

Alberta Ministry of Labour

2017 Alberta Wage and Salary Survey

The Alberta Wage and Salary Survey is undertaken by the Alberta Ministry of Labour to provide current wage rates and skill shortage information on various occupations in Alberta, and in specific industries and Economic Regions. This labour market information helps Alberta employers to fine tune their compensation and recruitment strategies, helps individuals make career and education choices, and aids the provincial government in developing effective policies and providing services.

Public Administration Industry Summary Report

SURVEY RESULTS

The survey was completed with 188 employers in the Public Administration industry sector who provided information on over 67,058 employees in various occupational classifications¹. Survey data were collected between February and July 2017. Alberta Wage and Salary Survey results by Four-Digit National Occupational Classification (NOC) for all of Alberta, by industry group, and by geographic area can be found at www.alis.alberta.ca/wageinfo

WAGES FOR SELECTED OCCUPATIONS

The following table illustrates the wage survey results associated with some common occupations within this industry². The tables below present results for three-digit NOC minor groups and for four-digit NOCs.

PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
Common Business, Managerial, Administrative, and Clerical Occupations							
001 Legislators and senior management	135	824	A	35.5	\$64.09	\$82.68	\$77.14
0012 Senior government managers and officials	131	774	A	36.1	\$66.52	\$86.05	\$80.29
011 Administrative services managers	83	1074	A	36.2	\$47.85	\$63.29	\$59.65
0111 Financial managers	64	410	A	36	\$47.90	\$64.12	\$59.68
0112 Human resources managers	26	165	B	36.3	\$48.16	\$63.51	\$60.21
0114 Other administrative services managers	31	478	A	36.4	\$47.65	\$62.38	\$59.34
012 Managers in financial and business services	22	171	A	36.1	\$51.40	\$68.70	\$64.53

¹ The estimated sample error at the establishment level for overall results for this industry can be estimated to be $\pm 5.6\%$ 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, based on the number of employers responding. 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.

² Occupations were selected as the top occupations in terms of number of employees as per Statistics Canada 2011 National Household Survey data for this industry and supplemented by other occupations frequently reported by industry employers. Only occupations with a minimum number of reportable observations were selected. Some occupations common to this industry may not be listed if sufficient reliable data were not available.

PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
0124 Advertising, marketing and public relations managers	18	88	A	36.3	\$49.13	\$64.77	\$60.58
0125 Other business services managers	12	71	A	36.1	\$54.33	\$72.70	\$68.35
021 Managers in engineering architecture science and information systems	36	455	A	36	\$48.86	\$66.02	\$63.40
0211 Engineering managers	20	87	A	35.7	\$54.65	\$72.87	\$69.33
0212 Architecture and science managers	21	161	A	36.4	\$50.60	\$66.28	\$63.30
0213 Computer and information systems managers	23	207	B	35.7	\$44.87	\$62.68	\$60.76
041 Managers in public administration	112	1632	A	36.6	\$47.38	\$61.99	\$58.10
0411 Government managers - health and social policy development and program administration	50	411	A	36.4	\$45.35	\$58.37	\$55.34
0412 Government managers - economic analysis, policy development and program administration	53	400	A	36.5	\$46.49	\$59.60	\$56.35
0414 Other managers in public administration	96	680	A	36.8	\$49.05	\$65.12	\$60.14
042 Managers in education and social and community services	35	130	A	36.3	\$46.31	\$58.89	\$56.45
0423 Managers in social, community and correctional services	33	119	A	36.3	\$46.65	\$58.85	\$56.25
043 Managers in public protection services	39	163	B	38	\$54.24	\$62.81	\$60.05
0432 Fire chiefs and senior firefighting officers	35	135	B	37.9	\$53.09	\$61.35	\$58.57
051 Managers in art culture recreation and sport	46	110	B	37.5	\$37.10	\$48.38	\$44.35
0511 Library, archive, museum and art gallery managers	13	25	B	36.4	\$40.68	\$54.28	\$52.71
0513 Recreation, sports and fitness program and service directors	38	85	B	37.8	\$36.24	\$46.98	\$42.35
071 Managers in construction and facility operation and maintenance	39	162	A	36.8	\$44.19	\$58.92	\$55.55
0711 Construction managers	14	50	C	36.3	\$48.33	\$65.86	\$62.15
0714 Facility operation and maintenance managers	35	112	A	37	\$42.30	\$55.68	\$52.47
073 Managers in transportation	15	71	C	36.4	\$49.56	\$69.54	\$65.87
0731 Managers in transportation	15	71	C	36.4	\$49.56	\$69.54	\$65.87
091 Managers in manufacturing and utilities	28	67	B	37.4	\$44.97	\$62.42	\$57.38
0912 Utilities managers	27	64	B	37.4	\$45.06	\$62.61	\$57.40

PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
111 Auditors accountants and investment professionals	54	1201	A	35.7	\$36.35	\$48.97	\$45.53
1111 Financial auditors and accountants	53	789	A	35.6	\$35.40	\$47.11	\$43.92
1112 Financial and investment analysts	13	221	A	36.1	\$36.66	\$48.21	\$45.26
112 Human resources and business service professionals	61	2020	A	35.6	\$38.32	\$51.10	\$47.62
1121 Human resources professionals	55	876	A	35.8	\$38.30	\$51.80	\$47.91
1122 Professional occupations in business management consulting	14	460	A	35.1	\$40.35	\$53.99	\$50.41
1123 Professional occupations in advertising, marketing and public relations	41	684	A	35.7	\$37.02	\$48.31	\$45.44
121 Administrative services supervisors	34	506	A	37.1	\$35.92	\$44.17	\$42.32
1211 Supervisors, general office and administrative support workers	21	146	B	36.6	\$33.32	\$42.47	\$40.35
1212 Supervisors, finance and insurance office workers	18	107	B	35.4	\$37.58	\$48.00	\$45.24
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	20	224	B	38.4	\$37.34	\$43.91	\$42.60
122 Administrative and regulatory occupations	92	4265	A	36.5	\$30.33	\$37.13	\$35.44
1221 Administrative officers	52	1652	A	36.5	\$30.44	\$37.75	\$36.03
1222 Executive assistants	68	677	A	36.4	\$30.37	\$39.14	\$36.82
1223 Human resources and recruitment officers	16	111	B	35.6	\$35.47	\$48.01	\$44.26
1224 Property administrators	12	136	A	35.9	\$39.04	\$48.04	\$46.22
1225 Purchasing agents and officers	24	332	B	35.9	\$35.51	\$45.38	\$43.47
1228 Employment insurance, immigration, border services and revenue officers	17	1246	A	36.8	\$27.40	\$30.68	\$29.70
124 Office administrative assistants - General legal and medical	82	3640	A	36.1	\$24.58	\$30.39	\$29.28
1241 Administrative assistants	82	3261	A	36	\$24.18	\$29.96	\$28.80
1242 Legal administrative assistants	14	368	A	36.4	\$28.24	\$34.47	\$33.67
125 Court reporters transcriptionists records management technicians and statistical officers	21	241	A	36.3	\$30.19	\$37.84	\$36.19
1253 Records management technicians	21	151	A	36.2	\$28.26	\$35.51	\$34.01
131 Finance insurance and related business administrative occupations	38	292	B	34.8	\$40.10	\$51.44	\$49.40
1311 Accounting technicians and bookkeepers	20	31	B	35	\$32.53	\$40.37	\$37.32

PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
1314 Assessors, valuers and appraisers	22	246	A	34.7	\$41.50	\$53.19	\$51.31
141 General office workers	122	3,827	A	35.9	\$25.05	\$29.92	\$28.69
1411 General office support workers	106	3,007	A	36.1	\$25.04	\$29.79	\$28.62
1414 Receptionists	49	156	A	31.6	\$22.95	\$27.61	\$25.80
1415 Personnel clerks	17	159	A	36.7	\$24.94	\$29.33	\$28.04
1416 Court clerks	12	505	A	36.2	\$26.03	\$31.86	\$30.56
143 Financial insurance and related administrative support workers	99	917	A	35.6	\$27.70	\$34.28	\$32.59
1431 Accounting and related clerks	95	631	A	35.4	\$27.39	\$33.61	\$31.91
1432 Payroll clerks	39	221	A	35.7	\$28.62	\$36.38	\$34.55
145 Library correspondence and other clerks	25	159	B	34.4	\$28.51	\$35.78	\$33.84
1452 Correspondence, publication and regulatory clerks	16	124	C	35.2	\$29.59	\$37.51	\$35.60
152 Supply chain logistics tracking and scheduling co-ordination occupations	31	811	A	38.2	\$31.34	\$36.55	\$35.50
1522 Storekeepers and partspersons	22	295	A	39	\$27.26	\$30.93	\$30.48
1524 Purchasing and inventory control workers	16	116	A	36.7	\$26.93	\$32.12	\$30.92
Common Professional, Technical, Skilled, and Labour Occupations							
212 Life science professionals	48	562	A	36.6	\$39.68	\$52.63	\$49.72
2121 Biologists and related scientists	14	288	A	36.5	\$42.11	\$56.31	\$53.64
2123 Agricultural representatives, consultants and specialists	37	221	A	36.7	\$36.70	\$48.41	\$44.93
213 Civil mechanical electrical and chemical engineers	33	1011	A	35.9	\$44.21	\$63.27	\$57.70
2131 Civil engineers	32	935	A	35.8	\$44.28	\$63.64	\$57.88
214 Other engineers	13	98	C	36.3	\$43.07	\$59.13	\$54.19
215 Architects urban planners and land surveyors	60	669	A	35.2	\$42.15	\$55.56	\$52.65
2153 Urban and land use planners	56	610	A	35.1	\$42.02	\$55.52	\$52.52
217 Computer and information systems professionals	42	1984	A	35.7	\$39.03	\$53.60	\$51.15
2171 Information systems analysts and consultants	40	1648	A	35.7	\$39.60	\$54.58	\$52.02
2172 Database analysts and data administrators	12	126	A	35.6	\$36.85	\$50.14	\$48.27
221 Technical occupations in physical sciences	16	210	A	36.1	\$32.94	\$42.64	\$40.60

PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
2211 Chemical technologists and technicians	14	182	A	36.2	\$33.01	\$42.88	\$40.93
222 Technical occupations in life sciences	31	1010	A	36.7	\$32.78	\$41.64	\$39.73
2221 Biological technologists and technicians	18	541	A	36.5	\$33.01	\$42.09	\$40.47
2224 Conservation and fishery officers	13	239	A	36.5	\$31.54	\$39.68	\$36.99
2225 Landscape and horticulture technicians and specialists	36	545	A	36.2	\$34.90	\$45.52	\$44.19
223 Technical occupations in civil mechanical and industrial engineering	36	830	A	35.6	\$37.84	\$48.70	\$46.80
2231 Civil engineering technologists and technicians	36	754	A	35.5	\$38.30	\$49.40	\$47.49
224 Technical occupations in electronics and electrical engineering	16	139	C	37.9	\$36.82	\$44.22	\$43.82
2241 Electrical and electronics engineering technologists and technicians	13	104	B	37.5	\$35.38	\$43.56	\$43.21
225 Technical occupations in architecture drafting surveying geomatics and meteorology	41	812	A	36.4	\$34.85	\$45.34	\$44.05
2251 Architectural technologists and technicians	14	118	A	36.3	\$38.49	\$50.83	\$49.92
2255 Technical occupations in geomatics and meteorology	36	541	A	36.2	\$34.89	\$45.50	\$44.18
226 Other technical inspectors and regulatory officers	38	1086	A	36.6	\$41.04	\$50.60	\$49.35
2262 Engineering inspectors and regulatory officers	10	139	A	36.8	\$36.53	\$43.18	\$42.20
2263 Inspectors in public and environmental health and occupational health and safety	34	461	A	37	\$40.85	\$50.72	\$49.21
2264 Construction inspectors	22	481	A	36.2	\$42.65	\$52.79	\$51.73
228 Technical occupations in computer and information systems	35	338	A	36.6	\$33.28	\$41.78	\$40.46
2281 Computer network technicians	21	128	B	36.7	\$35.30	\$44.24	\$42.96
2282 User support technicians	30	205	A	36.5	\$31.97	\$40.23	\$38.88
411 Judges lawyers and Quebec notaries	17	909	A	36.2	\$63.72	\$80.75	\$73.57
4112 Lawyers and Quebec notaries	17	916	A	36.2	\$63.86	\$80.86	\$73.59
415 Social and community service professionals	25	4095	A	36.7	\$33.07	\$42.77	\$40.83
4152 Social workers	19	2580	A	36.8	\$32.50	\$41.86	\$39.85
4155 Probation and parole officers and related occupations	15	916	A	36.6	\$33.42	\$43.54	\$42.28

