

# 2019 Alberta Wage and Salary Survey

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

## Public Administration Industry Summary Report

### SURVEY RESULTS

The survey was completed with 219 employers in the Public Administration industry sector who provided information on over 70,119 employees in various occupational classifications<sup>1</sup>. Survey data were collected between January and July 2019. Alberta Wage and Salary Survey results by Four-Digit National Occupational Classification (NOC) for all of Alberta, by industry group, and by geographic area can be found at [www.alis.alberta.ca/occinfo](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.

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
<b>Common Business, Managerial, Administrative, and Clerical Occupations</b>							
001 Legislators and senior management	145	1,137	A	35.5	\$62.42	\$80.79	\$74.54
0012 Senior government managers and officials	136	1,064	A	36.1	\$63.08	\$81.83	\$75.99
011 Administrative services managers	85	1,328	A	36.3	\$47.29	\$63.01	\$58.46
0111 Financial managers	70	336	A	36.1	\$47.88	\$64.22	\$59.22

<sup>1</sup>The estimated sample error at the establishment level for overall results for this industry is estimated to be  $\pm 4.3\%$  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 Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b># of Employees</b>	<b>Data Reliability Code</b>	<b>Avg. Hours Worked per Week</b>	<b>Avg. Starting Pay</b>	<b>Avg. Top Pay</b>	<b>Overall Average Pay for All Employees</b>
0112 Human resources managers	32	219	A	36.3	\$48.10	\$63.91	\$58.90
0114 Other administrative services managers	36	718	A	36.4	\$46.87	\$62.34	\$58.13
012 Managers in financial and business services	36	248	A	36.2	\$47.62	\$64.77	\$59.66
0124 Advertising, marketing and public relations managers	21	84	B	35.7	\$48.02	\$63.16	\$58.38
0125 Other business services managers	19	146	A	36.6	\$47.02	\$65.15	\$59.81
021 Managers in engineering, architecture, science and information systems	46	467	A	36.0	\$48.47	\$66.00	\$63.01
0211 Engineering managers	24	73	A	36.0	\$52.48	\$70.70	\$67.99
0212 Architecture and science managers	19	185	A	36.4	\$49.78	\$65.55	\$61.91
0213 Computer and information systems managers	27	209	B	35.7	\$46.01	\$64.82	\$62.28
041 Managers in public administration	127	2,553	A	36.4	\$47.80	\$62.89	\$58.90
0411 Government managers - health and social policy development and program administration	38	930	A	36.4	\$45.60	\$59.71	\$56.37
0412 Government managers - economic analysis, policy development and program administration	48	631	A	36.4	\$47.18	\$61.45	\$57.80
0414 Other managers in public administration	109	649	A	36.4	\$50.93	\$67.56	\$62.15
042 Managers in education and social and community services	41	221	A	37.5	\$44.10	\$52.99	\$50.28
0423 Managers in social, community and correctional services	36	208	A	37.6	\$43.93	\$52.50	\$49.66
043 Managers in public protection services	48	206	B	38.6	\$54.35	\$63.81	\$60.21
0432 Fire chiefs and senior firefighting officers	39	122	B	38.6	\$49.65	\$57.10	\$53.70
051 Managers in art, culture, recreation and sport	41	92	A	36.8	\$40.19	\$51.33	\$47.76
0513 Recreation, sports and fitness program and service directors	35	63	B	37.2	\$38.69	\$48.30	\$44.71

