

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.

Agriculture Industry Summary Report

SURVEY RESULTS

The survey was completed with 152 employers in the Agriculture industry sector who provided information on over 3,063 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

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). 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							
011 Administrative services managers	14	28	C	40.5	\$31.17	\$53.42	\$41.37
0111 Financial managers	12	24	C	40.8	\$31.75	\$55.37	\$42.48

¹ The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 8.6\%$ 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.

² 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.

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
062 Retail and wholesale trade managers	10	33	B	43.9	\$32.08	\$38.64	\$34.68
0621 Retail and wholesale trade managers	10	33	B	43.9	\$32.08	\$38.64	\$34.68
082 Managers in agriculture, horticulture and aquaculture	47	128	B	45.3	\$24.84	\$33.39	\$30.37
0821 Managers in agriculture	38	105	B	45.6	\$24.80	\$33.56	\$30.53
0822 Managers in horticulture	9	23	D	43.7	\$25.00	\$32.65	\$29.58
111 Auditors, accountants and investment professionals	9	19	D	37.0	\$27.73	\$46.95	\$37.96
1111 Financial auditors and accountants	9	19	D	37.0	\$27.73	\$46.95	\$37.96
122 Administrative and regulatory occupations	24	35	B	38.1	\$21.06	\$35.77	\$29.47
1221 Administrative officers	18	29	C	38.1	\$21.03	\$36.86	\$30.66
124 Office administrative assistants - general, legal and medical	13	20	C	37.6	\$20.62	\$23.56	\$21.79
1241 Administrative assistants	13	20	C	37.6	\$20.62	\$23.56	\$21.79
131 Finance, insurance and related business administrative occupations	11	17	C	34.3	\$26.46	\$33.81	\$30.04
1311 Accounting technicians and bookkeepers	11	17	C	34.3	\$26.46	\$33.81	\$30.04
141 General office workers	26	43	B	34.1	\$19.09	\$23.03	\$21.67
1411 General office support workers	21	37	B	34.4	\$18.90	\$22.73	\$21.23
143 Financial, insurance and related administrative support workers	14	36	C	30.2	\$18.69	\$30.91	\$23.70
1431 Accounting and related clerks	14	36	C	30.2	\$18.69	\$30.91	\$23.70
152 Supply chain logistics, tracking and scheduling co-ordination occupations	8	21	D	45.6	\$21.80	\$25.30	\$24.40
Common Professional, Technical, Skilled, and Labour Occupations							
642 Retail salespersons	13	156	C	33.8	\$15.84	\$21.11	\$16.88
6421 Retail salespersons	13	156	C	33.8	\$15.84	\$21.11	\$16.88

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
673 Cleaners	12	77	C	35.2	\$17.50	\$42.41	\$20.65
6733 Janitors, caretakers and building superintendents	11	73	B	35.3	\$18.02	\$45.99	\$21.61
731 Machinery and transportation equipment mechanics (except motor vehicles)	15	32	C	44.5	\$25.30	\$32.91	\$29.71
7312 Heavy-duty equipment mechanics	14	30	C	45.1	\$25.34	\$33.84	\$30.28
751 Motor vehicle and transit drivers	21	166	B	43.0	\$21.56	\$25.81	\$23.16
7511 Transport truck drivers	18	151	C	42.7	\$21.73	\$25.88	\$23.26
825 Contractors and supervisors, agriculture, horticulture and related operations and services	44	188	A	45.0	\$19.69	\$26.61	\$23.35
8252 Agricultural service contractors, farm supervisors and specialized livestock workers	40	176	B	45.0	\$19.68	\$26.89	\$23.49
843 Agriculture and horticulture workers	112	1,631	A	42.2	\$16.84	\$23.27	\$19.37
8431 General farm workers	89	1,306	A	43.1	\$17.14	\$24.33	\$19.96
8432 Nursery and greenhouse workers	23	325	B	37.0	\$15.12	\$17.33	\$15.98
861 Harvesting, landscaping and natural resources labourers	12	69	C	43.3	\$21.59	\$22.73	\$22.05
8611 Harvesting labourers	5	41	D	44.6	\$22.88	\$23.72	\$23.32
8612 Landscaping and grounds maintenance labourers	8	28	D	37.6	\$15.68	\$18.18	\$16.20
961 Labourers in processing, manufacturing and utilities	7	64	C	42.4	\$16.00	\$23.35	\$19.80

"n" in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 23 employers combined reported wages for 325 Nursery and greenhouse workers (NOC 8432).

