

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.

Transportation & Warehousing Industry Summary Report

SURVEY RESULTS

The survey was completed with 352 employers in the Transportation & Warehousing industry sector who provided information on over 15,848 employees in various occupational classifications¹. Survey data were collected between January and July 2019. Alberta Wage and Salary Survey results by Four-Digit National Occupational Classification (NOC) for all of Alberta, by industry group, and by geographic area can be found at www.alis.alberta.ca/occinfo

WAGES FOR SELECTED OCCUPATIONS

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

| TRANSPORTATION & WAREHOUSING 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 | 37 | 238 | B | 40.8 | \$70.28 | \$114.53 | \$89.96 |
| 0016 Senior managers - construction, transportation, production and utilities | 35 | 235 | B | 40.8 | \$70.84 | \$115.77 | \$90.78 |
| 011 Administrative services managers | 52 | 178 | A | 40.3 | \$46.63 | \$60.25 | \$51.17 |
| 0111 Financial managers | 25 | 88 | B | 41.1 | \$53.08 | \$70.41 | \$58.64 |
| 0112 Human resources managers | 25 | 52 | B | 40.1 | \$42.08 | \$55.04 | \$46.80 |

¹The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 5.0\%$ at a 95% confidence level (i.e., 19 times out of 20) taking into account the sample design effect associated with over/under sampling and data weighting.

²Occupations were selected as the top occupations in terms of number of employees as per Statistics Canada 2016 Census for this industry and supplemented by other occupations frequently reported by industry employers. Only occupations with a minimum number of reportable observations were selected. Some occupations common to this industry may not be listed if sufficient reliable data were not available.

| TRANSPORTATION & WAREHOUSING 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 |
|---|-------------------------|----------------|-----------------------|----------------------------|-------------------|--------------|---------------------------------------|
| 062 Retail and wholesale trade managers | 22 | 46 | B | 48.6 | \$24.31 | \$33.77 | \$30.42 |
| 0621 Retail and wholesale trade managers | 22 | 46 | B | 48.6 | \$24.31 | \$33.77 | \$30.42 |
| 071 Managers in construction and facility operation and maintenance | 33 | 110 | B | 40.8 | \$42.89 | \$56.73 | \$50.98 |
| 0714 Facility operation and maintenance managers | 28 | 76 | B | 41.1 | \$41.72 | \$53.02 | \$46.32 |
| 073 Managers in transportation | 108 | 293 | B | 44.2 | \$30.90 | \$46.11 | \$37.36 |
| 0731 Managers in transportation | 108 | 293 | B | 44.2 | \$30.90 | \$46.11 | \$37.36 |
| 111 Auditors, accountants and investment professionals | 32 | 364 | B | 39.9 | \$33.77 | \$52.37 | \$40.57 |
| 1111 Financial auditors and accountants | 27 | 187 | B | 39.8 | \$30.17 | \$46.59 | \$37.45 |
| 112 Human resources and business service professionals | 31 | 415 | A | 39.7 | \$37.92 | \$55.91 | \$44.01 |
| 1121 Human resources professionals | 25 | 118 | B | 39.6 | \$31.39 | \$42.13 | \$36.09 |
| 121 Administrative services supervisors | 47 | 211 | B | 40.3 | \$29.32 | \$38.13 | \$33.26 |
| 1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations | 42 | 199 | B | 40.4 | \$29.33 | \$38.13 | \$33.37 |
| 122 Administrative and regulatory occupations | 71 | 326 | B | 38.3 | \$22.60 | \$34.04 | \$27.63 |
| 1221 Administrative officers | 63 | 201 | B | 38.1 | \$20.97 | \$31.75 | \$26.18 |
| 124 Office administrative assistants - general, legal and medical | 49 | 248 | A | 37.9 | \$19.54 | \$29.07 | \$23.65 |
| 1241 Administrative assistants | 49 | 237 | A | 37.9 | \$19.52 | \$29.02 | \$23.55 |
| 131 Finance, insurance and related business administrative occupations | 25 | 48 | B | 35.7 | \$20.62 | \$26.81 | \$24.31 |
| 1311 Accounting technicians and bookkeepers | 22 | 38 | B | 34.5 | \$21.01 | \$28.13 | \$25.17 |
| 141 General office workers | 59 | 176 | A | 38.2 | \$18.48 | \$27.43 | \$21.89 |
| 1411 General office support workers | 43 | 144 | A | 38.0 | \$18.64 | \$29.07 | \$22.44 |
| 1414 Receptionists | 16 | 30 | C | 38.9 | \$17.54 | \$20.51 | \$19.42 |