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071 Managers in construction and facility operation and maintenance	51	218	A	37.0	\$41.35	\$54.62	\$51.22
0711 Construction managers	14	83	C	36.0	\$44.56	\$62.11	\$58.08
0714 Facility operation and maintenance managers	46	135	A	37.6	\$39.51	\$50.37	\$47.32
073 Managers in transportation	14	40	C	36.2	\$47.21	\$67.16	\$62.67
0731 Managers in transportation	14	40	C	36.2	\$47.21	\$67.16	\$62.67
091 Managers in manufacturing and utilities	32	67	B	37.8	\$44.68	\$62.61	\$56.69
0912 Utilities managers	29	63	B	37.7	\$45.38	\$64.05	\$57.84
111 Auditors, accountants and investment professionals	58	1,025	A	35.9	\$36.53	\$48.58	\$45.26
1111 Financial auditors and accountants	46	740	A	35.8	\$36.61	\$48.99	\$45.28
1112 Financial and investment analysts	22	221	A	36.0	\$36.65	\$48.26	\$45.72
112 Human resources and business service professionals	65	2,294	A	35.9	\$37.01	\$48.58	\$45.44
1121 Human resources professionals	41	1,031	A	36.4	\$35.41	\$46.63	\$42.48
1122 Professional occupations in business management consulting	23	550	A	35.2	\$39.79	\$53.19	\$50.12
1123 Professional occupations in advertising, marketing and public relations	42	713	A	35.6	\$37.21	\$47.94	\$46.11
121 Administrative services supervisors	43	383	A	36.5	\$34.68	\$43.29	\$41.66
1211 Supervisors, general office and administrative support workers	21	158	B	36.5	\$31.50	\$39.29	\$37.48
1212 Supervisors, finance and insurance office workers	17	83	C	35.2	\$36.27	\$45.85	\$43.50
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	26	117	B	37.4	\$37.80	\$47.12	\$46.08
122 Administrative and regulatory occupations	125	4,156	A	36.4	\$32.08	\$39.84	\$37.88
1221 Administrative officers	76	1,834	A	36.5	\$30.33	\$37.92	\$36.13
1222 Executive assistants	83	510	A	36.1	\$32.51	\$42.49	\$39.64

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1224 Property administrators	16	148	B	36.0	\$38.13	\$47.47	\$45.46
1225 Purchasing agents and officers	26	382	A	36.0	\$36.00	\$46.28	\$44.18
1228 Employment insurance, immigration, border services and revenue officers	17	1,059	A	36.8	\$32.06	\$36.76	\$35.34
124 Office administrative assistants - general, legal and medical	124	4,434	A	35.9	\$25.11	\$30.86	\$29.72
1241 Administrative assistants	124	3,921	A	35.8	\$24.81	\$30.54	\$29.41
1242 Legal administrative assistants	13	476	A	36.2	\$27.68	\$33.69	\$32.48
125 Court reporters, transcriptionists, records management technicians and statistical officers	26	241	A	36.7	\$27.09	\$32.66	\$31.46
1253 Records management technicians	26	189	A	36.6	\$26.89	\$32.46	\$31.21
131 Finance, insurance and related business administrative occupations	46	382	A	35.0	\$39.51	\$50.63	\$48.50
1311 Accounting technicians and bookkeepers	21	38	B	34.8	\$32.39	\$39.52	\$38.66
1314 Assessors, valuers and appraisers	28	279	A	34.9	\$42.50	\$54.71	\$52.29
141 General office workers	107	3,396	A	36.0	\$25.32	\$30.43	\$29.11
1411 General office support workers	86	2,513	A	36.0	\$25.41	\$30.45	\$29.21
1414 Receptionists	49	175	A	35.0	\$22.37	\$26.76	\$24.92
1415 Personnel clerks	16	99	B	36.5	\$29.12	\$34.45	\$32.65
1416 Court clerks	12	609	A	36.3	\$25.27	\$30.94	\$29.53
143 Financial, insurance and related administrative support workers	114	1,275	A	35.9	\$27.69	\$33.32	\$31.66
1431 Accounting and related clerks	101	1,017	A	36.0	\$27.05	\$32.17	\$30.48
1432 Payroll administrators	50	197	A	35.4	\$30.36	\$37.82	\$36.25

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145 Library, correspondence and other clerks	26	175	B	34.2	\$27.35	\$34.78	\$32.58
1452 Correspondence, publication and regulatory clerks	14	113	C	35.4	\$29.72	\$38.35	\$36.15
152 Supply chain logistics, tracking and scheduling co-ordination occupations	30	816	A	38.2	\$32.66	\$36.68	\$35.73
1522 Storekeepers and partspersons	19	218	A	39.0	\$29.41	\$32.34	\$31.66
1525 Dispatchers	10	371	B	38.0	\$35.63	\$41.03	\$39.76
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>							
212 Life science professionals	47	606	A	36.8	\$39.35	\$52.30	\$49.29
2121 Biologists and related scientists	16	341	A	36.6	\$41.33	\$55.23	\$52.35
2123 Agricultural representatives, consultants and specialists	37	200	A	37.0	\$36.44	\$48.33	\$44.92
213 Civil, mechanical, electrical and chemical engineers	35	845	A	36.0	\$43.92	\$63.69	\$57.13
2131 Civil engineers	32	766	A	35.9	\$43.89	\$63.98	\$57.15
215 Architects, urban planners and land surveyors	55	682	A	35.1	\$41.87	\$55.73	\$52.23
2153 Urban and land use planners	53	621	A	35.0	\$41.91	\$55.91	\$52.32
217 Computer and information systems professionals	39	1,834	A	35.9	\$38.30	\$52.27	\$49.87
2171 Information systems analysts and consultants	34	1,424	A	35.9	\$38.87	\$53.11	\$50.48
2172 Database analysts and data administrators	13	172	A	35.9	\$36.35	\$49.15	\$46.98
2174 Computer programmers and interactive media developers	13	183	B	35.9	\$36.40	\$49.91	\$48.52
221 Technical occupations in physical sciences	15	250	A	36.4	\$33.95	\$43.48	\$41.53
2211 Chemical technologists and technicians	15	194	A	36.2	\$34.42	\$44.36	\$42.43
222 Technical occupations in life sciences	27	1,073	A	36.7	\$33.21	\$42.09	\$40.23
2221 Biological technologists and technicians	19	567	A	36.5	\$33.33	\$42.58	\$40.82