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416 Policy and program researchers consultants and officers	75	3406	A	35.6	\$35.95	\$46.31	\$43.22
4161 Natural and applied science policy researchers, consultants and program officers	19	254	B	35.8	\$40.02	\$52.27	\$48.72
4162 Economists and economic policy researchers and analysts	14	359	A	36.3	\$38.52	\$49.90	\$46.09
4163 Business development officers and marketing researchers and consultants	39	340	A	36	\$38.14	\$49.86	\$46.64
4164 Social policy researchers, consultants and program officers	40	1344	A	36.1	\$34.37	\$44.57	\$41.23
4167 Recreation, sports and fitness policy researchers, consultants and program officers	41	471	B	32.4	\$33.83	\$43.79	\$41.18
4168 Program officers unique to government	16	319	C	36.6	\$36.92	\$45.17	\$42.75
421 Paraprofessional occupations in legal social community and education services	61	1447	A	34.9	\$30.16	\$37.83	\$35.96
4211 Paralegal and related occupations	19	539	A	36.2	\$30.33	\$37.25	\$35.89
4212 Social and community service workers	51	800	A	33.7	\$32.54	\$41.58	\$39.47
431 Occupations in front-line public protection services	61	4662	B	39.1	\$43.36	\$49.74	\$47.28
4311 Police officers (except commissioned)	54	2,803	B	39.5	\$45.43	\$52.04	\$49.24
4312 Firefighters	18	1,854	B	38.5	\$40.54	\$46.56	\$44.57
442 Legal and public protection support occupations	50	3,539	A	38.8	\$29.82	\$36.99	\$35.75
4421 Sheriffs and bailiffs	10	1,994	A	38.7	\$28.81	\$35.65	\$34.77
4423 By-law enforcement and other regulatory officers, n.e.c.	40	453	B	36.6	\$36.16	\$45.99	\$44.11
511 Librarians archivists conservators and curators	13	117	A	34.7	\$34.65	\$45.46	\$44.15
512 Technical occupations in libraries public archives museums and art galleries	14	57	A	36.4	\$25.22	\$34.29	\$29.58
525 Athletes coaches referees and related occupations	37	970	B	30.7	\$21.75	\$25.43	\$23.53
5254 Program leaders and instructors in recreation, sport and fitness	37	961	B	30.7	\$21.69	\$25.38	\$23.46
631 Service supervisors	26	163	B	38.3	\$30.83	\$37.19	\$35.79
6315 Cleaning supervisors	14	45	B	38.9	\$26.68	\$30.03	\$29.24
632 Chefs and cooks	15	84	C	37.5	\$22.19	\$24.99	\$24.32
6322 Cooks	15	77	B	37.3	\$21.90	\$24.75	\$24.06

PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
655 Customer and information services representatives	19	496	C	31.8	\$25.11	\$32.26	\$30.62
6552 Other customer and information services representatives	19	496	C	31.8	\$25.11	\$32.26	\$30.62
672 Support occupations in accommodation travel and amusement services	35	437	B	37.9	\$23.79	\$26.96	\$25.20
6722 Operators and attendants in amusement, recreation and sport	34	432	B	37.9	\$23.81	\$26.95	\$25.15
673 Cleaners	59	938	B	39	\$24.43	\$27.98	\$26.65
6733 Janitors, caretakers and building superintendents	56	678	B	38.8	\$24.71	\$28.26	\$26.76
720 Contractors and supervisors industrial electrical and construction trades and related workers	25	173	B	38.8	\$39.79	\$45.25	\$43.65
723 Machining metal forming shaping and erecting trades	24	93	B	39.7	\$36.73	\$41.09	\$40.20
7237 Welders and related machine operators	19	72	B	40	\$37.32	\$41.95	\$41.00
724 Electrical trades and electrical power line and telecommunications workers	16	231	A	39.5	\$41.30	\$43.77	\$43.50
7241 Electricians (except industrial and power system)	15	211	B	39.7	\$41.78	\$43.81	\$43.61
725 Plumbers pipefitters and gas fitters	17	97	B	39.6	\$35.62	\$39.70	\$38.87
7251 Plumbers	14	56	A	39.2	\$33.81	\$36.57	\$36.21
727 Carpenters and cabinetmakers	16	83	B	39.9	\$34.86	\$36.27	\$36.17
7271 Carpenters	16	83	B	39.9	\$34.86	\$36.27	\$36.17
730 Contractors and supervisors maintenance trades and heavy equipment and transport operators	93	660	A	39	\$37.99	\$45.68	\$43.74
7301 Contractors and supervisors, mechanic trades	22	139	A	37.9	\$42.33	\$51.42	\$50.49
7302 Contractors and supervisors, heavy equipment operator crews	85	405	A	39.9	\$36.75	\$42.21	\$40.27
731 Machinery and transportation equipment mechanics (except motor vehicle)	47	412	A	40	\$38.15	\$41.85	\$40.91
7312 Heavy-duty equipment mechanics	43	293	B	40.1	\$39.00	\$43.02	\$41.87
732 Automotive service technicians	27	732	A	39.9	\$37.21	\$39.65	\$39.35
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	27	613	A	39.8	\$36.53	\$38.87	\$38.53
744 Other installers repairers and servicers	21	151	B	39.4	\$32.15	\$37.28	\$35.71
751 Motor vehicle and transit drivers	32	4,810	B	36.6	\$26.27	\$33.27	\$32.91

PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
7511 Transport truck drivers	18	955	B	38.9	\$28.11	\$31.48	\$31.17
7512 Bus drivers, subway operators and other transit operators	11	3,819	B	36	\$25.82	\$33.84	\$33.47
752 Heavy equipment operators	117	1,529	A	40.7	\$28.94	\$33.72	\$32.05
7521 Heavy equipment operators (except crane)	48	460	B	41.5	\$28.51	\$34.56	\$32.66
7522 Public works maintenance equipment operators and related workers	91	1,069	A	40.2	\$29.14	\$33.31	\$31.76
761 Trades helpers and labourers	21	257	B	38.9	\$27.90	\$30.92	\$30.27
762 Public works and other labourers n.e.c.	89	1156	B	39.2	\$23.20	\$27.51	\$26.01
7621 Public works and maintenance labourers	88	1,129	B	39.2	\$23.07	\$27.45	\$25.92
825 Contractors and supervisors agriculture horticulture and related operations and services	26	96	B	39.3	\$32.51	\$37.42	\$35.56
8255 Contractors and supervisors, landscaping, grounds maintenance and horticulture services	21	63	B	39.7	\$35.40	\$40.35	\$38.71
861 Harvesting landscaping and natural resources labourers	37	355	B	39.5	\$28.11	\$32.29	\$30.54
8612 Landscaping and grounds maintenance labourers	37	355	B	39.5	\$28.11	\$32.29	\$30.54
921 Supervisors processing and manufacturing occupations	18	113	B	38.7	\$39.97	\$49.22	\$45.71
9212 Supervisors, petroleum, gas and chemical processing and utilities	18	112	B	38.7	\$39.99	\$49.30	\$45.72
924 Utilities equipment operators and controllers	75	504	A	38.1	\$29.82	\$35.95	\$34.01
9241 Power engineers and power systems operators	18	142	A	38.5	\$28.49	\$33.69	\$32.45
9243 Water and waste treatment plant operators	68	362	A	37.9	\$30.28	\$36.72	\$34.54
961 Labourers in processing manufacturing and utilities	19	135	B	37.3	\$26.52	\$31.58	\$29.35
9613 Labourers in chemical products processing and utilities	17	111	B	36.9	\$25.30	\$30.36	\$28.26

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 17 employers combined reported wages for 111 Labourers in chemical products processing and utilities - (NOC 9613).

Averages are calculated using data weighted by establishment to account for survey non-response (stratified by region, industry group and employer size) and by number of employees reported.

“n/a” indicates that results have been suppressed due to missing data for some employers or due to calculation anomalies.

Data Reliability Codes are based on coefficient of variation as an indicator of general reliability: “A”: coefficient of variation of less than or equal to $\pm 6.00\%$, “B”: from $\pm 6.01\%$ to $\pm 15.00\%$, “C”: from $\pm 15.01\%$ to $\pm 33.00\%$, “D”: more than $\pm 33.01\%$.

JOB VACANCIES & HIRING DIFFICULTIES – SELECTED OCCUPATIONS

The following table illustrates the job vacancy survey results associated with some common occupations within the Public Administration industry as cited by survey respondents and confirmed through review of the data³.

PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
Common Business, Managerial, Administrative, and Clerical Occupations					
001 Legislators and senior management	119-120	17%	33%	1%	n/a
0012 Senior government managers and officials	116-117	19%	33%	1%	1.1%
011 Administrative services managers	63-64	21%	38%	2%	1.8%
0111 Financial managers	50-51	18%	48%	3%	2.4%
0112 Human resources managers	15-17	32%	17%	3%	2.6%
0114 Other administrative services managers	16	13%	n/a	0%	n/a
012 Managers in financial and business services	9-11	10%	n/a	0%	n/a
0124 Advertising, marketing and public relations managers	9-10	15%	n/a	0%	n/a
0125 Other business services managers	2-3	n/a	n/a	n/a	n/a
021 Managers in engineering architecture science and information systems	19 - 17	6%	n/a	2%	2.1%
0211 Engineering managers	9 - 10	13%	n/a	5%	3.9%
0212 Architecture and science managers	5-6	0%	n/a	0%	n/a
0213 Computer and information systems managers	10-12	0%	n/a	0%	n/a
041 Managers in public administration	90-92	22%	22%	3%	2.1%
0411 Government managers - health and social policy development and program administration	30-32	24%	8%	0%	n/a
0412 Government managers - economic analysis, policy development and program administration	37-38	21%	6%	0%	n/a
0414 Other managers in public administration	81-83	21%	31%	4%	3.0%

³ 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 below: 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.

PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
042 Managers in education and social and community services	17	14%	n/a	0%	n/a
0423 Managers in social, community and correctional services	17	14%	n/a	0%	n/a
043 Managers in public protection services	29-31	15%	34%	4%	2.3%
0432 Fire chiefs and senior firefighting officers	29-31	15%	34%	4%	2.3%
051 Managers in art culture recreation and sport	34-37	27%	6%	5%	3.5%
0511 Library, archive, museum and art gallery managers	5	60%	n/a	20%	n/a
0513 Recreation, sports and fitness program and service directors	32-35	24%	7%	3%	2.5%
071 Managers in construction and facility operation and maintenance	24-25	26%	0%	0%	n/a
0711 Construction managers	7	24%	n/a	0%	n/a
0714 Facility operation and maintenance managers	20 - 21	27%	0%	0%	n/a
073 Managers in transportation	10-11	28%	n/a	12%	n/a
0731 Managers in transportation	10-11	28%	n/a	12%	n/a
091 Managers in manufacturing and utilities	20-22	4%	n/a	0%	n/a
0912 Utilities managers	20-22	4%	n/a	0%	n/a
111 Auditors accountants and investment professionals	29-31	17%	15%	3%	6.9%
1111 Financial auditors and accountants	28-30	15%	10%	3%	7.9%
1112 Financial and investment analysts	3	n/a	n/a	n/a	n/a
112 Human resources and business service professionals	37-39	31%	11%	0%	n/a
1121 Human resources professionals	32-33	31%	14%	0%	n/a
1122 Professional occupations in business management consulting	6-7	34%	n/a	0%	n/a
1123 Professional occupations in advertising, marketing and public relations	25-27	31%	4%	0%	n/a
121 Administrative services supervisors	16-17	26%	13%	2%	1.1%
1211 Supervisors, general office and administrative support workers	8	31%	n/a	0%	n/a
1212 Supervisors, finance and insurance office workers	8-9	23%	n/a	4%	1.8%

PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	6	21%	n/a	0%	n/a
122 Administrative and regulatory occupations	67-69	29%	14%	1%	n/a
1221 Administrative officers	32-33	30%	12%	1%	n/a
1222 Executive assistants	49-51	22%	16%	1%	1.7%
1223 Human resources and recruitment officers	3-4	n/a	n/a	n/a	n/a
1224 Property administrators	2	n/a	n/a	n/a	n/a
1225 Purchasing agents and officers	9	26%	n/a	0%	n/a
1228 Employment insurance, immigration, border services and revenue officers	1	n/a	n/a	n/a	n/a
124 Office administrative assistants - General legal and medical	61-64	28%	17%	1%	n/a
1241 Administrative assistants	61-64	28%	18%	1%	n/a
1242 Legal administrative assistants	2	n/a	n/a	n/a	n/a
125 Court reporters transcriptionists records management technicians and statistical officers	7-8	16%	n/a	0%	n/a
1253 Records management technicians	7-8	14%	n/a	0%	n/a
131 Finance insurance and related business administrative occupations	29-30	32%	28%	3%	1.1%
1311 Accounting technicians and bookkeepers	18-19	30%	23%	0%	n/a
1314 Assessors, valuers and appraisers	14-15	34%	31%	4%	1.4%
141 General office workers	100-102	45%	4%	1%	n/a
1411 General office support workers	86-87	44%	3%	1%	n/a
1414 Receptionists	39-40	44%	6%	1%	n/a
1415 Personnel clerks	4	n/a	n/a	n/a	n/a
1416 Court clerks	1	n/a	n/a	n/a	n/a
143 Financial insurance and related administrative support workers	83-85	24%	3%	0%	n/a
1431 Accounting and related clerks	80-82	25%	2%	1%	n/a
1432 Payroll clerks	28-30	23%	9%	0%	n/a
145 Library correspondence and other clerks	12	25%	n/a	5%	4.4%
1452 Correspondence, publication and regulatory clerks	9	37%	n/a	8%	6.6%