| TRANSPORTATION & WAREHOUSING 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 |
|---|-------------------------|----------------|-----------------------|----------------------------|-------------------|--------------|---------------------------------------|
| 143 Financial, insurance and related administrative support workers | 76 | 243 | A | 38.8 | \$21.45 | \$29.56 | \$25.29 |
| 1431 Accounting and related clerks | 63 | 186 | A | 38.2 | \$20.99 | \$28.47 | \$24.54 |
| 1432 Payroll administrators | 21 | 56 | B | 40.6 | \$22.79 | \$32.94 | \$27.57 |
| 152 Supply chain logistics, tracking and scheduling co-ordination occupations | 149 | 1,164 | B | 40.0 | \$21.49 | \$31.43 | \$25.51 |
| 1521 Shippers and receivers | 19 | 596 | C | 38.0 | \$17.64 | \$24.01 | \$20.61 |
| 1525 Dispatchers | 120 | 426 | A | 41.5 | \$23.42 | \$33.35 | \$28.33 |
| Common Professional, Technical, Skilled, and Labour Occupations | | | | | | | |
| 224 Technical occupations in electronics and electrical engineering | 17 | 310 | B | 40.0 | \$26.41 | \$42.02 | \$32.95 |
| 2244 Aircraft instrument, electrical and avionics mechanics, technicians and inspectors | 12 | 202 | B | 40.0 | \$25.22 | \$41.67 | \$31.31 |
| 226 Other technical inspectors and regulatory officers | 42 | 82 | B | 39.3 | \$36.57 | \$48.73 | \$44.08 |
| 2263 Inspectors in public and environmental health and occupational health and safety | 39 | 58 | B | 39.1 | \$30.72 | \$43.02 | \$39.54 |
| 227 Transportation officers and controllers | 19 | 223 | C | 40.7 | \$26.15 | \$57.65 | \$38.65 |
| 2271 Air pilots, flight engineers and flying instructors | 18 | 206 | C | 40.8 | \$26.40 | \$59.15 | \$39.65 |
| 641 Sales and account representatives - wholesale trade (non-technical) | 18 | 45 | C | 40.0 | \$28.45 | \$41.75 | \$33.98 |
| 6411 Sales and account representatives - wholesale trade (non-technical) | 18 | 45 | C | 40.0 | \$28.45 | \$41.75 | \$33.98 |
| 655 Customer and information services representatives | 17 | 139 | C | 37.7 | \$17.87 | \$24.30 | \$20.85 |
| 6552 Other customer and information services representatives | 17 | 139 | C | 37.7 | \$17.87 | \$24.30 | \$20.85 |
| 673 Cleaners | 38 | 169 | B | 37.0 | \$19.98 | \$30.45 | \$24.28 |
| 6732 Specialized cleaners | 20 | 95 | B | 37.8 | \$19.39 | \$32.63 | \$24.77 |
| 6733 Janitors, caretakers and building superintendents | 17 | 29 | C | 33.9 | \$24.17 | \$28.37 | \$26.16 |