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2224 Conservation and fishery officers	14	261	A	36.6	\$32.13	\$40.31	\$37.98
2225 Landscape and horticulture technicians and specialists	13	113	B	37.8	\$34.80	\$42.89	\$40.95
223 Technical occupations in civil, mechanical and industrial engineering	36	864	A	36.0	\$36.91	\$47.88	\$46.22
2231 Civil engineering technologists and technicians	36	781	A	35.9	\$37.30	\$48.54	\$46.90
224 Technical occupations in electronics and electrical engineering	15	137	C	37.5	\$37.27	\$45.31	\$44.66
2241 Electrical and electronics engineering technologists and technicians	13	108	A	37.3	\$36.43	\$45.47	\$44.91
225 Technical occupations in architecture, drafting, surveying, geomatics and meteorology	46	419	A	36.3	\$34.55	\$44.45	\$42.80
2255 Technical occupations in geomatics and meteorology	46	282	A	36.2	\$34.94	\$44.92	\$43.05
226 Other technical inspectors and regulatory officers	36	1,012	A	36.8	\$41.21	\$51.14	\$50.13
2262 Engineering inspectors and regulatory officers	12	143	A	37.2	\$37.44	\$46.12	\$45.34
2263 Inspectors in public and environmental health and occupational health and safety	35	495	A	36.9	\$41.02	\$51.21	\$49.99
2264 Construction inspectors	15	373	A	36.4	\$42.93	\$53.00	\$52.18
228 Technical occupations in computer and information systems	38	297	A	36.5	\$35.38	\$44.42	\$42.13
2281 Computer network technicians	35	127	A	36.3	\$37.35	\$46.22	\$44.04
2282 User support technicians	18	170	A	36.7	\$33.64	\$42.83	\$40.45
301 Professional occupations in nursing	12	225	B	35.6	\$38.58	\$46.96	\$45.89
3012 Registered nurses and registered psychiatric nurses	12	197	B	35.7	\$38.77	\$46.93	\$45.72
411 Judges, lawyers and Quebec notaries	18	977	A	36.2	\$61.93	\$80.97	\$72.18
4112 Lawyers and Quebec notaries	18	977	A	36.2	\$61.93	\$80.97	\$72.18

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415 Social and community service professionals	21	1,484	A	36.6	\$33.67	\$43.56	\$42.20
4152 Social workers	15	370	C	36.3	\$34.93	\$45.34	\$44.50
4155 Probation and parole officers and related occupations	15	863	A	36.6	\$33.86	\$43.98	\$42.66
416 Policy and program researchers, consultants and officers	82	4,776	A	36.0	\$36.01	\$46.18	\$43.72
4161 Natural and applied science policy researchers, consultants and program officers	28	531	A	35.9	\$37.47	\$49.37	\$46.62
4162 Economists and economic policy researchers and analysts	18	335	A	36.3	\$38.46	\$49.49	\$46.18
4163 Business development officers and marketing researchers and consultants	47	333	A	36.0	\$38.01	\$49.44	\$46.72
4164 Social policy researchers, consultants and program officers	30	1,867	A	36.3	\$35.50	\$46.07	\$43.39
4167 Recreation, sports and fitness policy researchers, consultants and program officers	37	435	B	35.2	\$34.86	\$44.93	\$43.27
4168 Program officers unique to government	23	642	A	35.4	\$33.75	\$40.11	\$38.49
421 Paraprofessional occupations in legal, social, community and education services	60	3,720	A	35.7	\$33.48	\$42.56	\$40.33
4211 Paralegal and related occupations	15	543	A	36.3	\$30.47	\$37.33	\$36.12
4212 Social and community service workers	57	3,127	A	35.8	\$34.26	\$43.82	\$41.41
431 Occupations in front-line public protection services	38	4,163	B	37.9	\$44.03	\$50.00	\$47.42
4311 Police officers (except commissioned)	17	2,263	C	39.9	\$47.50	\$54.44	\$51.63
4312 Firefighters	24	1,896	B	35.5	\$39.99	\$44.68	\$42.58
442 Legal and public protection support occupations	84	3,524	A	38.8	\$30.71	\$38.36	\$37.02
4421 Sheriffs and bailiffs	9	2,012	A	38.7	\$28.93	\$35.81	\$35.16
4422 Correctional service officers	9	1,025	B	39.6	\$30.65	\$38.33	\$36.55
4423 By-law enforcement and other regulatory officers, n.e.c.	74	487	B	37.4	\$36.74	\$46.91	\$43.99