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152 Supply chain logistics tracking and scheduling co-ordination occupations	13-14	34%	0%	0%	n/a
1522 Storekeepers and partspersons	8	17%	n/a	0%	n/a
1524 Purchasing and inventory control workers	5	26%	n/a	0%	n/a
Common Professional, Technical, Skilled, and Labour Occupations					
212 Life science professionals	24-25	11%	0%	0%	n/a
2121 Biologists and related scientists	0	n/a	n/a	n/a	n/a
2123 Agricultural representatives, consultants and specialists	23-24	12%	0%	0%	n/a
213 Civil mechanical electrical and chemical engineers	12 - 10	53%	40%	20%	5.1%
2131 Civil engineers	10 - 12	59%	40%	22%	5.6%
214 Other engineers	1	n/a	n/a	n/a	n/a
215 Architects urban planners and land surveyors	46-48	28%	31%	5%	6.0%
2153 Urban and land use planners	45-47	26%	31%	5%	6.1%
217 Computer and information systems professionals	18-20	12%	n/a	0%	n/a
2171 Information systems analysts and consultants	16-18	11%	n/a	0%	n/a
2172 Database analysts and data administrators	3	n/a	n/a	n/a	n/a
221 Technical occupations in physical sciences	2	n/a	n/a	n/a	n/a
2211 Chemical technologists and technicians	1	n/a	n/a	n/a	n/a
222 Technical occupations in life sciences	12-14	57%	21%	3%	1.2%
2221 Biological technologists and technicians	2	n/a	n/a	n/a	n/a
2224 Conservation and fishery officers	3	n/a	n/a	n/a	n/a
2225 Landscape and horticulture technicians and specialists	10-12	51%	37%	5%	1.8%
223 Technical occupations in civil mechanical and industrial engineering	16-18	42%	18%	10%	1.7%
2231 Civil engineering technologists and technicians	16-18	44%	19%	11%	1.7%
224 Technical occupations in electronics and electrical engineering	2	n/a	n/a	n/a	n/a

PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
2241 Electrical and electronics engineering technologists and technicians	1	n/a	n/a	n/a	n/a
225 Technical occupations in architecture drafting surveying geomatics and meteorology	23-24	28%	12%	2%	n/a
2251 Architectural technologists and technicians	1	n/a	n/a	n/a	n/a
2255 Technical occupations in geomatics and meteorology	18-19	17%	33%	0%	n/a
226 Other technical inspectors and regulatory officers	18-19	39%	15%	2%	n/a
2262 Engineering inspectors and regulatory officers	3-4	n/a	n/a	n/a	n/a
2263 Inspectors in public and environmental health and occupational health and safety	16	46%	19%	3%	1.7%
2264 Construction inspectors	8	36%	n/a	0%	n/a
228 Technical occupations in computer and information systems	17-18	27%	37%	2%	1.4%
2281 Computer network technicians	10	15%	n/a	0%	n/a
2282 User support technicians	13-14	38%	49%	5%	2.5%
411 Judges lawyers and Quebec notaries	3	n/a	n/a	n/a	n/a
4112 Lawyers and Quebec notaries	3	n/a	n/a	n/a	n/a
415 Social and community service professionals	5-6	74%	n/a	0%	n/a
4152 Social workers	3-4	n/a	n/a	n/a	n/a
4155 Probation and parole officers and related occupations	0	n/a	n/a	n/a	n/a
416 Policy and program researchers consultants and officers	51-53	37%	10%	1%	n/a
4161 Natural and applied science policy researchers, consultants and program officers	5-6	19%	n/a	0%	n/a
4162 Economists and economic policy researchers and analysts	6	69%	n/a	8%	3.1%
4163 Business development officers and marketing researchers and consultants	19-20	34%	18%	0%	n/a
4164 Social policy researchers, consultants and program officers	21-22	34%	7%	1%	n/a
4167 Recreation, sports and fitness policy researchers, consultants and program officers	32-33	47%	13%	2%	0.9%
4168 Program officers unique to government	2	n/a	n/a	n/a	n/a

PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
421 Paraprofessional occupations in legal social community and education services	42-43	39%	6%	1%	n/a
4211 Paralegal and related occupations	2	n/a	n/a	n/a	n/a
4212 Social and community service workers	38-39	32%	6%	1%	n/a
431 Occupations in front-line public protection services	49-50	42%	6%	6%	1.3%
4311 Police officers (except commissioned)	43-44	36%	6%	8%	3.7%
4312 Firefighters	12-13	54%	5%	2%	n/a
442 Legal and public protection support occupations	32-34	26%	0%	4%	1.5%
4421 Sheriffs and bailiffs	1	n/a	n/a	n/a	n/a
4423 By-law enforcement and other regulatory officers, n.e.c.	32-34	26%	0%	4%	1.6%
511 Librarians archivists conservators and curators	5	10%	n/a	0%	n/a
512 Technical occupations in libraries public archives museums and art galleries	6	22%	n/a	0%	n/a
525 Athletes coaches referees and related occupations	32-36	45%	6%	4%	0.8%
5254 Program leaders and instructors in recreation, sport and fitness	32-36	45%	6%	4%	0.8%
631 Service supervisors	14-15	27%	7%	0%	n/a
6315 Cleaning supervisors	8	12%	n/a	0%	n/a
632 Chefs and cooks	1-3	n/a	n/a	n/a	n/a
6322 Cooks	1-3	n/a	n/a	n/a	n/a
655 Customer and information services representatives	10-11	28%	n/a	0%	n/a
6552 Other customer and information services representatives	10-11	28%	n/a	0%	n/a
672 Support occupations in accommodation travel and amusement services	31-33	50%	7%	4%	1.1%
6722 Operators and attendants in amusement, recreation and sport	30-32	51%	7%	4%	1.1%
673 Cleaners	42-44	31%	6%	2%	0.4%
6733 Janitors, caretakers and building superintendents	41-43	31%	6%	2%	0.4%
720 Contractors and supervisors industrial electrical and construction trades and related workers	9-10	15%	n/a	0%	n/a

