



# 2021 Alberta Wage and Salary Survey

## Public administration industry summary report

### Overview

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.

### Survey results

The survey was completed with 220 employers in the Public administration sector who provided information on over 65,210 employees in various occupational classifications<sup>1</sup>. Survey data were collected between January and August 2021. 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](http://www.alis.alberta.ca/occinfo)

### Wages for selected occupations

The following table illustrates the wage survey results associated with some common occupations within this industry<sup>2</sup>. The tables below present results for three-digit NOC minor groups and for four-digit NOCs.

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<sup>1</sup>The estimated sample error at the establishment level for overall results for this industry is estimated to be  $\pm 4.2\%$  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. It may be noted however, that two of the employers responding were the Government of Alberta and the Government of Canada, which together represent a large portion of all employment in the Public administration sector.

<sup>2</sup>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.

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| <b>Common Business, Managerial, Administrative, and Clerical Occupations</b> |  |                           |                                      |   |                                  |                         |  |
| 001 Legislators and senior management  | 160                                    | 794                       | A                                    | 35.2                                      | \$70.70                          | \$90.38                 | \$82.45  |
| 0012 Senior government managers and officials                                | 157                                    | 718                       | A                                    | 36.2                                      | \$72.25                          | \$92.61                 | \$85.05  |
| 011 Administrative services managers   | 85                                     | 703                       | A                                    | 36.2                                      | \$50.83                          | \$66.50                 | \$61.82  |
| 0111 Financial managers  | 63                                     | 172                       | A                                    | 36.0                                      | \$51.28                          | \$70.19                 | \$63.75  |
| 0112 Human resources managers  | 31                                     | 155                       | A                                    | 36.1                                      | \$51.92                          | \$66.97                 | \$62.82  |
| 0113 Purchasing managers   | 13                                     | 68                        | A                                    | 36.7                                      | \$46.70                          | \$61.19                 | \$57.08  |
| 0114 Other administrative services managers                                  | 36                                     | 308                       | A                                    | 36.1                                      | \$50.87                          | \$65.23                 | \$61.16  |
| 012 Managers in financial and business services                              | 24                                     | 252                       | A                                    | 36.0                                      | \$50.76                          | \$66.94                 | \$62.05  |
| 0124 Advertising, marketing and public relations managers                    | 17                                     | 103                       | C                                    | 35.9                                      | \$51.21                          | \$66.86                 | \$62.16  |
| 0125 Other business services managers  | 11                                     | 131                       | B                                    | 36.2                                      | \$49.98                          | \$65.89                 | \$61.14  |
| 021 Managers in engineering, architecture, science and information systems   | 44                                     | 516                       | A                                    | 36.2                                      | \$53.48                          | \$70.17                 | \$66.22  |
| 0211 Engineering managers  | 25                                     | 127                       | A                                    | 36.2                                      | \$59.22                          | \$75.85                 | \$70.90  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>                | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 0212 Architecture and science managers  | 14                                     | 256                       | A                                    | 36.3                                      | \$51.56                          | \$67.04                 | \$63.04  |
| 0213 Computer and information systems managers  | 26                                     | 133                       | B                                    | 36.0                                      | \$51.11                          | \$70.06                 | \$67.24  |
| 041 Managers in public administration   | 112                                    | 2,491                     | A                                    | 36.4                                      | \$48.76                          | \$63.60                 | \$59.25  |
| 0411 Government managers - health and social policy development and program administration  | 34                                     | 892                       | A                                    | 36.3                                      | \$45.78                          | \$59.85                 | \$55.79  |
| 0412 Government managers - economic analysis, policy development and program administration | 51                                     | 587                       | A                                    | 36.5                                      | \$48.46                          | \$62.62                 | \$58.88  |
| 0414 Other managers in public administration  | 98                                     | 743                       | A                                    | 36.5                                      | \$52.88                          | \$68.81                 | \$63.27  |
| 042 Managers in education and social and community services                                 | 51                                     | 490                       | A                                    | 36.2                                      | \$46.53                          | \$61.23                 | \$57.65  |
| 0423 Managers in social, community and correctional services                                | 49                                     | 487                       | A                                    | 36.2                                      | \$46.65                          | \$61.34                 | \$57.75  |
| 043 Managers in public protection services  | 47                                     | 363                       | C                                    | 39.1                                      | \$59.88                          | \$65.70                 | \$62.92  |
| 0432 Fire chiefs and senior firefighting officers   | 44                                     | 122                       | A                                    | 37.9                                      | \$52.76                          | \$62.36                 | \$58.48  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 051 Managers in art, culture, recreation and sport                           | 45                                     | 101                       | A                                    | 36.6                                      | \$41.38                          | \$53.27                 | \$49.62  |
| 0511 Library, archive, museum and art gallery managers                       | 14                                     | 50                        | A                                    | 35.5                                      | \$43.28                          | \$57.61                 | \$53.85  |
| 0513 Recreation, sports and fitness program and service directors            | 36                                     | 51                        | A                                    | 37.5                                      | \$39.72                          | \$49.60                 | \$46.04  |
| 071 Managers in construction and facility operation and maintenance          | 48                                     | 391                       | A                                    | 36.7                                      | \$44.34                          | \$58.54                 | \$54.51  |
| 0711 Construction managers   | 11                                     | 51                        | C                                    | 36.7                                      | \$44.66                          | \$61.07                 | \$55.05  |
| 0714 Facility operation and maintenance managers                             | 43                                     | 338                       | A                                    | 36.7                                      | \$44.30                          | \$58.07                 | \$54.38  |
| 073 Managers in transportation   | 16                                     | 76                        | B                                    | 36.9                                      | \$49.32                          | \$66.37                 | \$60.50  |
| 0731 Managers in transportation  | 16                                     | 76                        | B                                    | 36.9                                      | \$49.32                          | \$66.37                 | \$60.50  |
| 091 Managers in manufacturing and utilities                                  | 30                                     | 76                        | B                                    | 38.0                                      | \$47.72                          | \$64.23                 | \$59.08  |
| 0912 Utilities managers  | 28                                     | 74                        | B                                    | 37.9                                      | \$48.03                          | \$64.84                 | \$59.59  |
| 111 Auditors, accountants and investment professionals                       | 51                                     | 1,006                     | A                                    | 36.0                                      | \$37.03                          | \$48.77                 | \$46.85  |
| 1111 Financial auditors and accountants                                      | 48                                     | 648                       | A                                    | 36.0                                      | \$36.53                          | \$47.99                 | \$46.08  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>      | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 1112 Financial and investment analysts  | 17                                     | 322                       | A                                    | 35.8                                      | \$37.79                          | \$50.38                 | \$48.33  |
| 112 Human resources and business service professionals                            | 74                                     | 1,505                     | A                                    | 35.7                                      | \$39.01                          | \$52.69                 | \$48.38  |
| 1121 Human resources professionals  | 43                                     | 656                       | A                                    | 35.8                                      | \$38.60                          | \$51.35                 | \$46.40  |
| 1122 Professional occupations in business management consulting                   | 20                                     | 377                       | A                                    | 35.1                                      | \$41.84                          | \$57.91                 | \$54.12  |
| 1123 Professional occupations in advertising, marketing and public relations      | 58                                     | 472                       | A                                    | 36.0                                      | \$37.34                          | \$50.40                 | \$46.56  |
| 121 Administrative services supervisors   | 43                                     | 339                       | A                                    | 36.9                                      | \$36.19                          | \$45.32                 | \$42.90  |
| 1211 Supervisors, general office and administrative support workers               | 19                                     | 147                       | B                                    | 36.6                                      | \$34.90                          | \$44.11                 | \$42.12  |
| 1212 Supervisors, finance and insurance office workers                            | 16                                     | 56                        | C                                    | 35.9                                      | \$40.47                          | \$50.33                 | \$47.53  |
| 1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations | 27                                     | 109                       | A                                    | 38.0                                      | \$34.99                          | \$44.72                 | \$41.83  |
| 122 Administrative and regulatory occupations                                     | 138                                    | 6,794                     | A                                    | 36.4                                      | \$30.60                          | \$37.33                 | \$35.71  |
| 1221 Administrative officers  | 70                                     | 2,885                     | A                                    | 36.4                                      | \$29.39                          | \$36.82                 | \$35.33  |
| 1222 Executive assistants   | 101                                    | 622                       | A                                    | 36.0                                      | \$31.81                          | \$42.68                 | \$38.73  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>                    | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 1223 Human resources and recruitment officers   | 9                                      | 96                        | C                                    | 34.7                                      | \$39.75                          | \$52.01                 | \$48.03  |
| 1224 Property administrators  | 19                                     | 211                       | A                                    | 36.5                                      | \$36.98                          | \$45.68                 | \$45.10  |
| 1225 Purchasing agents and officers   | 25                                     | 340                       | A                                    | 36.1                                      | \$36.61                          | \$46.67                 | \$44.96  |
| 1226 Conference and event planners  | 11                                     | 32                        | C                                    | 35.4                                      | \$33.70                          | \$43.92                 | \$41.90  |
| 1227 Court officers and justices of the peace   | 18                                     | 586                       | B                                    | 35.5                                      | \$28.43                          | \$34.66                 | \$33.62  |
| 1228 Employment insurance, immigration, border services and revenue officers                    | 13                                     | 2,022                     | A                                    | 37.1                                      | \$30.42                          | \$33.85                 | \$32.62  |
| 124 Office administrative assistants - general, legal and medical                               | 134                                    | 4,225                     | A                                    | 35.8                                      | \$25.74                          | \$31.63                 | \$30.82  |
| 1241 Administrative assistants  | 134                                    | 3,469                     | A                                    | 35.7                                      | \$25.01                          | \$30.79                 | \$30.00  |
| 1242 Legal administrative assistants  | 15                                     | 739                       | A                                    | 35.8                                      | \$29.26                          | \$35.72                 | \$34.87  |
| 125 Court reporters, transcriptionists, records management technicians and statistical officers | 25                                     | 311                       | A                                    | 36.2                                      | \$29.83                          | \$36.57                 | \$35.18  |
| 1253 Records management technicians   | 24                                     | 227                       | A                                    | 36.2                                      | \$28.48                          | \$34.81                 | \$33.66  |
| 131 Finance, insurance and related business administrative occupations                          | 52                                     | 395                       | A                                    | 35.3                                      | \$39.09                          | \$52.02                 | \$48.64  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 1311 Accounting technicians and bookkeepers                                  | 31                                     | 150                       | A                                    | 35.2                                      | \$35.58                          | \$47.00                 | \$42.34  |
| 1314 Assessors, valuers and appraisers                                       | 27                                     | 205                       | A                                    | 35.4                                      | \$42.02                          | \$55.79                 | \$53.20  |
| 141 General office workers   | 86                                     | 1,949                     | A                                    | 36.3                                      | \$26.25                          | \$30.02                 | \$28.99  |
| 1411 General office support workers  | 57                                     | 1,499                     | A                                    | 36.7                                      | \$26.83                          | \$30.31                 | \$29.37  |
| 1414 Receptionists   | 49                                     | 153                       | A                                    | 34.5                                      | \$24.08                          | \$28.32                 | \$26.49  |
| 1415 Personnel clerks  | 10                                     | 71                        | C                                    | 37.0                                      | \$27.85                          | \$31.13                 | \$29.73  |
| 1416 Court clerks  | 11                                     | 226                       | B                                    | 35.0                                      | \$23.63                          | \$29.09                 | \$28.35  |
| 143 Financial, insurance and related administrative support workers          | 108                                    | 820                       | A                                    | 36.0                                      | \$29.10                          | \$35.08                 | \$33.72  |
| 1431 Accounting and related clerks   | 97                                     | 554                       | A                                    | 35.9                                      | \$28.45                          | \$33.95                 | \$32.58  |
| 1432 Payroll administrators  | 52                                     | 222                       | A                                    | 35.9                                      | \$30.32                          | \$37.26                 | \$35.91  |
| 145 Library, correspondence and other clerks                                 | 43                                     | 312                       | A                                    | 35.4                                      | \$29.61                          | \$37.30                 | \$35.48  |
| 1452 Correspondence, publication and regulatory clerks                       | 40                                     | 295                       | A                                    | 35.7                                      | \$29.87                          | \$37.74                 | \$35.85  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>  | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 152 Supply chain logistics, tracking and scheduling co-ordination occupations | 36                                     | 705                       | A                                    | 37.8                                      | \$35.77                          | \$40.81                 | \$39.41  |
| 1522 Storekeepers and partspersons  | 22                                     | 146                       | B                                    | 38.9                                      | \$30.51                          | \$34.96                 | \$34.46  |
| 1524 Purchasing and inventory control workers                                 | 16                                     | 85                        | A                                    | 36.8                                      | \$28.20                          | \$32.56                 | \$32.16  |
| 1525 Dispatchers  | 13                                     | 418                       | B                                    | 37.7                                      | \$39.58                          | \$44.28                 | \$42.41  |
| <b>Common Professional, Technical, Skilled, and Labour Occupations</b>        |  |                           |                                      |   |                                  |                         |  |
| 212 Life science professionals  | 51                                     | 775                       | A                                    | 36.5                                      | \$39.59                          | \$52.32                 | \$49.74  |
| 2121 Biologists and related scientists  | 18                                     | 545                       | A                                    | 36.4                                      | \$40.70                          | \$53.90                 | \$51.79  |
| 2122 Forestry professionals   | 11                                     | 113                       | A                                    | 36.7                                      | \$37.99                          | \$49.86                 | \$46.94  |
| 2123 Agricultural representatives, consultants and specialists                | 37                                     | 117                       | A                                    | 37.0                                      | \$36.15                          | \$47.54                 | \$43.22  |
| 213 Civil, mechanical, electrical and chemical engineers                      | 31                                     | 721                       | A                                    | 35.8                                      | \$46.37                          | \$65.85                 | \$58.61  |
| 2131 Civil engineers  | 29                                     | 667                       | A                                    | 35.7                                      | \$46.49                          | \$66.35                 | \$58.83  |
| 214 Other engineers   | 16                                     | 148                       | A                                    | 36.0                                      | \$45.27                          | \$60.86                 | \$56.63  |



| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 215 Architects, urban planners and land surveyors                            | 55                                     | 468                       | A                                    | 35.6                                      | \$43.16                          | \$58.00                 | \$54.60  |
| 2153 Urban and land use planners   | 52                                     | 409                       | A                                    | 35.5                                      | \$42.93                          | \$58.02                 | \$54.56  |
| 217 Computer and information systems professionals                           | 38                                     | 1,485                     | A                                    | 36.0                                      | \$38.37                          | \$51.96                 | \$49.91  |
| 2171 Information systems analysts and consultants                            | 34                                     | 1,152                     | A                                    | 36.1                                      | \$38.35                          | \$51.74                 | \$49.48  |
| 2172 Database analysts and data administrators                               | 13                                     | 124                       | A                                    | 35.9                                      | \$39.18                          | \$53.90                 | \$51.83  |
| 2174 Computer programmers and interactive media developers                   | 12                                     | 169                       | B                                    | 35.5                                      | \$38.02                          | \$52.48                 | \$51.73  |
| 221 Technical occupations in physical sciences                               | 17                                     | 288                       | A                                    | 36.5                                      | \$35.35                          | \$45.10                 | \$44.07  |
| 2211 Chemical technologists and technicians                                  | 9                                      | 170                       | A                                    | 36.4                                      | \$36.05                          | \$45.91                 | \$45.09  |
| 2212 Geological and mineral technologists and technicians                    | 13                                     | 118                       | A                                    | 36.6                                      | \$34.33                          | \$43.92                 | \$42.61  |
| 222 Technical occupations in life sciences                                   | 29                                     | 800                       | A                                    | 36.8                                      | \$33.15                          | \$41.84                 | \$40.10  |
| 2221 Biological technologists and technicians                                | 16                                     | 355                       | A                                    | 36.7                                      | \$32.86                          | \$41.43                 | \$39.76  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>              | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 2224 Conservation and fishery officers  | 16                                     | 192                       | A                                    | 36.4                                      | \$32.70                          | \$41.34                 | \$39.62  |
| 2225 Landscape and horticulture technicians and specialists                               | 16                                     | 128                       | B                                    | 38.1                                      | \$36.35                          | \$44.54                 | \$43.13  |
| 223 Technical occupations in civil, mechanical and industrial engineering                 | 37                                     | 574                       | A                                    | 36.4                                      | \$37.40                          | \$48.45                 | \$47.10  |
| 2231 Civil engineering technologists and technicians                                      | 36                                     | 488                       | A                                    | 36.2                                      | \$37.69                          | \$49.08                 | \$47.79  |
| 224 Technical occupations in electronics and electrical engineering                       | 10                                     | 276                       | B                                    | 37.0                                      | \$32.82                          | \$40.13                 | \$39.51  |
| 2241 Electrical and electronics engineering technologists and technicians                 | 8                                      | 99                        | A                                    | 37.5                                      | \$38.12                          | \$47.58                 | \$47.21  |
| 225 Technical occupations in architecture, drafting, surveying, geomatics and meteorology | 47                                     | 376                       | A                                    | 36.3                                      | \$35.86                          | \$46.40                 | \$44.76  |
| 2253 Drafting technologists and technicians   | 10                                     | 27                        | C                                    | 37.0                                      | \$33.27                          | \$42.91                 | \$40.78  |
| 2255 Technical occupations in geomatics and meteorology                                   | 44                                     | 271                       | A                                    | 36.3                                      | \$36.52                          | \$47.13                 | \$45.26  |
| 226 Other technical inspectors and regulatory officers                                    | 45                                     | 900                       | A                                    | 36.8                                      | \$42.31                          | \$52.71                 | \$51.58  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>          | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 2263 Inspectors in public and environmental health and occupational health and safety | 39                                     | 547                       | A                                    | 36.8                                      | \$42.84                          | \$52.96                 | \$51.73  |
| 2264 Construction inspectors  | 24                                     | 230                       | A                                    | 36.6                                      | \$42.22                          | \$53.93                 | \$53.17  |
| 228 Technical occupations in computer and information systems                         | 44                                     | 379                       | A                                    | 36.8                                      | \$37.19                          | \$46.83                 | \$44.34  |
| 2281 Computer network technicians   | 37                                     | 150                       | A                                    | 36.5                                      | \$39.98                          | \$51.07                 | \$48.82  |
| 2282 User support technicians   | 18                                     | 227                       | A                                    | 37.0                                      | \$35.40                          | \$44.03                 | \$41.39  |
| 301 Professional occupations in nursing   | 13                                     | 229                       | B                                    | 36.1                                      | \$44.51                          | \$52.10                 | \$50.29  |
| 3012 Registered nurses and registered psychiatric nurses                              | 13                                     | 186                       | B                                    | 36.1                                      | \$44.11                          | \$51.59                 | \$49.60  |
| 411 Judges, lawyers and Quebec notaries   | 19                                     | 1,157                     | A                                    | 35.3                                      | \$74.27                          | \$90.29                 | \$83.34  |
| 4112 Lawyers and Quebec notaries  | 19                                     | 989                       | A                                    | 35.6                                      | \$64.34                          | \$80.39                 | \$72.60  |
| 415 Social and community service professionals  | 22                                     | 1,561                     | A                                    | 35.9                                      | \$35.93                          | \$46.69                 | \$45.33  |
| 4152 Social workers   | 15                                     | 168                       | C                                    | 35.5                                      | \$40.11                          | \$51.72                 | \$50.91  |
| 4155 Probation and parole officers and related occupations                            | 16                                     | 951                       | A                                    | 36.1                                      | \$34.73                          | \$45.20                 | \$43.75  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>             | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 4156 Employment counsellors  | 10                                     | 382                       | A                                    | 35.6                                      | \$36.05                          | \$47.30                 | \$45.90  |
| 416 Policy and program researchers, consultants and officers                             | 79                                     | 4,305                     | A                                    | 36.2                                      | \$37.73                          | \$48.19                 | \$46.40  |
| 4161 Natural and applied science policy researchers, consultants and program officers    | 27                                     | 459                       | B                                    | 35.9                                      | \$38.58                          | \$50.18                 | \$48.78  |
| 4162 Economists and economic policy researchers and analysts                             | 35                                     | 318                       | A                                    | 36.5                                      | \$40.32                          | \$50.46                 | \$47.35  |
| 4163 Business development officers and marketing researchers and consultants             | 35                                     | 451                       | A                                    | 36.3                                      | \$38.68                          | \$50.34                 | \$47.89  |
| 4164 Social policy researchers, consultants and program officers                         | 30                                     | 1,693                     | A                                    | 36.2                                      | \$37.02                          | \$47.13                 | \$45.61  |
| 4166 Education policy researchers, consultants and program officers                      | 8                                      | 277                       | A                                    | 35.7                                      | \$36.87                          | \$48.46                 | \$46.99  |
| 4167 Recreation, sports and fitness policy researchers, consultants and program officers | 35                                     | 203                       | A                                    | 36.6                                      | \$34.38                          | \$44.13                 | \$42.57  |
| 4168 Program officers unique to government   | 23                                     | 405                       | B                                    | 35.5                                      | \$37.44                          | \$47.66                 | \$45.48  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>        | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 421 Paraprofessional occupations in legal, social, community and education services | 65                                     | 4,418                     | A                                    | 36.0                                      | \$31.97                          | \$40.92                 | \$39.33  |