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511 Librarians, archivists, conservators and curators	18	137	A	34.1	\$31.35	\$43.39	\$39.22
525 Athletes, coaches, referees and related occupations	36	1,360	B	32.8	\$21.49	\$26.83	\$23.92
5254 Program leaders and instructors in recreation, sport and fitness	36	1,352	B	32.7	\$21.44	\$26.79	\$23.87
631 Service supervisors	28	182	A	37.8	\$30.61	\$36.73	\$34.77
6316 Other services supervisors	15	55	B	38.3	\$30.18	\$33.96	\$32.10
654 Security guards and related security service occupations	15	178	B	37.4	\$30.80	\$40.89	\$36.97
6541 Security guards and related security service occupations	15	178	B	37.4	\$30.80	\$40.89	\$36.97
655 Customer and information services representatives	26	364	B	33.1	\$28.42	\$36.96	\$35.51
6552 Other customer and information services representatives	25	361	B	33.2	\$28.52	\$37.11	\$35.66
672 Support occupations in accommodation, travel and amusement services	43	528	B	36.9	\$23.04	\$27.61	\$25.31
6722 Operators and attendants in amusement, recreation and sport	43	528	B	36.9	\$23.04	\$27.61	\$25.31
673 Cleaners	68	682	A	37.9	\$24.18	\$27.74	\$26.68
6733 Janitors, caretakers and building superintendents	67	501	A	37.2	\$24.20	\$27.83	\$26.57
720 Contractors and supervisors, industrial, electrical and construction trades and related workers	21	156	A	39.2	\$43.16	\$47.31	\$46.59
723 Machining, metal forming, shaping and erecting trades	23	79	A	39.5	\$38.35	\$42.53	\$41.51
7237 Welders and related machine operators	17	62	A	40.0	\$39.05	\$43.46	\$42.34
724 Electrical trades and electrical power line and telecommunications workers	16	252	A	38.9	\$39.85	\$42.42	\$41.38
7241 Electricians (except industrial and power system)	14	98	B	39.7	\$39.13	\$41.16	\$41.01
727 Carpenters and cabinetmakers	15	86	B	39.4	\$35.18	\$36.31	\$36.07
7271 Carpenters	15	86	B	39.4	\$35.18	\$36.31	\$36.07



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730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators	125	695	A	39.2	\$38.53	\$45.53	\$43.41
7301 Contractors and supervisors, mechanic trades	24	139	A	38.7	\$43.15	\$50.56	\$49.26
7302 Contractors and supervisors, heavy equipment operator crews	111	463	A	39.9	\$37.59	\$42.97	\$41.15
731 Machinery and transportation equipment mechanics (except motor vehicles)	50	445	A	40.0	\$38.55	\$43.97	\$41.58
7312 Heavy-duty equipment mechanics	44	325	A	40.0	\$39.94	\$46.18	\$43.26
732 Automotive service technicians	33	715	A	39.8	\$38.59	\$41.17	\$40.71
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	33	610	A	39.8	\$38.02	\$40.61	\$40.11
744 Other installers, repairers and servicers	23	178	A	39.2	\$29.25	\$34.04	\$32.84
7442 Waterworks and gas maintenance workers	14	65	B	39.0	\$32.03	\$36.26	\$34.76
751 Motor vehicle and transit drivers	29	4,668	B	36.5	\$26.43	\$33.82	\$33.42
7511 Transport truck drivers	16	822	B	38.4	\$28.53	\$31.79	\$31.59
7512 Bus drivers, subway operators and other transit operators	10	3,825	B	36.1	\$26.01	\$34.33	\$33.89
752 Heavy equipment operators	142	1,867	A	40.1	\$28.36	\$34.70	\$31.67
7521 Heavy equipment operators (except crane)	60	576	A	42.0	\$27.04	\$33.41	\$30.83
7522 Public works maintenance equipment operators and related workers	120	1,291	A	39.3	\$28.86	\$35.18	\$31.99
761 Trades helpers and labourers	18	281	B	39.3	\$26.44	\$29.74	\$29.08
7611 Construction trades helpers and labourers	15	178	B	38.9	\$25.04	\$28.14	\$27.31
762 Public works and other labourers, n.e.c.	98	1,095	A	38.3	\$25.35	\$28.54	\$27.03
7621 Public works and maintenance labourers	98	1,066	A	38.2	\$25.16	\$28.42	\$26.88