| TRANSPORTATION & WAREHOUSING 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 |
|---|-------------------------|----------------|-----------------------|----------------------------|-------------------|--------------|---------------------------------------|
| 730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators | 43 | 138 | C | 39.3 | \$28.19 | \$35.59 | \$31.43 |
| 7301 Contractors and supervisors, mechanic trades | 21 | 40 | B | 39.2 | \$34.85 | \$42.59 | \$39.34 |
| 7305 Supervisors, motor transport and other ground transit operators | 17 | 76 | D | 39.2 | \$26.30 | \$34.02 | \$28.97 |
| 731 Machinery and transportation equipment mechanics (except motor vehicles) | 79 | 424 | B | 41.5 | \$27.38 | \$44.58 | \$36.29 |
| 7312 Heavy-duty equipment mechanics | 57 | 293 | A | 42.0 | \$27.74 | \$45.49 | \$36.99 |
| 7315 Aircraft mechanics and aircraft inspectors | 19 | 94 | C | 40.1 | \$26.72 | \$43.36 | \$33.69 |
| 732 Automotive service technicians | 88 | 448 | B | 41.6 | \$27.63 | \$40.90 | \$34.70 |
| 7321 Automotive service technicians, truck and bus mechanics and mechanical repairers | 86 | 430 | B | 41.7 | \$27.84 | \$41.05 | \$34.89 |
| 745 Longshore workers and material handlers | 40 | 874 | B | 39.0 | \$18.21 | \$23.05 | \$21.44 |
| 7452 Material handlers | 38 | 842 | B | 39.1 | \$18.25 | \$23.05 | \$21.49 |
| 751 Motor vehicle and transit drivers | 243 | 5,236 | A | 42.7 | \$24.59 | \$33.67 | \$28.47 |
| 7511 Transport truck drivers | 213 | 3,787 | A | 48.6 | \$26.19 | \$37.39 | \$31.06 |
| 7512 Bus drivers, subway operators and other transit operators | 21 | 1,193 | C | 25.1 | \$20.42 | \$21.45 | \$21.06 |
| 7514 Delivery and courier service drivers | 12 | 226 | C | 43.2 | \$17.15 | \$24.73 | \$19.27 |
| 752 Heavy equipment operators | 24 | 270 | B | 45.5 | \$27.06 | \$43.12 | \$34.16 |
| 7521 Heavy equipment operators (except crane) | 23 | 262 | B | 45.5 | \$27.04 | \$43.12 | \$34.12 |
| 761 Trades helpers and labourers | 18 | 173 | C | 42.8 | \$26.13 | \$30.50 | \$28.21 |
| 7612 Other trades helpers and labourers | 17 | 48 | B | 40.1 | \$21.81 | \$27.16 | \$24.20 |
| 762 Public works and other labourers, n.e.c. | 36 | 282 | A | 41.7 | \$19.88 | \$26.11 | \$23.63 |
| 7622 Railway and motor transport labourers | 35 | 281 | A | 41.7 | \$19.87 | \$26.09 | \$23.61 |

| TRANSPORTATION & WAREHOUSING 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 |
|--|-------------------------|----------------|-----------------------|----------------------------|-------------------|--------------|---------------------------------------|
| 861 Harvesting, landscaping and natural resources labourers | 18 | 76 | A | 39.9 | \$20.85 | \$28.01 | \$23.70 |
| 8615 Oil and gas drilling, servicing and related labourers | 16 | 64 | A | 39.9 | \$21.07 | \$28.47 | \$24.07 |

"n" in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 38 employers combined reported wages for 169 Cleaners (NOC 673).

