

# 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.*

### Utilities Industry Summary Report

#### SURVEY RESULTS

The survey was completed with 42 employers in the Utilities industry sector who provided information on over 1,311 employees in various occupational classifications<sup>1</sup>. 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](http://www.alis.alberta.ca/wageinfo)

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

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

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<sup>1</sup> The estimated sample error at the establishment level for overall results for this industry is estimated to be  $\pm 8.5\%$  at a 95% confidence level (i.e., 19 times out of 20) taking into account the sample design effect associated with over/under sampling and data weighting.

## WAGES FOR SELECTED OCCUPATIONS

The following table illustrates the wage survey results associated with some common occupations within this industry<sup>2</sup>. Industry-specific survey results are listed where available.

<b>UTILITIES INDUSTRY Selected Occupations (4-Digit 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>
<b>Common Business, Managerial, Administrative, and Clerical Occupations</b>							
<b>0016 Senior managers - construction, transportation, production and utilities</b>							
ALBERTA AVERAGE	298	632	A	41.1	\$77.10	\$95.34	\$86.48
<b>0111 Financial managers</b>							
ALBERTA AVERAGE	523	1439	A	38.3	\$43.37	\$69.13	\$53.85
<b>0912 Utilities managers</b>							
ALBERTA AVERAGE	76	171	B	40.1	\$37.76	\$65.84	\$51.23
<i>Utilities Industry Average</i>	<i>21</i>	<i>53</i>	<i>C</i>	<i>40</i>	<i>\$33.07</i>	<i>\$76.94</i>	<i>\$53.73</i>
<b>1111 Financial auditors and accountants</b>							
ALBERTA AVERAGE	719	2962	A	38	\$31.34	\$46.86	\$38.15
<b>1122 Professional occupations in business management consulting</b>							
ALBERTA AVERAGE	74	974	B	38	\$35.87	\$58.15	\$46.65
<b>1123 Professional occupations in advertising, marketing and public relations</b>							
ALBERTA AVERAGE	394	1773	A	38	\$31.38	\$47.02	\$39.06
<b>1221 Administrative officers</b>							
ALBERTA AVERAGE	907	3975	A	37	\$23.79	\$36.98	\$29.41
<i>Utilities Industry Average</i>	<i>10</i>	<i>19</i>	<i>C</i>	<i>37.8</i>	<i>\$27.14</i>	<i>\$36.02</i>	<i>\$32.77</i>
<b>1225 Purchasing agents and officers</b>							
ALBERTA AVERAGE	210	844	A	38	\$34.90	\$52.08	\$43.40
<i>Utilities Industry Average</i>	<i>5</i>	<i>16</i>	<i>D</i>	<i>38.7</i>	<i>\$32.00</i>	<i>\$46.20</i>	<i>\$38.79</i>
<b>1241 Administrative assistants</b>							
ALBERTA AVERAGE	754	14972	A	38	\$22.38	\$30.32	\$26.49
<i>Utilities Industry Average</i>	<i>8</i>	<i>37</i>	<i>D</i>	<i>38.6</i>	<i>\$20.87</i>	<i>n/a</i>	<i>\$31.93</i>