| 4211 Paralegal and related occupations  | 9                                      | 101                       | B                                    | 36.6                                      | \$36.05                          | \$41.72                 | \$40.59  |
| 4212 Social and community service workers   | 57                                     | 4,211                     | A                                    | 36.1                                      | \$32.17                          | \$41.32                 | \$39.71  |
| 4214 Early childhood educators and assistants                                       | 14                                     | 71                        | B                                    | 32.6                                      | \$19.77                          | \$23.84                 | \$21.61  |
| 431 Occupations in front-line public protection services                            | 52                                     | 4,766                     | B                                    | 38.7                                      | \$46.29                          | \$52.28                 | \$49.90  |
| 4311 Police officers (except commissioned)  | 43                                     | 2,835                     | B                                    | 39.6                                      | \$47.19                          | \$54.12                 | \$51.39  |
| 4312 Firefighters   | 22                                     | 1,931                     | B                                    | 37.4                                      | \$45.00                          | \$49.66                 | \$47.77  |
| 442 Legal and public protection support occupations                                 | 76                                     | 3,923                     | A                                    | 38.6                                      | \$31.56                          | \$39.07                 | \$37.75  |
| 4421 Sheriffs and bailiffs  | 8                                      | 547                       | A                                    | 38.6                                      | \$30.02                          | \$37.20                 | \$36.60  |
| 4422 Correctional service officers  | 9                                      | 2,754                     | A                                    | 39.0                                      | \$30.62                          | \$37.69                 | \$36.45  |
| 4423 By-law enforcement and other regulatory officers, n.e.c.                       | 73                                     | 622                       | A                                    | 37.1                                      | \$36.68                          | \$46.23                 | \$44.00  |
| 511 Librarians, archivists, conservators and curators                               | 16                                     | 114                       | A                                    | 33.1                                      | \$33.66                          | \$44.26                 | \$42.56  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>       | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 5111 Librarians  | 14                                     | 39                        | C                                    | 29.9                                      | \$26.47                          | \$35.09                 | \$32.32  |
| 521 Technical occupations in libraries, public archives, museums and art galleries | 16                                     | 78                        | A                                    | 35.1                                      | \$30.27                          | \$38.54                 | \$37.48  |
| 5212 Technical occupations related to museums and art galleries                    | 9                                      | 53                        | B                                    | 36.1                                      | \$30.89                          | \$40.12                 | \$39.15  |
| 525 Athletes, coaches, referees and related occupations                            | 42                                     | 541                       | A                                    | 25.3                                      | \$21.60                          | \$26.27                 | \$23.82  |
| 5254 Program leaders and instructors in recreation, sport and fitness              | 42                                     | 541                       | A                                    | 25.3                                      | \$21.60                          | \$26.27                 | \$23.82  |
| 631 Service supervisors  | 24                                     | 76                        | B                                    | 38.4                                      | \$33.69                          | \$44.62                 | \$40.55  |
| 6316 Other services supervisors  | 14                                     | 38                        | C                                    | 38.8                                      | \$32.88                          | \$45.18                 | \$40.95  |
| 632 Chefs and cooks  | 11                                     | 74                        | B                                    | 39.6                                      | \$25.44                          | \$27.45                 | \$27.09  |
| 6322 Cooks   | 11                                     | 73                        | B                                    | 39.6                                      | \$25.41                          | \$27.41                 | \$27.04  |
| 654 Security guards and related security service occupations                       | 15                                     | 195                       | B                                    | 36.9                                      | \$34.39                          | \$42.86                 | \$40.90  |
| 6541 Security guards and related security service occupations                      | 15                                     | 195                       | B                                    | 36.9                                      | \$34.39                          | \$42.86                 | \$40.90  |
| 655 Customer and information services representatives                              | 28                                     | 357                       | B                                    | 32.8                                      | \$26.85                          | \$33.67                 | \$32.85  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>                        | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 6552 Other customer and information services representatives  | 27                                     | 343                       | B                                    | 32.7                                      | \$26.76                          | \$33.48                 | \$32.69  |
| 672 Support occupations in accommodation, travel and amusement services                             | 61                                     | 321                       | A                                    | 35.6                                      | \$23.38                          | \$28.25                 | \$26.07  |
| 6722 Operators and attendants in amusement, recreation and sport                                    | 61                                     | 319                       | A                                    | 35.5                                      | \$23.39                          | \$28.25                 | \$26.06  |
| 673 Cleaners  | 62                                     | 389                       | A                                    | 37.2                                      | \$25.99                          | \$29.96                 | \$28.99  |
| 6733 Janitors, caretakers and building superintendents  | 61                                     | 354                       | B                                    | 37.2                                      | \$26.35                          | \$30.54                 | \$29.51  |
| 720 Contractors and supervisors, industrial, electrical and construction trades and related workers | 24                                     | 233                       | A                                    | 37.9                                      | \$35.11                          | \$42.53                 | \$41.12  |
| 7205 Contractors and supervisors, other construction trades, installers, repairers and servicers    | 21                                     | 128                       | A                                    | 38.7                                      | \$37.87                          | \$47.51                 | \$46.46  |
| 723 Machining, metal forming, shaping and erecting trades   | 27                                     | 66                        | A                                    | 39.7                                      | \$37.74                          | \$43.04                 | \$41.84  |
| 7237 Welders and related machine operators  | 23                                     | 55                        | A                                    | 40.1                                      | \$38.34                          | \$43.75                 | \$42.36  |
| 724 Electrical trades and electrical power line and telecommunications workers                      | 15                                     | 195                       | A                                    | 39.3                                      | \$44.53                          | \$47.52                 | \$47.35  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>                    | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 7241 Electricians (except industrial and power system)  | 11                                     | 57                        | B                                    | 40.0                                      | \$38.11                          | \$41.38                 | \$41.27  |
| 725 Plumbers, pipefitters and gas fitters   | 15                                     | 72                        | A                                    | 39.6                                      | \$36.55                          | \$40.21                 | \$39.99  |
| 7251 Plumbers   | 13                                     | 61                        | A                                    | 39.5                                      | \$35.09                          | \$37.79                 | \$37.53  |
| 727 Carpenters and cabinetmakers  | 14                                     | 67                        | B                                    | 40.5                                      | \$38.19                          | \$41.98                 | \$41.57  |
| 7271 Carpenters   | 14                                     | 67                        | B                                    | 40.5                                      | \$38.19                          | \$41.98                 | \$41.57  |
| 730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators | 119                                    | 550                       | A                                    | 38.6                                      | \$39.70                          | \$47.25                 | \$44.65  |
| 7301 Contractors and supervisors, mechanic trades   | 18                                     | 38                        | C                                    | 39.4                                      | \$42.37                          | \$50.66                 | \$47.53  |
| 7302 Contractors and supervisors, heavy equipment operator crews                                | 109                                    | 414                       | A                                    | 39.1                                      | \$39.07                          | \$44.85                 | \$42.87  |
| 731 Machinery and transportation equipment mechanics (except motor vehicles)                    | 59                                     | 353                       | A                                    | 39.8                                      | \$38.40                          | \$43.68                 | \$42.60  |
| 7311 Construction millwrights and industrial mechanics  | 10                                     | 75                        | B                                    | 39.4                                      | \$39.25                          | \$41.95                 | \$40.91  |
| 7312 Heavy-duty equipment mechanics   | 51                                     | 244                       | A                                    | 40.1                                      | \$38.42                          | \$44.29                 | \$43.13  |
| 732 Automotive service technicians  | 31                                     | 401                       | A                                    | 39.9                                      | \$37.76                          | \$41.92                 | \$41.64  |



| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>          | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|---|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 7321 Automotive service technicians, truck and bus mechanics and mechanical repairers | 31                                     | 339                       | A                                    | 39.9                                      | \$37.29                          | \$41.35                 | \$41.10  |
| 744 Other installers, repairers and servicers   | 50                                     | 235                       | B                                    | 39.6                                      | \$31.58                          | \$36.79                 | \$34.62  |
| 7442 Waterworks and gas maintenance workers   | 45                                     | 195                       | A                                    | 39.7                                      | \$31.27                          | \$36.73                 | \$34.37  |
| 745 Longshore workers and material handlers   | 11                                     | 157                       | A                                    | 39.7                                      | \$25.77                          | \$27.60                 | \$26.93  |
| 7452 Material handlers  | 11                                     | 157                       | A                                    | 39.7                                      | \$25.77                          | \$27.60                 | \$26.93  |
| 751 Motor vehicle and transit drivers   | 35                                     | 2,462                     | B                                    | 36.5                                      | \$28.30                          | \$33.63                 | \$33.39  |
| 7511 Transport truck drivers  | 16                                     | 488                       | B                                    | 39.0                                      | \$27.04                          | \$31.02                 | \$30.44  |
| 7512 Bus drivers, subway operators and other transit operators                        | 12                                     | 1,932                     | C                                    | 35.8                                      | \$28.77                          | \$34.49                 | \$34.35  |
| 7514 Delivery and courier service drivers   | 10                                     | 40                        | A                                    | 39.4                                      | \$21.89                          | \$25.78                 | \$25.52  |
| 752 Heavy equipment operators   | 128                                    | 1,572                     | A                                    | 40.6                                      | \$29.34                          | \$35.56                 | \$33.04  |
| 7521 Heavy equipment operators (except crane)   | 48                                     | 527                       | A                                    | 41.0                                      | \$29.20                          | \$34.53                 | \$32.40  |
| 7522 Public works maintenance equipment operators and related workers                 | 104                                    | 1,045                     | A                                    | 40.4                                      | \$29.43                          | \$36.12                 | \$33.39  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>                   | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 761 Trades helpers and labourers   | 12                                     | 203                       | B                                    | 39.5                                      | \$26.44                          | \$30.74                 | \$29.37  |
| 7611 Construction trades helpers and labourers   | 11                                     | 58                        | C                                    | 40.3                                      | \$24.10                          | \$29.74                 | \$26.77  |
| 762 Public works and other labourers, n.e.c.   | 105                                    | 1,160                     | A                                    | 38.3                                      | \$27.58                          | \$31.95                 | \$30.76  |
| 7621 Public works and maintenance labourers  | 105                                    | 1,160                     | A                                    | 38.3                                      | \$27.58                          | \$31.95                 | \$30.76  |
| 825 Contractors and supervisors, agriculture, horticulture and related operations and services | 40                                     | 111                       | A                                    | 39.1                                      | \$33.81                          | \$39.29                 | \$37.40  |
| 8252 Agricultural service contractors, farm supervisors and specialized livestock workers      | 18                                     | 55                        | B                                    | 38.9                                      | \$29.34                          | \$34.72                 | \$33.53  |
| 8255 Contractors and supervisors, landscaping, grounds maintenance and horticulture services   | 24                                     | 56                        | B                                    | 39.2                                      | \$37.62                          | \$43.27                 | \$40.76  |
| 861 Harvesting, landscaping and natural resources labourers                                    | 43                                     | 215                       | B                                    | 39.7                                      | \$21.63                          | \$25.01                 | \$23.28  |
| 8612 Landscaping and grounds maintenance labourers   | 43                                     | 215                       | B                                    | 39.7                                      | \$21.63                          | \$25.01                 | \$23.28  |
| 921 Supervisors, processing and manufacturing occupations                                      | 34                                     | 142                       | A                                    | 37.3                                      | \$43.20                          | \$51.47                 | \$48.68  |

