic mineral mining and quarrying (NAICS 2123) may include establishments engaged in ore dressing and beneficiating operations, whether performed at mills operated in conjunction with mines served or at mills, such as custom mills; these operations are also used as preparation plants.

NAICS 2131 includes supportive activities for mining and oil and gas extraction. This industry group comprises establishments primarily engaged in providing support services, on a contract or fee basis, required for the mining and quarrying of minerals and for the extraction of oil and gas. Establishments engaged in the exploration for minerals, other than oil or gas, are included. Exploration includes traditional prospecting methods, such as taking ore samples and making geological observations at prospective sites.

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