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

<b>UTILITIES INDUSTRY Selected Occupations (4-Digit 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>
<b>1311 Accounting technicians and bookkeepers</b>							
ALBERTA AVERAGE	614	1,215	A	34.5	\$21.74	\$31.99	\$26.74
<i>Utilities Industry Average</i>	<i>9</i>	<i>15</i>	<i>D</i>	<i>32.6</i>	<i>\$26.73</i>	<i>\$33.53</i>	<i>\$31.50</i>
<b>1411 General office support workers</b>							
ALBERTA AVERAGE	1,117	9,625	A	36.7	\$20.05	\$28.68	\$24.24
<i>Utilities Industry Average</i>	<i>12</i>	<i>46</i>	<i>C</i>	<i>36.7</i>	<i>\$23.95</i>	<i>\$42.28</i>	<i>\$30.01</i>
<b>1414 Receptionists</b>							
ALBERTA AVERAGE	1,035	2,917	A	33.4	\$17.37	\$22.72	\$19.99
<i>Utilities Industry Average</i>	<i>6</i>	<i>8</i>	<i>D</i>	<i>30.1</i>	<i>\$21.47</i>	<i>\$22.84</i>	<i>\$22.10</i>
<b>1431 Accounting and related clerks</b>							
ALBERTA AVERAGE	1,196	3,641	A	37.4	\$21.17	\$30.86	\$25.92
<i>Utilities Industry Average</i>	<i>15</i>	<i>31</i>	<i>C</i>	<i>37.7</i>	<i>\$19.99</i>	<i>\$27.76</i>	<i>\$24.09</i>
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>							
<b>2131 Civil engineers</b>							
ALBERTA AVERAGE	84	1339	A	38	\$37.17	\$64.47	\$50.74
<b>2132 Mechanical engineers</b>							
ALBERTA AVERAGE	86	317	A	39.3	\$41.14	\$63.54	\$52.87
<b>2133 Electrical and electronics engineers</b>							
ALBERTA AVERAGE	45	190	B	39.1	\$36.04	\$61.57	\$48.35
<b>2145 Petroleum engineers</b>							
ALBERTA AVERAGE	35	327	B	38.3	\$48.51	\$96.18	\$68.19
<b>2171 Information systems analysts and consultants</b>							
ALBERTA AVERAGE	160	3603	A	39	\$33.95	\$52.30	\$43.70
<b>2241 Electrical and electronics engineering technologists and technicians</b>							
ALBERTA AVERAGE	59	484	A	40.5	\$31.19	\$41.98	\$36.77
<b>2253 Drafting technologists and technicians</b>							
ALBERTA AVERAGE	158	692	A	38.5	\$26.61	\$43.02	\$34.22
<b>2263 Inspectors in public and environmental health and occupational health and safety</b>							
ALBERTA AVERAGE	258	1310	A	37.0	\$35.55	\$48.87	\$42.48
<i>Utilities Industry Average</i>	<i>6</i>	<i>11</i>	<i>D</i>	<i>39.7</i>	<i>\$44.79</i>	<i>\$47.30</i>	<i>\$46.82</i>
<b>2282 User support technicians</b>							
ALBERTA AVERAGE	170	1,039	A	39.3	\$28.41	\$38.73	\$33.65

<b>UTILITIES INDUSTRY Selected Occupations (4-Digit 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>
<b>6552 Other customer and information services representatives</b>							
ALBERTA AVERAGE	375	3,063	A	35.7	\$17.91	\$30.43	\$23.09
<b>7203 Contractors and supervisors, pipefitting trades</b>							
ALBERTA AVERAGE	23	55	B	43.7	\$37.63	\$43.15	\$40.13
<b>7244 Electrical power line and cable workers</b>							
ALBERTA AVERAGE	12	272	C	40.8	\$35.28	\$53.31	\$50.52
<b>7253 Gas fitters</b>							
ALBERTA AVERAGE	26	120	B	41.5	\$31.33	\$40.43	\$35.99
<i>Utilities Industry Average</i>	<i>13</i>	<i>36</i>	<i>C</i>	<i>40</i>	<i>\$29.38</i>	<i>\$40.91</i>	<i>\$35.19</i>
<b>7311 Construction millwrights and industrial mechanics</b>							
ALBERTA AVERAGE	26	120	B	41.5	\$31.33	\$40.43	\$35.99
<b>7442 Waterworks and gas maintenance workers</b>							
ALBERTA AVERAGE	31	154	A	38.9	\$27.21	\$40.01	\$34.49
<i>Utilities Industry Average</i>	<i>16</i>	<i>66</i>	<i>C</i>	<i>39.9</i>	<i>\$26.03</i>	<i>\$40.58</i>	<i>\$34.27</i>
<b>7521 Heavy equipment operators (except crane)</b>							
ALBERTA AVERAGE	279	3,992	A	45.1	\$24.84	\$36.52	\$30.70
<i>Utilities Industry Average</i>	<i>5</i>	<i>43</i>	<i>B</i>	<i>42.6</i>	<i>\$27.25</i>	<i>n/a</i>	<i>\$32.08</i>
<b>7621 Public works and maintenance labourers</b>							
ALBERTA AVERAGE	113	1,368	B	39.8	\$20.89	\$27.06	\$23.70
<b>9212 Supervisors, petroleum, gas and chemical processing and utilities</b>							
ALBERTA AVERAGE	59	273	B	40.6	\$45.45	\$53.69	\$49.61
<b>9232 Petroleum, gas and chemical process operators</b>							
ALBERTA AVERAGE	14	259	C	41	\$46.80	\$55.75	\$53.85
<b>9241 Power engineers and power systems operators</b>							
ALBERTA AVERAGE	58	504	B	41.8	\$33.64	\$46.50	\$41.12
<b>9243 Water and waste treatment plant operators</b>							
ALBERTA AVERAGE	86	460	A	39.5	\$26.37	\$33.92	\$31.19