| <b>PUBLIC ADMINISTRATION INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b># of<br/>Employees</b> | <b>Data<br/>Reliability<br/>Code</b> | <b>Avg. Hours<br/>Worked<br/>per Week</b> | <b>Avg.<br/>Starting<br/>Pay</b> | <b>Avg. Top<br/>Pay</b> | <b>Overall<br/>Average<br/>Pay for All<br/>Employees</b> |
|--|--|---------------------------|--------------------------------------|---|----------------------------------|-------------------------|--|
| 9212 Supervisors, petroleum, gas and chemical processing and utilities       | 34                                     | 142                       | A                                    | 37.3                                      | \$43.20                          | \$51.47                 | \$48.68  |
| 924 Utilities equipment operators and controllers                            | 69                                     | 547                       | A                                    | 38.4                                      | \$32.84                          | \$37.62                 | \$36.38  |
| 9241 Power engineers and power systems operators                             | 9                                      | 50                        | B                                    | 39.8                                      | \$32.78                          | \$34.25                 | \$34.18  |
| 9243 Water and waste treatment plant operators                               | 64                                     | 497                       | A                                    | 38.2                                      | \$32.84                          | \$37.94                 | \$36.59  |
| 961 Labourers in processing, manufacturing and utilities                     | 25                                     | 79                        | B                                    | 34.6                                      | \$24.93                          | \$29.80                 | \$27.88  |
| 9613 Labourers in chemical products processing and utilities                 | 21                                     | 68                        | B                                    | 34.0                                      | \$23.97                          | \$28.96                 | \$26.82  |

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 25 employers combined reported wages for 79 labourers in processing, manufacturing and utilities (NOC 961).

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 and hiring difficulties – selected occupations

The following table illustrates the job vacancy survey results associated with some common occupations within the Public administration industry as cited by survey respondents and confirmed through review of the data.<sup>3</sup>

| PUBLIC ADMINISTRATION<br>INDUSTRY<br>Selected Occupations (4-Digit NOC)      | Employers<br>Reporting<br>(n) | % of Employers<br>that Hired for this<br>Occupation<br>within the Last 2<br>Years | % of Employers<br>Experiencing<br>Hiring Difficulties<br>(out of those<br>hiring) | % of Employers<br>with Vacancies of<br>Greater than 4<br>Months | Job Vacancy Rate |
|--|-------------------------------|---|---|---|------------------|
| <b>Common Business, Managerial, Administrative, and Clerical Occupations</b> |                               |   |   |   |                  |
| 001 Legislators and senior management  | 136-138                       | 25%   | 18%   | 5%  | 3.4%             |
| 0012 Senior government managers and officials                                | 134-136                       | 25%   | 21%   | 5%  | 4.3%             |
| 011 Administrative services managers   | 64-66                         | 26%   | 14%   | 2%  | 1.7%             |
| 0111 Financial managers  | 51-52                         | 26%   | 17%   | 3%  | 2.8%             |
| 0112 Human resources managers  | 21-24                         | 35%   | 8%  | 0%  | n/a              |
| 0113 Purchasing managers   | n/a                           | n/a   | n/a   | n/a   | n/a              |
| 0114 Other administrative services managers                                  | 22-23                         | 17%   | 20%   | 3%  | 1.5%             |

<sup>3</sup> 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 Public administration sector than of the sector as a whole.