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 Transportation & Warehousing industry as cited by survey respondents and confirmed through review of the data.

| TRANSPORTATION & WAREHOUSING 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 | 35-36 | 14% | 10% | 0% | 0.0% |
| 0016 Senior managers - construction, transportation, production and utilities | 33-34 | 15% | 10% | 0% | 0.0% |
| 011 Administrative services managers | 51-52 | 18% | 33% | 1% | n/a |
| 0111 Financial managers | 24-25 | 13% | 62% | 0% | 0.0% |
| 0112 Human resources managers | 24-25 | 33% | 25% | 0% | n/a |
| 062 Retail and wholesale trade managers | 22 | 15% | n/a | 6% | 5.6% |
| 0621 Retail and wholesale trade managers | 22 | 15% | n/a | 6% | 5.6% |
| 071 Managers in construction and facility operation and maintenance | 32-33 | 25% | 6% | 0% | n/a |
| 0714 Facility operation and maintenance managers | 27-28 | 24% | 8% | 0% | n/a |
| 073 Managers in transportation | 108 | 19% | 30% | 2% | n/a |
| 0731 Managers in transportation | 108 | 19% | 30% | 2% | n/a |
| 111 Auditors, accountants and investment professionals | 31-32 | 45% | 4% | 1% | 0.4% |
| 1111 Financial auditors and accountants | 26-27 | 41% | 3% | 2% | n/a |
| 112 Human resources and business service professionals | 30-31 | 20% | 0% | 0% | 0.0% |
| 1121 Human resources professionals | 24-25 | 21% | 0% | 0% | n/a |
| 121 Administrative services supervisors | 46 | 39% | 30% | 1% | n/a |
| 1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations | 41 | 45% | 30% | 2% | n/a |

| TRANSPORTATION & WAREHOUSING 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 |
|---|--------------------------------|--|--|---|-------------------------|
| 122 Administrative and regulatory occupations | 70-71 | 27% | 10% | 2% | n/a |
| 1221 Administrative officers | 62-63 | 21% | 12% | 1% | n/a |
| 124 Office administrative assistants - general, legal and medical | 48-49 | 30% | 19% | 3% | 1.0% |
| 1241 Administrative assistants | 48-49 | 31% | 19% | 3% | n/a |
| 131 Finance, insurance and related business administrative occupations | 25 | 22% | 40% | 0% | n/a |
| 1311 Accounting technicians and bookkeepers | 22 | 24% | 44% | 0% | n/a |
| 141 General office workers | 57-58 | 46% | 16% | 5% | 2.6% |
| 1411 General office support workers | 42 | 44% | 23% | 7% | 3.3% |
| 1414 Receptionists | 15-16 | 52% | 0% | 0% | n/a |
| 143 Financial, insurance and related administrative support workers | 75-76 | 30% | 7% | 4% | 2.2% |
| 1431 Accounting and related clerks | 62-63 | 31% | 9% | 4% | 2.7% |
| 1432 Payroll administrators | 20-21 | 29% | 0% | 2% | n/a |
| 152 Supply chain logistics, tracking and scheduling co-ordination occupations | 148 | 50% | 34% | 10% | 2.7% |
| 1521 Shippers and receivers | 19 | 55% | 43% | 13% | 2.1% |
| 1525 Dispatchers | 119-120 | 49% | 31% | 10% | 3.5% |
| Common Professional, Technical, Skilled, and Labour Occupations | | | | | |
| 224 Technical occupations in electronics and electrical engineering | 16-17 | 21% | 62% | 21% | 3.5% |
| 2244 Aircraft instrument, electrical and avionics mechanics, technicians and inspectors | 12 | 18% | 61% | 24% | 3.6% |
| 226 Other technical inspectors and regulatory officers | 41 | 19% | 30% | 0% | n/a |
| 2263 Inspectors in public and environmental health and occupational health and safety | 38-39 | 18% | 20% | 0% | n/a |