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825 Contractors and supervisors, agriculture, horticulture and related operations and services	39	191	A	39.5	\$32.10	\$38.02	\$36.04
8252 Agricultural service contractors, farm supervisors and specialized livestock workers	20	91	B	39.1	\$28.05	\$33.92	\$31.43
8255 Contractors and supervisors, landscaping, grounds maintenance and horticulture services	27	100	A	39.8	\$35.77	\$41.73	\$40.21
861 Harvesting, landscaping and natural resources labourers	30	189	B	39.9	\$20.89	\$24.18	\$22.59
8612 Landscaping and grounds maintenance labourers	30	189	B	39.9	\$20.89	\$24.18	\$22.59
921 Supervisors, processing and manufacturing occupations	15	78	B	39.1	\$40.57	\$49.66	\$47.11
9212 Supervisors, petroleum, gas and chemical processing and utilities	15	77	B	39.1	\$40.60	\$49.80	\$47.21
924 Utilities equipment operators and controllers	83	498	A	39.0	\$30.26	\$35.24	\$33.46
9243 Water and waste treatment plant operators	79	405	A	39.0	\$29.81	\$34.77	\$32.84

"n" in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 84 employers combined reported wages for 3,524 Legal and public protection support occupations (NOC 442).

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 data.<sup>3</sup>

<b>PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b>% of Employers that Hired for this Occupation within the Last 2 Years</b>	<b>% of Employers Experiencing Hiring Difficulties (out of those hiring)</b>	<b>% of Employers with Vacancies of Greater than 4 Months</b>	<b>Job Vacancy Rate</b>
<b>Common Business, Managerial, Administrative, and Clerical Occupations</b>					
001 Legislators and senior management	131-132	35%	23%	2%	1.1%
0012 Senior government managers and officials	122-123	35%	27%	2%	1.5%
011 Administrative services managers	65-67	30%	19%	2%	1.8%
0111 Financial managers	53-56	27%	26%	2%	2.0%
0112 Human resources managers	21-24	14%	0%	0%	n/a
0114 Other administrative services managers	20-21	51%	16%	5%	2.6%
012 Managers in financial and business services	27-29	15%	10%	2%	1.1%
0124 Advertising, marketing and public relations managers	15-16	9%	n/a	0%	n/a
0125 Other business services managers	12-13	21%	16%	4%	2.0%
021 Managers in engineering, architecture, science and information systems	28-31	18%	45%	2%	1.5%
0211 Engineering managers	14-16	28%	n/a	5%	3.8%
0212 Architecture and science managers	6-7	0%	n/a	0%	n/a
0213 Computer and information systems managers	16-18	17%	n/a	0%	n/a
041 Managers in public administration	106-108	27%	13%	3%	2.1%
0411 Government managers - health and social policy development and program administration	24-25	17%	17%	0%	n/a