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>            | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|---|--|--|--|---|-------------------------|
| 012 Managers in financial and business services   | 13-16                                  | 33%  | 9%   | 12%   | 3.9%                    |
| 0124 Advertising, marketing and public relations managers                                   | 9-12                                   | 46%  | n/a  | 23%   | n/a                     |
| 0125 Other business services managers   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 021 Managers in engineering, architecture, science and information systems                  | 26-28                                  | 19%  | 32%  | 2%  | 2.0%                    |
| 0211 Engineering managers   | 12-14                                  | 27%  | n/a  | 0%  | n/a                     |
| 0212 Architecture and science managers  | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 0213 Computer and information systems managers  | 18-20                                  | 11%  | n/a  | 5%  | 4.7%                    |
| 041 Managers in public administration   | 89-90                                  | 24%  | 27%  | 3%  | 1.9%                    |
| 0411 Government managers - health and social policy development and program administration  | 15-18                                  | 20%  | n/a  | 14%   | n/a                     |
| 0412 Government managers - economic analysis, policy development and program administration | 33-36                                  | 25%  | 27%  | 0%  | n/a                     |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|--|--|--|--|---|-------------------------|
| 0414 Other managers in public administration                                     | 80-81                                  | 24%  | 25%  | 3%  | 1.6%                    |
| 042 Managers in education and social and community services                      | 34-35                                  | 29%  | 0%   | 0%  | n/a                     |
| 0423 Managers in social, community and correctional services                     | 34-35                                  | 29%  | 0%   | 0%  | n/a                     |
| 043 Managers in public protection services                                       | 39-41                                  | 24%  | 6%   | 1%  | 1.0%                    |
| 0432 Fire chiefs and senior firefighting officers                                | 36-38                                  | 23%  | 6%   | 1%  | 1.1%                    |
| 051 Managers in art, culture, recreation and sport                               | 33-36                                  | 26%  | 22%  | 4%  | 3.8%                    |
| 0511 Library, archive, museum and art gallery managers                           | 6-7                                    | 36%  | n/a  | 0%  | n/a                     |
| 0513 Recreation, sports and fitness program and service directors                | 28-31                                  | 25%  | 17%  | 5%  | 4.4%                    |
| 071 Managers in construction and facility operation and maintenance              | 31-33                                  | 37%  | 9%   | 0%  | n/a                     |
| 0711 Construction managers   | 7-8                                    | 40%  | n/a  | 0%  | n/a                     |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|--|--|--|--|---|-------------------------|
| 0714 Facility operation and maintenance managers                                 | 26-28                                  | 36%  | 12%  | 0%  | n/a                     |
| 073 Managers in transportation   | 7                                      | 21%  | n/a  | 0%  | n/a                     |
| 0731 Managers in transportation  | 7                                      | 21%  | n/a  | 0%  | n/a                     |
| 091 Managers in manufacturing and utilities                                      | 23-24                                  | 16%  | n/a  | 12%   | n/a                     |
| 0912 Utilities managers  | 23-24                                  | 16%  | n/a  | 12%   | n/a                     |
| 111 Auditors, accountants and investment professionals                           | 29-30                                  | 40%  | 4%   | 1%  | n/a                     |
| 1111 Financial auditors and accountants  | 26-27                                  | 41%  | 4%   | 2%  | 1.1%                    |
| 1112 Financial and investment analysts   | 7                                      | 34%  | n/a  | 0%  | n/a                     |
| 112 Human resources and business service professionals                           | 48-49                                  | 42%  | 2%   | 0%  | n/a                     |
| 1121 Human resources professionals   | 25-26                                  | 41%  | 0%   | 0%  | n/a                     |
| 1122 Professional occupations in business management consulting                  | 5-6                                    | 19%  | n/a  | 0%  | n/a                     |
| 1123 Professional occupations in advertising, marketing and public relations     | 41-42                                  | 48%  | 4%   | 0%  | n/a                     |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>  | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|---|--|--|--|---|-------------------------|
| 121 Administrative services supervisors   | 25-27                                  | 22%  | 67%  | 9%  | 6.8%                    |
| 1211 Supervisors, general office and administrative support workers               | 8                                      | 24%  | n/a  | 0%  | n/a                     |
| 1212 Supervisors, finance and insurance office workers                            | 7-9                                    | 23%  | n/a  | 15%   | n/a                     |
| 1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations | 14-15                                  | 21%  | n/a  | 14%   | n/a                     |
| 122 Administrative and regulatory occupations                                     | 107-108                                | 33%  | 30%  | 6%  | 3.7%                    |
| 1221 Administrative officers  | 42-44                                  | 32%  | 25%  | 7%  | 2.5%                    |
| 1222 Executive assistants   | 82                                     | 35%  | 36%  | 6%  | 6.8%                    |
| 1223 Human resources and recruitment officers                                     | 5                                      | 50%  | n/a  | 0%  | n/a                     |
| 1224 Property administrators  | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 1225 Purchasing agents and officers   | 7-9                                    | 26%  | n/a  | 0%  | n/a                     |
| 1226 Conference and event planners  | 5                                      | 35%  | n/a  | 19%   | n/a                     |
| 1227 Court officers and justices of the peace                                     | n/a                                    | n/a  | n/a  | n/a   | n/a                     |



| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>                | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|---|--|--|--|---|-------------------------|
| 1228 Employment insurance, immigration, border services and revenue officers                    | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 124 Office administrative assistants - general, legal and medical                               | 109                                    | 39%  | 2%   | 5%  | 2.5%                    |
| 1241 Administrative assistants  | 109                                    | 39%  | 2%   | 5%  | 2.6%                    |
| 1242 Legal administrative assistants  | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 125 Court reporters, transcriptionists, records management technicians and statistical officers | 13-14                                  | 48%  | 12%  | 6%  | 2.3%                    |
| 1253 Records management technicians   | 12-13                                  | 40%  | 17%  | 7%  | 6.8%                    |
| 131 Finance, insurance and related business administrative occupations                          | 33-36                                  | 13%  | 22%  | 0%  | n/a                     |
| 1311 Accounting technicians and bookkeepers   | 23-25                                  | 24%  | 13%  | 0%  | n/a                     |
| 1314 Assessors, valuers and appraisers  | 14-16                                  | 3%   | n/a  | 0%  | n/a                     |
| 141 General office workers  | 62-64                                  | 36%  | 15%  | 2%  | n/a                     |
| 1411 General office support workers   | 37-39                                  | 35%  | 11%  | 4%  | 1.8%                    |
| 1414 Receptionists  | 36                                     | 42%  | 17%  | 0%  | n/a                     |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|--|--|--|--|---|-------------------------|
| 1415 Personnel clerks  | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 1416 Court clerks  | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 143 Financial, insurance and related administrative support workers              | 87-89                                  | 24%  | 9%   | 2%  | 1.5%                    |
| 1431 Accounting and related clerks   | 77-80                                  | 29%  | 6%   | 2%  | 1.7%                    |
| 1432 Payroll administrators  | 40-41                                  | 7%   | n/a  | 0%  | n/a                     |
| 145 Library, correspondence and other clerks                                     | 33-35                                  | 25%  | 6%   | 0%  | n/a                     |
| 1452 Correspondence, publication and regulatory clerks                           | 30-32                                  | 26%  | 0%   | 0%  | n/a                     |
| 152 Supply chain logistics, tracking and scheduling co-ordination occupations    | 19-21                                  | 24%  | 0%   | 0%  | n/a                     |
| 1522 Storekeepers and partspersons   | 8-10                                   | 8%   | n/a  | 0%  | n/a                     |
| 1524 Purchasing and inventory control workers                                    | 5-6                                    | 17%  | n/a  | 0%  | n/a                     |
| 1525 Dispatchers   | 4-5                                    | 57%  | n/a  | n/a   | n/a                     |
| <b>Common Professional, Technical, Skilled, and Labour Occupations</b>           |  |  |  |   |                         |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|--|--|--|--|---|-------------------------|
| 212 Life science professionals   | 27                                     | 29%  | 7%   | 2%  | 1.5%                    |
| 2121 Biologists and related scientists   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 2122 Forestry professionals  | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 2123 Agricultural representatives,<br>consultants and specialists                | 24                                     | 26%  | 0%   | 2%  | 2.0%                    |
| 213 Civil, mechanical, electrical and<br>chemical engineers                      | 13-15                                  | 22%  | n/a  | 0%  | n/a                     |
| 2131 Civil engineers   | 13-15                                  | 22%  | n/a  | 0%  | n/a                     |
| 214 Other engineers  | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 215 Architects, urban planners and land<br>surveyors                             | 42-43                                  | 30%  | 25%  | 4%  | 3.1%                    |
| 2153 Urban and land use planners   | 41-42                                  | 34%  | 26%  | 5%  | 3.4%                    |
| 217 Computer and information systems<br>professionals                            | 17-19                                  | 37%  | 17%  | 0%  | n/a                     |
| 2171 Information systems analysts and<br>consultants                             | 13-16                                  | 46%  | n/a  | 0%  | n/a                     |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|--|--|--|--|---|-------------------------|
| 2172 Database analysts and data administrators                                   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 2174 Computer programmers and interactive media developers                       | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 221 Technical occupations in physical sciences                                   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 2211 Chemical technologists and technicians                                      | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 2212 Geological and mineral technologists and technicians                        | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 222 Technical occupations in life sciences                                       | 12-13                                  | 32%  | n/a  | 0%  | n/a                     |
| 2221 Biological technologists and technicians                                    | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 2224 Conservation and fishery officers   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 2225 Landscape and horticulture technicians and specialists                      | 8-9                                    | 25%  | n/a  | 0%  | n/a                     |
| 223 Technical occupations in civil, mechanical and industrial engineering        | 20-21                                  | 20%  | 0%   | 0%  | n/a                     |
| 2231 Civil engineering technologists and technicians                             | 18-20                                  | 19%  | 0%   | 0%  | n/a                     |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>          | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|---|--|--|--|---|-------------------------|
| 224 Technical occupations in electronics and electrical engineering                       | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 2241 Electrical and electronics engineering technologists and technicians                 | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 225 Technical occupations in architecture, drafting, surveying, geomatics and meteorology | 28-30                                  | 32%  | 12%  | 0%  | n/a                     |
| 2253 Drafting technologists and technicians   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 2255 Technical occupations in geomatics and meteorology                                   | 25-27                                  | 31%  | 14%  | 0%  | n/a                     |
| 226 Other technical inspectors and regulatory officers                                    | 25-26                                  | 27%  | 8%   | 0%  | n/a                     |
| 2263 Inspectors in public and environmental health and occupational health and safety     | 20-22                                  | 21%  | n/a  | 0%  | n/a                     |
| 2264 Construction inspectors  | 8                                      | 25%  | n/a  | 0%  | n/a                     |
| 228 Technical occupations in computer and information systems                             | 29-31                                  | 22%  | 14%  | 2%  | 1.4%                    |
| 2281 Computer network technicians   | 24-26                                  | 19%  | 11%  | 0%  | n/a                     |
| 2282 User support technicians   | 7                                      | 36%  | n/a  | 6%  | 4.6%                    |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>      | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|---|--|--|--|---|-------------------------|
| 301 Professional occupations in nursing   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 3012 Registered nurses and registered psychiatric nurses                              | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 411 Judges, lawyers and Quebec notaries   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 4112 Lawyers and Quebec notaries  | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 415 Social and community service professionals  | 4-5                                    | 44%  | n/a  | n/a   | n/a                     |
| 4152 Social workers   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 4155 Probation and parole officers and related occupations                            | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 4156 Employment counsellors   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 416 Policy and program researchers, consultants and officers                          | 57-60                                  | 36%  | 8%   | 0%  | n/a                     |
| 4161 Natural and applied science policy researchers, consultants and program officers | 14-15                                  | 26%  | 13%  | 0%  | n/a                     |
| 4162 Economists and economic policy researchers and analysts                          | 20-23                                  | 36%  | 7%   | 0%  | n/a                     |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>         | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|--|--|--|--|---|-------------------------|
| 4163 Business development officers and marketing researchers and consultants             | 16-19                                  | 32%  | 0%   | 0%  | n/a                     |
| 4164 Social policy researchers, consultants and program officers                         | 12                                     | 50%  | 0%   | 0%  | n/a                     |
| 4166 Education policy researchers, consultants and program officers                      | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 4167 Recreation, sports and fitness policy researchers, consultants and program officers | 24-25                                  | 44%  | 15%  | 0%  | n/a                     |
| 4168 Program officers unique to government   | 9-10                                   | 0%   | n/a  | 0%  | n/a                     |
| 421 Paraprofessional occupations in legal, social, community and education services      | 45-47                                  | 38%  | 14%  | 3%  | 4.4%                    |
| 4211 Paralegal and related occupations   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 4212 Social and community service workers  | 41-42                                  | 34%  | 7%   | 2%  | 1.3%                    |
| 4214 Early childhood educators and assistants  | 14                                     | 45%  | 31%  | 7%  | 8.1%                    |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>   | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|--|--|--|--|---|-------------------------|
| 431 Occupations in front-line public protection services                           | 39-41                                  | 42%  | 11%  | 8%  | 1.6%                    |
| 4311 Police officers (except commissioned)   | 32-34                                  | 38%  | 18%  | 9%  | 3.4%                    |
| 4312 Firefighters  | 14-16                                  | 48%  | 5%   | 6%  | 1.1%                    |
| 442 Legal and public protection support occupations                                | 59                                     | 51%  | 14%  | 6%  | 1.9%                    |
| 4421 Sheriffs and bailiffs   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 4422 Correctional service officers   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 4423 By-law enforcement and other regulatory officers, n.e.c.                      | 59                                     | 51%  | 14%  | 6%  | 1.9%                    |
| 511 Librarians, archivists, conservators and curators                              | 7-8                                    | 29%  | n/a  | 0%  | n/a                     |
| 5111 Librarians  | 7-8                                    | 29%  | n/a  | 0%  | n/a                     |
| 521 Technical occupations in libraries, public archives, museums and art galleries | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 5212 Technical occupations related to museums and art galleries                    | n/a                                    | n/a  | n/a  | n/a   | n/a                     |



| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|--|--|--|--|---|-------------------------|
| 525 Athletes, coaches, referees and related occupations                          | 35-37                                  | 66%  | 23%  | 7%  | 1.8%                    |
| 5254 Program leaders and instructors in recreation, sport and fitness            | 35-37                                  | 66%  | 23%  | 7%  | 1.8%                    |
| 631 Service supervisors  | 10-11                                  | 26%  | n/a  | 0%  | n/a                     |
| 6316 Other services supervisors  | 8                                      | 30%  | n/a  | 0%  | n/a                     |
| 632 Chefs and cooks  | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 6322 Cooks   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 654 Security guards and related security service occupations                     | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 6541 Security guards and related security service occupations                    | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 655 Customer and information services representatives                            | 14-15                                  | 49%  | 10%  | 9%  | 3.6%                    |
| 6552 Other customer and information services representatives                     | 13-14                                  | 47%  | 11%  | 9%  | 3.7%                    |
| 672 Support occupations in accommodation, travel and amusement services          | 51-53                                  | 38%  | 17%  | 7%  | 2.6%                    |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>                    | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|---|--|--|--|---|-------------------------|
| 6722 Operators and attendants in amusement, recreation and sport                                    | 51-53                                  | 38%  | 17%  | 7%  | 2.6%                    |
| 673 Cleaners  | 49-50                                  | 32%  | 12%  | 1%  | n/a                     |
| 6733 Janitors, caretakers and building superintendents  | 49-50                                  | 32%  | 12%  | 1%  | n/a                     |
| 720 Contractors and supervisors, industrial, electrical and construction trades and related workers | 7-8                                    | 20%  | n/a  | 7%  | 3.3%                    |
| 7205 Contractors and supervisors, other construction trades, installers, repairers and servicers    | 6-7                                    | 27%  | n/a  | 10%   | 3.9%                    |
| 723 Machining, metal forming, shaping and erecting trades   | 16-18                                  | 13%  | n/a  | 0%  | n/a                     |
| 7237 Welders and related machine operators  | 16-18                                  | 13%  | n/a  | 0%  | n/a                     |
| 724 Electrical trades and electrical power line and telecommunications workers                      | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 7241 Electricians (except industrial and power system)  | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 725 Plumbers, pipefitters and gas fitters   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>                      | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|---|--|--|--|---|-------------------------|
| 7251 Plumbers   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 727 Carpenters and cabinetmakers  | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 7271 Carpenters   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 730 Contractors and supervisors,<br>maintenance trades and heavy equipment<br>and transport operators | 104-105                                | 19%  | 18%  | 1%  | n/a                     |
| 7301 Contractors and supervisors, mechanic<br>trades  | 11-12                                  | 22%  | n/a  | 0%  | n/a                     |
| 7302 Contractors and supervisors, heavy<br>equipment operator crews                                   | 101-102                                | 20%  | 20%  | 1%  | 0.4%                    |
| 731 Machinery and transportation equipment<br>mechanics (except motor vehicles)                       | 43-45                                  | 25%  | 6%   | 2%  | n/a                     |
| 7311 Construction millwrights and industrial<br>mechanics   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 7312 Heavy-duty equipment mechanics   | 40-42                                  | 24%  | 7%   | 2%  | n/a                     |
| 732 Automotive service technicians  | 22                                     | 14%  | n/a  | 0%  | n/a                     |
| 7321 Automotive service technicians, truck<br>and bus mechanics and mechanical<br>repairers           | 22                                     | 14%  | n/a  | 0%  | n/a                     |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|--|--|--|--|---|-------------------------|
| 744 Other installers, repairers and servicers                                    | 44-45                                  | 24%  | 9%   | 0%  | 0.0%                    |
| 7442 Waterworks and gas maintenance workers                                      | 41-42                                  | 22%  | 11%  | 0%  | 0.0%                    |
| 745 Longshore workers and material handlers                                      | 5                                      | 33%  | n/a  | 0%  | n/a                     |
| 7452 Material handlers   | 5                                      | 33%  | n/a  | 0%  | n/a                     |
| 751 Motor vehicle and transit drivers  | 23-24                                  | 35%  | 0%   | 0%  | n/a                     |
| 7511 Transport truck drivers   | 13                                     | 21%  | n/a  | 0%  | n/a                     |
| 7512 Bus drivers, subway operators and other transit operators                   | 9-10                                   | 50%  | 0%   | 0%  | n/a                     |
| 7514 Delivery and courier service drivers  | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 752 Heavy equipment operators  | 113-115                                | 42%  | 8%   | 2%  | 0.5%                    |
| 7521 Heavy equipment operators (except crane)                                    | 42                                     | 48%  | 0%   | 0%  | 0.0%                    |
| 7522 Public works maintenance equipment operators and related workers            | 93-95                                  | 40%  | 11%  | 3%  | 0.9%                    |
| 761 Trades helpers and labourers   | 5                                      | 58%  | n/a  | 0%  | n/a                     |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b>               | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|--|--|--|--|---|-------------------------|
| 7611 Construction trades helpers and labourers   | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 762 Public works and other labourers, n.e.c.   | 88-89                                  | 53%  | 4%   | 7%  | 5.2%                    |
| 7621 Public works and maintenance labourers  | 88-89                                  | 53%  | 4%   | 7%  | 5.2%                    |
| 825 Contractors and supervisors, agriculture, horticulture and related operations and services | 28-30                                  | 15%  | 32%  | 2%  | 1.6%                    |
| 8252 Agricultural service contractors, farm supervisors and specialized livestock workers      | 9-10                                   | 13%  | n/a  | 0%  | n/a                     |
| 8255 Contractors and supervisors, landscaping, grounds maintenance and horticulture services   | 19-21                                  | 16%  | 38%  | 3%  | 2.5%                    |
| 861 Harvesting, landscaping and natural resources labourers                                    | 27-29                                  | 58%  | 0%   | 2%  | 3.2%                    |
| 8612 Landscaping and grounds maintenance labourers   | 27-29                                  | 58%  | 0%   | 2%  | 3.2%                    |
| 921 Supervisors, processing and manufacturing occupations                                      | 28-29                                  | 14%  | 20%  | 3%  | n/a                     |

| <b>PUBLIC ADMINISTRATION<br/>INDUSTRY<br/>Selected Occupations (4-Digit NOC)</b> | <b>Employers<br/>Reporting<br/>(n)</b> | <b>% of Employers<br/>that Hired for this<br/>Occupation<br/>within the Last 2<br/>Years</b> | <b>% of Employers<br/>Experiencing<br/>Hiring Difficulties<br/>(out of those<br/>hiring)</b> | <b>% of Employers<br/>with Vacancies of<br/>Greater than 4<br/>Months</b> | <b>Job Vacancy Rate</b> |
|--|--|--|--|---|-------------------------|
| 9212 Supervisors, petroleum, gas and chemical processing and utilities           | 28-29                                  | 14%  | 20%  | 3%  | n/a                     |
| 924 Utilities equipment operators and controllers                                | 51-52                                  | 20%  | 16%  | 0%  | n/a                     |
| 9241 Power engineers and power systems operators                                 | n/a                                    | n/a  | n/a  | n/a   | n/a                     |
| 9243 Water and waste treatment plant operators                                   | 51-52                                  | 20%  | 16%  | 0%  | n/a                     |
| 961 Labourers in processing, manufacturing and utilities                         | 19                                     | 31%  | 14%  | 0%  | n/a                     |
| 9613 Labourers in chemical products processing and utilities                     | 18                                     | 33%  | 14%  | 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: *Sum of Unfilled Vacancies / (Sum of Current Employees + 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)**

### **Public Administration (NAICS 91)**

This sector comprises of establishments primarily engaged in activities of a governmental nature, that is, the enactment and judicial interpretation of laws and their pursuant regulations, and the administration of programs based on them.

Legislative activities, taxation, national defence, public order and safety, immigration services, foreign affairs and international assistance, and the administration of government programs are activities that are purely governmental in nature.

Ownership is not a criterion for classification. Government owned establishments engaged in activities that are not governmental in nature are classified to the same industry as privately owned establishments engaged in similar activities.

Government establishments may engage in a combination of governmental and non-governmental activities. When separate records are not available to separate the activities that are not governmental in nature from those that are, the establishment is classified to this sector.

*Research conducted for the Alberta Government by R.A. Malatest & Associates Ltd.*