n" in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 86 employers combined reported wages for 460 Water and waste treatment plant operators - (NOC 9243).

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

UTILITIES INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
<b>Common Business, Managerial, Administrative, and Clerical Occupations</b>					
<b>0016 Senior managers - construction, transportation, production and utilities</b>					
ALBERTA AVERAGE	290-293	11%	22%	1%	n/a
<b>0111 Financial managers</b>					
ALBERTA AVERAGE	486-495	18%	16%	1%	1.0%
<b>0912 Utilities managers</b>					
ALBERTA AVERAGE	65-70	14%	27%	3%	1.4%
<i>Utilities Industry Average</i>	<i>19-21</i>	<i>16%</i>	<i>n/a</i>	<i>0%</i>	<i>n/a</i>
<b>1111 Financial auditors and accountants</b>					
ALBERTA AVERAGE	677-681	27%	14%	2%	n/a
<b>1122 Professional occupations in business management consulting</b>					
ALBERTA AVERAGE	52-57	30%	4%	6%	1.8%
<b>1123 Professional occupations in advertising, marketing and public relations</b>					
ALBERTA AVERAGE	360-369	44%	11%	4%	1.8%
<b>1221 Administrative officers</b>					
ALBERTA AVERAGE	859-873	25%	7%	1%	n/a
<i>Utilities Industry Average</i>	<i>9-10</i>	<i>19%</i>	<i>n/a</i>	<i>0%</i>	<i>n/a</i>
<b>1225 Purchasing agents and officers</b>					
ALBERTA AVERAGE	178-179	21%	7%	1%	n/a
<i>Utilities Industry Average</i>	<i>4-5</i>	<i>44%</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
<b>1241 Administrative assistants</b>					
ALBERTA AVERAGE	705-714	39%	11%	2%	n/a
<i>Utilities Industry Average</i>	<i>7-8</i>	<i>59%</i>	<i>0%</i>	<i>0%</i>	<i>n/a</i>
<b>1311 Accounting technicians and bookkeepers</b>					
ALBERTA AVERAGE	607-611	23%	18%	1%	n/a
<i>Utilities Industry Average</i>	<i>9</i>	<i>14%</i>	<i>n/a</i>	<i>0%</i>	<i>n/a</i>
<b>1411 General office support workers</b>					