<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 INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b>% of Employers that Hired for this Occupation within the Last 2 Years</b>	<b>% of Employers Experiencing Hiring Difficulties (out of those hiring)</b>	<b>% of Employers with Vacancies of Greater than 4 Months</b>	<b>Job Vacancy Rate</b>
0412 Government managers - economic analysis, policy development and program administration	32-35	37%	19%	6%	4.0%
0414 Other managers in public administration	88-90	27%	10%	3%	2.0%
042 Managers in education and social and community services	27-28	26%	15%	4%	n/a
0423 Managers in social, community and correctional services	27-28	23%	17%	4%	n/a
043 Managers in public protection services	34-37	38%	25%	4%	2.2%
0432 Fire chiefs and senior firefighting officers	30-33	36%	23%	2%	1.3%
051 Managers in art, culture, recreation and sport	32-34	13%	45%	2%	1.5%
0513 Recreation, sports and fitness program and service directors	30-31	12%	53%	2%	1.6%
071 Managers in construction and facility operation and maintenance	36-39	10%	43%	0%	n/a
0711 Construction managers	7-8	8%	n/a	0%	n/a
0714 Facility operation and maintenance managers	32-34	10%	33%	0%	n/a
073 Managers in transportation	6-7	14%	n/a	0%	n/a
0731 Managers in transportation	6-7	14%	n/a	0%	n/a
091 Managers in manufacturing and utilities	25-27	15%	33%	3%	2.5%
0912 Utilities managers	24-26	15%	33%	3%	2.6%
111 Auditors, accountants and investment professionals	36-38	35%	8%	1%	n/a
1111 Financial auditors and accountants	27-28	28%	7%	2%	n/a
1112 Financial and investment analysts	9-10	50%	n/a	0%	n/a
112 Human resources and business service professionals	38-42	27%	6%	3%	2.4%
1121 Human resources professionals	22-25	17%	n/a	0%	n/a

<b>PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b>% of Employers that Hired for this Occupation within the Last 2 Years</b>	<b>% of Employers Experiencing Hiring Difficulties (out of those hiring)</b>	<b>% of Employers with Vacancies of Greater than 4 Months</b>	<b>Job Vacancy Rate</b>
1122 Professional occupations in business management consulting	7-8	27%	n/a	23%	7.6%
1123 Professional occupations in advertising, marketing and public relations	27-29	34%	5%	0%	n/a
121 Administrative services supervisors	21-24	15%	14%	0%	n/a
1211 Supervisors, general office and administrative support workers	6-7	20%	n/a	0%	n/a
1212 Supervisors, finance and insurance office workers	6-7	7%	n/a	0%	n/a
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	12-13	18%	n/a	0%	n/a
122 Administrative and regulatory occupations	99-103	25%	7%	1%	n/a
1221 Administrative officers	54-57	40%	5%	2%	n/a
1222 Executive assistants	64-66	16%	15%	0%	n/a
1224 Property administrators	6-7	0%	n/a	0%	n/a
1225 Purchasing agents and officers	8-10	11%	n/a	0%	n/a
1228 Employment insurance, immigration, border services and revenue officers	6	17%	n/a	0%	n/a
124 Office administrative assistants - general, legal and medical	102-104	40%	7%	1%	n/a
1241 Administrative assistants	101-103	40%	7%	1%	n/a
1242 Legal administrative assistants	n/a	n/a	n/a	n/a	n/a
125 Court reporters, transcriptionists, records management technicians and statistical officers	8-11	18%	n/a	0%	n/a
1253 Records management technicians	8-11	19%	n/a	0%	n/a
131 Finance, insurance and related business administrative occupations	32-34	27%	27%	3%	n/a
1311 Accounting technicians and bookkeepers	21	32%	23%	4%	1.8%
1314 Assessors, valuers and appraisers	15-17	23%	31%	3%	n/a

<b>PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b>% of Employers that Hired for this Occupation within the Last 2 Years</b>	<b>% of Employers Experiencing Hiring Difficulties (out of those hiring)</b>	<b>% of Employers with Vacancies of Greater than 4 Months</b>	<b>Job Vacancy Rate</b>
141 General office workers	85-86	32%	10%	2%	n/a
1411 General office support workers	67-68	30%	12%	2%	n/a
1414 Receptionists	38-39	40%	7%	2%	n/a
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	91-94	26%	10%	2%	1.2%
1431 Accounting and related clerks	79-81	23%	11%	3%	1.3%
1432 Payroll administrators	38-40	33%	5%	2%	1.0%
145 Library, correspondence and other clerks	13-14	40%	12%	0%	n/a
1452 Correspondence, publication and regulatory clerks	7	12%	n/a	0%	n/a
152 Supply chain logistics, tracking and scheduling co-ordination occupations	13-15	24%	30%	3%	n/a
1522 Storekeepers and partspersons	3-5	9%	n/a	n/a	n/a
1525 Dispatchers	6	35%	n/a	6%	n/a
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>					
212 Life science professionals	25	19%	13%	2%	1.5%
2121 Biologists and related scientists	n/a	n/a	n/a	n/a	n/a
2123 Agricultural representatives, consultants and specialists	23	18%	13%	2%	1.6%
213 Civil, mechanical, electrical and chemical engineers	14	43%	18%	23%	4.7%
2131 Civil engineers	13	43%	22%	19%	4.3%