| TRANSPORTATION & WAREHOUSING 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 |
|---|--------------------------------|--|--|---|-------------------------|
| 227 Transportation officers and controllers | 18-19 | 68% | 48% | 12% | 3.2% |
| 2271 Air pilots, flight engineers and flying instructors | 17-18 | 68% | 57% | 15% | 3.4% |
| 641 Sales and account representatives - wholesale trade (non-technical) | 18 | 37% | 22% | 5% | 2.5% |
| 6411 Sales and account representatives - wholesale trade (non-technical) | 18 | 37% | 22% | 5% | 2.5% |
| 655 Customer and information services representatives | 16-17 | 64% | 8% | 9% | 2.1% |
| 6552 Other customer and information services representatives | 16-17 | 64% | 8% | 9% | 2.1% |
| 673 Cleaners | 37 | 41% | 23% | 6% | 2.9% |
| 6732 Specialized cleaners | 19 | 65% | 26% | 10% | 2.8% |
| 6733 Janitors, caretakers and building superintendents | 17 | 21% | n/a | 0% | n/a |
| 730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators | 41-43 | 17% | 40% | 0% | n/a |
| 7301 Contractors and supervisors, mechanic trades | 19-21 | 14% | n/a | 0% | n/a |
| 7305 Supervisors, motor transport and other ground transit operators | 17 | 10% | n/a | 0% | n/a |
| 731 Machinery and transportation equipment mechanics (except motor vehicles) | 77-79 | 51% | 39% | 11% | 4.7% |
| 7312 Heavy-duty equipment mechanics | 56-57 | 48% | 41% | 10% | 3.3% |
| 7315 Aircraft mechanics and aircraft inspectors | 18-19 | 54% | 48% | 12% | 4.9% |
| 732 Automotive service technicians | 85-86 | 37% | 44% | 9% | 2.6% |
| 7321 Automotive service technicians, truck and bus mechanics and mechanical repairers | 83-84 | 36% | 44% | 8% | 2.4% |
| 745 Longshore workers and material handlers | 40 | 62% | 22% | 1% | n/a |
| 7452 Material handlers | 38 | 64% | 23% | 1% | n/a |

| TRANSPORTATION & WAREHOUSING 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 |
|--|-------------------------|---|---|--|------------------|
| 751 Motor vehicle and transit drivers | 239-240 | 68% | 61% | 20% | 5.3% |
| 7511 Transport truck drivers | 209-210 | 70% | 63% | 20% | 6.8% |
| 7512 Bus drivers, subway operators and other transit operators | 21 | 60% | 55% | 35% | 1.9% |
| 7514 Delivery and courier service drivers | 12 | 39% | 33% | 0% | n/a |
| 752 Heavy equipment operators | 24 | 45% | 65% | 21% | 9.8% |
| 7521 Heavy equipment operators (except crane) | 23 | 45% | 64% | 21% | 9.8% |
| 761 Trades helpers and labourers | 18 | 56% | 13% | 7% | 1.5% |
| 7612 Other trades helpers and labourers | 17 | 55% | 6% | 3% | 1.4% |
| 762 Public works and other labourers, n.e.c. | 36 | 69% | 54% | 14% | 5.5% |
| 7622 Railway and motor transport labourers | 35 | 70% | 54% | 14% | 5.6% |
| 861 Harvesting, landscaping and natural resources labourers | 17-18 | 61% | 18% | 7% | 3.7% |
| 8615 Oil and gas drilling, servicing and related labourers | 15-16 | 62% | 16% | 6% | 3.1% |

"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)

Transportation & Warehousing Sector (NAICS 48-49)

This sector comprises establishments primarily engaged in transporting passengers and goods, warehousing and storing goods, and providing services to these establishments. The modes of transportation are road (trucking, transit and ground passenger), rail, water, air and pipeline.

These are further subdivided according to the way in which businesses in each mode organize their establishments. National post office and courier establishments, which also transport goods, are included in this sector. Warehousing and storage establishments are subdivided according to the type of service and facility that is operated.

Many of the establishments in this sector are structured as networks, with activities, workers, and physical facilities distributed over an extensive geographic area.

Exclusion(s): Establishments primarily engaged in:

- Renting and leasing transportation equipment without operator (532, Rental and leasing services).

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