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					
011 Administrative services managers	14	3%	n/a	0%	n/a
0111 Financial managers	12	3%	n/a	0%	n/a
062 Retail and wholesale trade managers	10	10%	n/a	0%	0.0%
0621 Retail and wholesale trade managers	10	10%	n/a	0%	0.0%
082 Managers in agriculture, horticulture and aquaculture	46-47	15%	90%	1%	n/a
0821 Managers in agriculture	37-38	15%	96%	0%	n/a
0822 Managers in horticulture	9	12%	n/a	7%	3.0%
111 Auditors, accountants and investment professionals	9	28%	n/a	0%	n/a
1111 Financial auditors and accountants	9	28%	n/a	0%	n/a
122 Administrative and regulatory occupations	23	37%	n/a	0%	n/a
1221 Administrative officers	18	35%	n/a	0%	n/a
124 Office administrative assistants - general, legal and medical	13	20%	n/a	0%	n/a
1241 Administrative assistants	13	20%	n/a	0%	n/a
131 Finance, insurance and related business administrative occupations	11	11%	n/a	0%	n/a
1311 Accounting technicians and bookkeepers	11	11%	n/a	0%	n/a
141 General office workers	26	29%	21%	0%	n/a
1411 General office support workers	21	29%	25%	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
143 Financial, insurance and related administrative support workers	14	30%	32%	0%	n/a
1431 Accounting and related clerks	14	30%	32%	0%	n/a
152 Supply chain logistics, tracking and scheduling co-ordination occupations	8	17%	n/a	0%	n/a
Common Professional, Technical, Skilled, and Labour Occupations					
642 Retail salespersons	12-13	46%	19%	16%	n/a
6421 Retail salespersons	12-13	46%	19%	16%	n/a
673 Cleaners	12	45%	40%	0%	n/a
6733 Janitors, caretakers and building superintendents	11	54%	40%	0%	0.0%
731 Machinery and transportation equipment mechanics (except motor vehicles)	15	27%	59%	0%	n/a
7312 Heavy-duty equipment mechanics	14	31%	59%	0%	n/a
751 Motor vehicle and transit drivers	21	52%	36%	22%	n/a
7511 Transport truck drivers	18	52%	39%	20%	n/a
825 Contractors and supervisors, agriculture, horticulture and related operations and services	42-43	29%	93%	13%	7.2%
8252 Agricultural service contractors, farm supervisors and specialized livestock workers	38-39	30%	93%	15%	7.5%
843 Agriculture and horticulture workers	108-111	59%	62%	10%	2.8%
8431 General farm workers	85-88	58%	65%	10%	3.0%
8432 Nursery and greenhouse workers	23	65%	45%	10%	1.9%
861 Harvesting, landscaping and natural resources labourers	11	46%	54%	5%	n/a
8611 Harvesting labourers	n/a	n/a	n/a	n/a	n/a
8612 Landscaping and grounds maintenance labourers	8	61%	30%	10%	3.2%

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
961 Labourers in processing, manufacturing and utilities	7	53%	n/a	0%	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)
 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 within this subsector provided that fifty percent or more of the establishment's agricultural production consists of crops. Establishments with fifty percent or more crop production and with no one product or family of products accounting for fifty percent of the production are treated as combination crop farms and classified to 11199 All other crop farming, except if fifty percent or more of the production is a combination of oilseeds and grains, in which case they are classified to 11119 Other grain farming.

The Animal production and aquaculture 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 within this subsector provided that fifty percent or more of the establishment's agricultural production consists of animal production or aquaculture. Establishments with fifty percent or more animal production or aquaculture and with no one product or family of products accounting for fifty percent of the production are treated as combination animal farms and classified to 11299 All other animal production.

Establishments not classified to any other industry, primarily engaged in raising animals, such as llamas, bison, wild boar, deer, elk, worms, crickets, laboratory animals and companion animals, for example dogs, cats, pet birds and other pets are also included in this industry and classified to 11299, All other animal production.

NAICS 1151 and 1152 comprises establishments engaged in supportive activities for growing crops.

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