<b>PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b>% of Employers that Hired for this Occupation within the Last 2 Years</b>	<b>% of Employers Experiencing Hiring Difficulties (out of those hiring)</b>	<b>% of Employers with Vacancies of Greater than 4 Months</b>	<b>Job Vacancy Rate</b>
215 Architects, urban planners and land surveyors	41-42	40%	22%	9%	2.7%
2153 Urban and land use planners	40-41	41%	22%	8%	2.5%
217 Computer and information systems professionals	16-18	23%	n/a	11%	2.2%
2171 Information systems analysts and consultants	12-13	21%	n/a	18%	2.6%
2172 Database analysts and data administrators	n/a	n/a	n/a	n/a	n/a
2174 Computer programmers and interactive media developers	4-5	47%	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
222 Technical occupations in life sciences	11	15%	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	7	17%	n/a	0%	n/a
223 Technical occupations in civil, mechanical and industrial engineering	16-18	32%	13%	9%	2.7%
2231 Civil engineering technologists and technicians	16-18	33%	13%	9%	2.7%
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	27-30	17%	10%	0%	n/a
2255 Technical occupations in geomatics and meteorology	27-30	21%	12%	0%	n/a
226 Other technical inspectors and regulatory officers	16-19	42%	7%	0%	n/a
2262 Engineering inspectors and regulatory officers	n/a	n/a	n/a	n/a	n/a

<b>PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b>% of Employers that Hired for this Occupation within the Last 2 Years</b>	<b>% of Employers Experiencing Hiring Difficulties (out of those hiring)</b>	<b>% of Employers with Vacancies of Greater than 4 Months</b>	<b>Job Vacancy Rate</b>
2263 Inspectors in public and environmental health and occupational health and safety	15-18	59%	4%	0%	n/a
2264 Construction inspectors	6	10%	n/a	0%	n/a
228 Technical occupations in computer and information systems	24-26	24%	17%	2%	1.3%
2281 Computer network technicians	20-23	23%	12%	0%	n/a
2282 User support technicians	7-8	27%	n/a	11%	3.9%
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	5	54%	n/a	0%	n/a
4112 Lawyers and Quebec notaries	5	54%	n/a	0%	n/a
415 Social and community service professionals	n/a	n/a	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
416 Policy and program researchers, consultants and officers	59-62	33%	10%	2%	n/a
4161 Natural and applied science policy researchers, consultants and program officers	13	43%	39%	0%	n/a
4162 Economists and economic policy researchers and analysts	3-5	9%	n/a	n/a	n/a
4163 Business development officers and marketing researchers and consultants	31-32	29%	0%	2%	n/a
4164 Social policy researchers, consultants and program officers	12	35%	14%	0%	n/a
4167 Recreation, sports and fitness policy researchers, consultants and program officers	25-28	28%	7%	6%	1.2%
4168 Program officers unique to government	10-12	35%	n/a	0%	n/a



<b>PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b>% of Employers that Hired for this Occupation within the Last 2 Years</b>	<b>% of Employers Experiencing Hiring Difficulties (out of those hiring)</b>	<b>% of Employers with Vacancies of Greater than 4 Months</b>	<b>Job Vacancy Rate</b>
421 Paraprofessional occupations in legal, social, community and education services	41-43	27%	7%	0%	n/a
4211 Paralegal and related occupations	n/a	n/a	n/a	n/a	n/a
4212 Social and community service workers	37-39	24%	5%	0%	n/a
431 Occupations in front-line public protection services	25-27	40%	23%	9%	2.0%
4311 Police officers (except commissioned)	9-10	31%	74%	21%	n/a
4312 Firefighters	17-19	49%	0%	0%	n/a
442 Legal and public protection support occupations	67-69	42%	28%	8%	2.7%
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.	66-68	42%	27%	8%	2.8%
511 Librarians, archivists, conservators and curators	7-9	31%	n/a	0%	n/a
525 Athletes, coaches, referees and related occupations	31-33	68%	30%	7%	0.8%
5254 Program leaders and instructors in recreation, sport and fitness	31-33	69%	30%	7%	0.8%
631 Service supervisors	13	35%	77%	0%	n/a
6316 Other services supervisors	9	54%	77%	0%	n/a
654 Security guards and related security service occupations	5	40%	n/a	40%	n/a
6541 Security guards and related security service occupations	5	40%	n/a	40%	n/a
655 Customer and information services representatives	10	63%	0%	15%	3.3%
6552 Other customer and information services representatives	9	60%	0%	16%	3.4%