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723 Machining metal forming shaping and erecting trades	15-16	25%	n/a	0%	n/a
7237 Welders and related machine operators	15-16	27%	n/a	0%	n/a
724 Electrical trades and electrical power line and telecommunications workers	5	39%	n/a	0%	n/a
7241 Electricians (except industrial and power system)	4	n/a	n/a	n/a	n/a
725 Plumbers pipefitters and gas fitters	5	39%	n/a	0%	n/a
7251 Plumbers	2	n/a	n/a	n/a	n/a
727 Carpenters and cabinetmakers	4	n/a	n/a	n/a	n/a
7271 Carpenters	4	n/a	n/a	n/a	n/a
730 Contractors and supervisors maintenance trades and heavy equipment and transport operators	83-84	23%	12%	2%	1.6%
7301 Contractors and supervisors, mechanic trades	15	36%	0%	3%	2.6%
7302 Contractors and supervisors, heavy equipment operator crews	79-80	20%	15%	2%	1.6%
731 Machinery and transportation equipment mechanics (except motor vehicle)	38-40	29%	16%	0%	n/a
7312 Heavy-duty equipment mechanics	36-38	25%	22%	0%	n/a
732 Automotive service technicians	15-17	15%	n/a	0%	n/a
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	15-17	15%	n/a	0%	n/a
744 Other installers repairers and servicers	17	45%	16%	0%	n/a
751 Motor vehicle and transit drivers	20-22	59%	4%	5%	n/a
7511 Transport truck drivers	14-16	58%	0%	10%	3.2%
7512 Bus drivers, subway operators and other transit operators	8-9	66%	n/a	0%	0.0%
752 Heavy equipment operators	105-108	40%	11%	0%	0.1%
7521 Heavy equipment operators (except crane)	40-41	45%	12%	1%	0.2%
7522 Public works maintenance equipment operators and related workers	86-89	39%	11%	0%	0.0%
761 Trades helpers and labourers	13-14	66%	0%	0%	n/a
762 Public works and other labourers n.e.c.	80-82	53%	3%	3%	1.9%
7621 Public works and maintenance labourers	79-81	54%	3%	3%	1.9%

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825 Contractors and supervisors agriculture horticulture and related operations and services	19	38%	5%	2%	1.0%
8255 Contractors and supervisors, landscaping, grounds maintenance and horticulture services	17	30%	8%	2%	1.1%
861 Harvesting landscaping and natural resources labourers	26-28	51%	11%	3%	4.2%
8612 Landscaping and grounds maintenance labourers	26-28	51%	11%	3%	4.2%
921 Supervisors processing and manufacturing occupations	14	18%	n/a	0%	n/a
9212 Supervisors, petroleum, gas and chemical processing and utilities	14	19%	n/a	0%	n/a
924 Utilities equipment operators and controllers	59-61	39%	31%	3%	1.2%
9241 Power engineers and power systems operators	3	n/a	n/a	n/a	n/a
9243 Water and waste treatment plant operators	59-61	40%	31%	3%	1.2%
961 Labourers in processing manufacturing and utilities	15-16	17%	0%	0%	0.0%
9613 Labourers in chemical products processing and utilities	15	18%	0%	0%	0.0%

“n” in the above table represents the range of the number of employers who indicated at least one employee in an occupation and responded to individual questions about hiring difficulties and vacancies (not all employers responded to all questions).

“n/a” indicates that results have been suppressed due to missing data for some employers.

Statistics on hiring activity, hiring difficulties, and employers reporting vacancies were calculated based on *the number of employers responding* for each question, weighted by establishment for survey non-response (stratified by region, industry group and employer size).

Job Vacancy Rate for vacancies that had been unfilled for 4 months or more calculated as: $\text{Sum of Unfilled Vacancies} / (\text{Sum of Current Employees} + \text{Sum of Unfilled Vacancies})$, with data weighted by establishment for survey non-response (stratified by industry group and employer size).

**Industry Definition as per North American Industry Classification System (NAICS)
Public Administration (NAICS 91)**

This sector comprises 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 Ministry of Labour by R.A. Malatest & Associates Ltd.