

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.

Agriculture Industry Summary Report

SURVEY RESULTS

The survey was completed with 150 employers in the Agriculture industry sector who provided information on over 2,939 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/occinfo

A modest number of survey completions was obtained from employers in this industry. Many small Agriculture operations would not have met the criteria for inclusion in the survey sample (ten or more employees in Calgary and Edmonton regions; five or more employees in other regions). Furthermore, some of the employment reported on was spread across a variety of occupations. Where possible, results exclusively from employers in this industry sector are presented in this report. For certain agriculture-related occupations, industry-specific results could not be reported. Also, some occupations reported here are associated with lower levels of statistical reliability.

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.

AGRICULTURE 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							
062 Retail and wholesale trade managers	7	22	D	45	\$25.92	\$32.95	\$30.00
0621 Retail and wholesale trade managers	7	22	D	45	\$25.92	\$32.95	\$30.00

¹ The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 7.5\%$ 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.

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.

AGRICULTURE 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
082 Managers in agriculture horticulture and aquaculture	61	153	B	46.7	\$27.19	\$35.85	\$31.76
0821 Managers in agriculture	47	124	B	47.5	\$26.94	\$36.40	\$32.02
0822 Managers in horticulture	14	29	C	43	\$28.57	\$33.01	\$30.30
091 Managers in manufacturing and utilities	11	12	C	41.2	\$28.76	\$37.32	\$35.87
0911 Manufacturing managers	10	11	C	41	\$28.97	\$37.56	\$36.15
111 Auditors accountants and investment professionals	11	17	C	40.2	\$31.81	\$41.68	\$35.69
1111 Financial auditors and accountants	11	17	C	40.2	\$31.81	\$41.68	\$35.69
122 Administrative and regulatory occupations	20	30	B	39	\$25.84	\$34.67	\$30.91
1221 Administrative officers	15	21	C	38.9	\$26.03	\$31.66	\$28.92
124 Office administrative assistants - General legal and medical	15	31	C	36.5	\$17.23	\$26.14	\$23.24
1241 Administrative assistants	15	31	C	36.5	\$17.23	\$26.14	\$23.24
131 Finance insurance and related business administrative occupations	13	23	C	33.1	\$23.64	\$32.78	\$30.06
1311 Accounting technicians and bookkeepers	12	15	C	29.6	\$24.32	\$28.91	\$27.56
141 General office workers	25	52	B	34.8	\$18.98	\$28.98	\$22.55
1411 General office support workers	21	48	B	35.3	\$18.93	\$28.86	\$22.62
143 Financial insurance and related administrative support workers	19	37	B	35.9	\$20.15	\$29.14	\$24.86
1431 Accounting and related clerks	17	29	C	35.5	\$20.19	\$29.00	\$24.98
Common Professional, Technical, Skilled, and Labour Occupations							
642 Retail salespersons	8	43	D	35.5	\$15.53	\$18.53	\$16.29
6421 Retail salespersons	8	43	D	35.5	\$15.53	\$18.53	\$16.29
731 Machinery and transportation equipment mechanics (except motor vehicle)	21	55	B	41.9	\$23.48	\$37.04	\$32.33
7312 Heavy-duty equipment mechanics	17	39	C	42.3	\$21.01	\$37.68	\$32.05
745 Longshore workers and material handlers	7	52	A	40	\$18.98	\$22.01	\$20.75
7452 Material handlers	7	52	A	40	\$18.98	\$22.01	\$20.75
751 Motor vehicle and transit drivers	29	171	B	46	\$22.03	\$25.56	\$24.03
7511 Transport truck drivers	20	125	B	46.1	\$22.96	\$27.16	\$25.32
7514 Delivery and courier service drivers	9	46	D	45.9	\$19.65	\$21.51	\$21.34
825 Contractors and supervisors agriculture horticulture and related operations and services	39	261	B	43.4	\$18.24	\$24.21	\$21.22
8252 Agricultural service contractors, farm	33	235	B	43.3	\$18.29	\$24.48	\$21.34

AGRICULTURE 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
supervisors and specialized livestock workers							
843 Agriculture and horticulture workers	104	1,289	A	44.3	\$16.38	\$22.76	\$19.11
8431 General farm workers	80	972	A	45.4	\$17.27	\$24.28	\$20.39
8432 Nursery and greenhouse workers	24	317	B	40	\$12.84	\$16.71	\$14.09
861 Harvesting landscaping and natural resources labourers	17	229	B	38.7	\$14.41	\$20.12	\$18.75
8611 Harvesting labourers	7	147	C	42.5	\$14.73	\$21.89	\$20.73
8612 Landscaping and grounds maintenance labourers	9	74	C	33.3	\$13.91	\$17.86	\$15.77
946 Machine operators and related workers in food beverage and associated products processing	7	32	B	38.5	\$17.84	\$24.32	\$20.31
961 Labourers in processing manufacturing and utilities	11	62	B	38.5	\$17.88	\$25.00	\$20.86

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 11 employers combined reported wages for 62 Labourers in processing, manufacturing and utilities - (NOC 961).