<b>UTILITIES INDUSTRY Selected Occupations (4-Digit 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>
ALBERTA AVERAGE	1060-1071	39%	13%	3%	1.2%
<i>Utilities Industry Average</i>	<i>11</i>	<i>31%</i>	<i>n/a</i>	<i>0%</i>	<i>n/a</i>
<b>1414 Receptionists</b>					
ALBERTA AVERAGE	1000-1006	50%	14%	1%	n/a
<i>Utilities Industry Average</i>	<i>5-6</i>	<i>24%</i>	<i>n/a</i>	<i>0%</i>	<i>n/a</i>
<b>1431 Accounting and related clerks</b>					
ALBERTA AVERAGE	1160-1164	30%	11%	2%	n/a
<i>Utilities Industry Average</i>	<i>14-15</i>	<i>43%</i>	<i>0%</i>	<i>8%</i>	<i>3.4%</i>
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>					
<b>2131 Civil engineers</b>					
ALBERTA AVERAGE	58-61	36%	33%	4%	1.6%
<b>2132 Mechanical engineers</b>					
ALBERTA AVERAGE	77-80	29%	21%	1%	n/a
<b>2133 Electrical and electronics engineers</b>					
ALBERTA AVERAGE	38-40	36%	11%	4%	1.5%
<b>2145 Petroleum engineers</b>					
ALBERTA AVERAGE	32-34	30%	9%	2%	n/a
<b>2171 Information systems analysts and consultants</b>					
ALBERTA AVERAGE	121-124	36%	12%	9%	3.6%
<b>2241 Electrical and electronics engineering technologists and technicians</b>					
ALBERTA AVERAGE	39-40	32%	35%	7%	6.5%
<b>2253 Drafting technologists and technicians</b>					
ALBERTA AVERAGE	148-149	29%	24%	1%	n/a
<b>2263 Inspectors in public and environmental health and occupational health and safety</b>					
ALBERTA AVERAGE	222-225	31%	27%	5%	1.6%
<i>Utilities Industry Average</i>	<i>6</i>	<i>49%</i>	<i>n/a</i>	<i>0%</i>	<i>n/a</i>
<b>2282 User support technicians</b>					
ALBERTA AVERAGE	133-140	34%	26%	4%	2.6%
<b>6552 Other customer and information services representatives</b>					
ALBERTA AVERAGE	354-355	47%	18%	6%	1.5%

<b>UTILITIES INDUSTRY Selected Occupations (4-Digit 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>7203 Contractors and supervisors, pipefitting trades</b> ALBERTA AVERAGE	19-20	20%	n/a	0%	n/a
<b>7243 Power system electricians</b> ALBERTA AVERAGE	4	n/a	n/a	n/a	n/a
<b>7244 Electrical power line and cable workers</b> ALBERTA AVERAGE	9-11	30%	0%	7%	n/a
<b>7253 Gas fitters</b> ALBERTA AVERAGE	26	27%	31%	9%	4.8%
<i>Utilities Industry Average</i>	<i>13</i>	<i>9%</i>	<i>n/a</i>	<i>7%</i>	<i>3.7%</i>
<b>7311 Construction millwrights and industrial mechanics</b> ALBERTA AVERAGE	130-132	39%	31%	9%	1.8%
<b>7442 Waterworks and gas maintenance workers</b> ALBERTA AVERAGE	28-29	34%	26%	3%	n/a
<i>Utilities Industry Average</i>	<i>15-16</i>	<i>30%</i>	<i>12%</i>	<i>0%</i>	<i>n/a</i>
<b>7521 Heavy equipment operators (except crane)</b> ALBERTA AVERAGE	266-268	58%	31%	6%	1.8%
<i>Utilities Industry Average</i>	<i>4-5</i>	<i>49%</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
<b>7621 Public works and maintenance labourers</b> ALBERTA AVERAGE	103-106	61%	3%	3%	1.4%
<b>9212 Supervisors, petroleum, gas and chemical processing and utilities</b> ALBERTA AVERAGE	51-52	23%	19%	2%	1.7%
<b>9232 Petroleum, gas and chemical process operators</b> ALBERTA AVERAGE	13-14	63%	8%	5%	n/a
<b>9241 Power engineers and power systems operators</b> ALBERTA AVERAGE	33-35	47%	33%	0%	n/a
<b>9243 Water and waste treatment plant operators</b> ALBERTA AVERAGE	74-78	49%	18%	2%	n/a

“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)  
Utilities Sector (NAICS 22)**

This sector comprises establishments primarily engaged in operating electric, gas and water utilities. These establishments generate, transmit, control and distribute electric power; distribute natural gas; treat and distribute water; operate sewer systems and sewage treatment facilities; and provide related services, generally through a permanent infrastructure of lines, pipes and treatment and processing facilities.

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