<b>PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b>% of Employers that Hired for this Occupation within the Last 2 Years</b>	<b>% of Employers Experiencing Hiring Difficulties (out of those hiring)</b>	<b>% of Employers with Vacancies of Greater than 4 Months</b>	<b>Job Vacancy Rate</b>
672 Support occupations in accommodation, travel and amusement services	39	67%	8%	1%	0.2%
6722 Operators and attendants in amusement, recreation and sport	39	67%	8%	1%	0.2%
673 Cleaners	49-54	40%	40%	7%	2.4%
6733 Janitors, caretakers and building superintendents	49-54	36%	33%	6%	2.7%
720 Contractors and supervisors, industrial, electrical and construction trades and related workers	9-10	21%	n/a	0%	n/a
723 Machining, metal forming, shaping and erecting trades	13-15	11%	n/a	0%	n/a
7237 Welders and related machine operators	13-15	12%	n/a	0%	0.0%
724 Electrical trades and electrical power line and telecommunications workers	5	18%	n/a	0%	n/a
7241 Electricians (except industrial and power system)	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, maintenance trades and heavy equipment and transport operators	108-111	25%	36%	1%	0.6%
7301 Contractors and supervisors, mechanic trades	13-15	12%	n/a	0%	n/a
7302 Contractors and supervisors, heavy equipment operator crews	104-106	28%	40%	2%	0.8%
731 Machinery and transportation equipment mechanics (except motor vehicles)	36-40	32%	13%	3%	1.0%
7312 Heavy-duty equipment mechanics	32-36	36%	14%	4%	1.2%
732 Automotive service technicians	23-24	29%	16%	5%	0.5%
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	23-24	30%	16%	5%	0.6%
744 Other installers, repairers and servicers	20-21	46%	7%	8%	4.1%
7442 Waterworks and gas maintenance workers	12-13	45%	14%	0%	n/a

<b>PUBLIC ADMINISTRATION INDUSTRY Selected Occupations (NOC)</b>	<b>Employers Reporting (n)</b>	<b>% of Employers that Hired for this Occupation within the Last 2 Years</b>	<b>% of Employers Experiencing Hiring Difficulties (out of those hiring)</b>	<b>% of Employers with Vacancies of Greater than 4 Months</b>	<b>Job Vacancy Rate</b>
751 Motor vehicle and transit drivers	19-20	41%	6%	2%	0.2%
7511 Transport truck drivers	10-11	59%	0%	6%	3.7%
7512 Bus drivers, subway operators and other transit operators	7	48%	n/a	0%	0.0%
752 Heavy equipment operators	120-123	51%	8%	2%	1.1%
7521 Heavy equipment operators (except crane)	50	54%	12%	1%	0.2%
7522 Public works maintenance equipment operators and related workers	99-102	50%	7%	2%	1.5%
761 Trades helpers and labourers	10	38%	n/a	0%	n/a
7611 Construction trades helpers and labourers	8	55%	n/a	0%	n/a
762 Public works and other labourers, n.e.c.	82-85	57%	8%	4%	1.4%
7621 Public works and maintenance labourers	82-85	58%	8%	4%	1.4%
825 Contractors and supervisors, agriculture, horticulture and related operations and services	24-26	29%	0%	0%	n/a
8252 Agricultural service contractors, farm supervisors and specialized livestock workers	12	23%	n/a	0%	n/a
8255 Contractors and supervisors, landscaping, grounds maintenance and horticulture services	15-17	34%	0%	0%	n/a
861 Harvesting, landscaping and natural resources labourers	17	79%	0%	6%	2.7%
8612 Landscaping and grounds maintenance labourers	17	79%	0%	6%	2.7%
921 Supervisors, processing and manufacturing occupations	6-7	25%	n/a	0%	n/a
9212 Supervisors, petroleum, gas and chemical processing and utilities	6-7	26%	n/a	0%	n/a
924 Utilities equipment operators and controllers	68	31%	39%	2%	0.7%
9243 Water and waste treatment plant operators	68	31%	39%	2%	0.7%

“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.*