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

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

Data Reliability Codes are based on coefficient of variation as an indicator of general reliability: “A”: coefficient of variation of less than or equal to $\pm 6.00\%$, “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 Agriculture industry as cited by survey respondents and confirmed through review of the data.

AGRICULTURE 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					
062 Retail and wholesale trade managers	7	7%	n/a	0%	n/a
0621 Retail and wholesale trade managers	7	7%	n/a	0%	n/a
082 Managers in agriculture horticulture and aquaculture	59-61	13%	17%	4%	1.2%
0821 Managers in agriculture	45-47	14%	19%	5%	1.4%
0822 Managers in horticulture	14	8%	n/a	0%	n/a
091 Managers in manufacturing and utilities	11	12%	n/a	0%	n/a
0911 Manufacturing managers	10	10%	n/a	0%	n/a
111 Auditors accountants and investment professionals	11	10%	n/a	0%	n/a
1111 Financial auditors and accountants	11	10%	n/a	0%	n/a
122 Administrative and regulatory occupations	20	9%	n/a	2%	1.7%
1221 Administrative officers	15	15%	n/a	4%	3.0%
124 Office administrative assistants - General legal and medical	15	14%	n/a	0%	n/a
1241 Administrative assistants	15	14%	n/a	0%	n/a
131 Finance insurance and related business administrative occupations	13	9%	n/a	2%	1.7%
1311 Accounting technicians and bookkeepers	12	6%	n/a	0%	n/a
141 General office workers	25	40%	27%	0%	n/a
1411 General office support workers	21	37%	33%	0%	n/a
143 Financial insurance and related administrative support workers	19	30%	71%	9%	10.1%
1431 Accounting and related clerks	17	31%	71%	10%	n/a
Common Professional, Technical, Skilled, and Labour Occupations					
642 Retail salespersons	8	50%	n/a	10%	2.6%
6421 Retail salespersons	8	50%	n/a	10%	2.6%
731 Machinery and transportation equipment mechanics (except motor vehicle)	21	21%	49%	0%	n/a
7312 Heavy-duty equipment mechanics	17	11%	n/a	0%	n/a

AGRICULTURE 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
745 Longshore workers and material handlers	7	82%	27%	27%	n/a
7452 Material handlers	7	82%	27%	27%	26.2%
751 Motor vehicle and transit drivers	28	44%	11%	4%	2.6%
7511 Transport truck drivers	20	40%	10%	1%	n/a
7514 Delivery and courier service drivers	8	56%	14%	12%	6.8%
825 Contractors and supervisors agriculture horticulture and related operations and services	39	44%	78%	16%	4.8%
8252 Agricultural service contractors, farm supervisors and specialized livestock workers	33	47%	84%	18%	5.2%
843 Agriculture and horticulture workers	101-103	63%	50%	15%	4.3%
8431 General farm workers	78-79	65%	49%	17%	4.0%
8432 Nursery and greenhouse workers	23-24	53%	59%	4%	5.8%
861 Harvesting landscaping and natural resources labourers	17	69%	47%	19%	9.4%
8611 Harvesting labourers	6-7	59%	n/a	9%	13.6%
8612 Landscaping and grounds maintenance labourers	9	66%	57%	4%	1.7%
946 Machine operators and related workers in food beverage and associated products processing	7	45%	n/a	11%	3.4%
961 Labourers in processing manufacturing and utilities	10	59%	0%	7%	1.2%

“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) Agriculture Sector (NAICS 111, 112, 1151, 1152)

For this survey, the Agriculture industry group is composed of four NAICS subsectors: The Crop production subsector (NAICS 111) comprises establishments, such as farms, orchards, groves, greenhouses and nurseries, primarily engaged in growing crops, plants, vines, trees and their seeds (excluding those engaged in forestry operations). Industries have been created taking into account input factors, such as suitable land, climatic conditions, type of equipment, and the amount and type of labour required. The production process is typically completed when the raw product or commodity grown reaches the "farm gate" for market, that is, at the point of first sale or price determination. Establishments in these industries may use traditional crop production methods, employ modified or improved crop inputs, or engage in organic crop production.

An establishment is classified to a NAICS industry or a national level industry within this subsector provided that fifty percent or more of the establishment's agricultural production consists of the crops of the industry. Establishments with fifty percent or more crop production and with no one product or family of products of an industry accounting for fifty percent of the production are treated as combination crop farms and classified to 11199, All Other Crop Farming, except for establishments with fifty percent or more in the production of oilseeds and grain, which are classified to 11119, Other Grain Farming.

The Animal production subsector (NAICS 112) comprises establishments, such as ranches, farms and feedlots, primarily engaged in raising animals, producing animal products and fattening animals. Industries have been created taking into account input factors such as suitable grazing or pasture land, specialized buildings, type of equipment, and the amount and type of labour required. An establishment is classified to a NAICS industry or a national level industry within this subsector provided that fifty percent or more of the establishment's agricultural production consists of the products of that industry. Establishments with fifty percent or more animal production and with no one product or family of products of an industry accounting for fifty percent of the production are treated as combination animal farms and classified to 11299, All Other Animal Production.

NAICS 1151 and 1152 comprises of establishments engaged in supportive activities for crop and animal production.

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