

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.

Forestry, Logging, Fishing, Hunting, Trapping and Support Activities for Forestry Industry Summary Report

SURVEY RESULTS

The survey was completed with 26 employers in the Forestry industry sector who provided information on over 1,188 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/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. Very few surveys were obtained for fishing, hunting, or trapping operations, as many such operations in Alberta would not have met the criteria for inclusion in the survey sample (ten or more employees in Calgary, Edmonton and Red Deer regions; five or more employees in other regions), and therefore certain occupations relevant to this part of this industry sector are not included in this report.

In order to provide information useful to this industry, selected NOC's common to the Forestry, Logging, Fishing, Hunting and Trapping 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.

¹ The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 17.6\%$ 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.

WAGES FOR SELECTED OCCUPATIONS

The following table illustrates the wage survey results associated with some common occupations within this industry². Industry-specific survey results are listed where available.

FORESTRY, LOGGING, HUNTING FISHING & TRAPPING & SUPPORT ACTIVITIES FOR FORESTRY INDUSTRY Selected Occupations (4-Digit 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							
0811 Managers in natural resources production and fishing							
ALBERTA AVERAGE	116	609	B	41.8	\$57.60	\$76.54	\$65.40
<i>Forestry, Logging etc. Industry Average</i>	<i>6</i>	<i>12</i>	<i>C</i>	<i>45.1</i>	<i>\$26.81</i>	<i>\$34.58</i>	<i>\$30.99</i>
0822 Managers in horticulture							
ALBERTA AVERAGE	28	51	B	42.8	\$26.64	\$31.62	\$29.21
1221 Administrative officers							
ALBERTA AVERAGE	907	3,968	A	36.5	\$23.79	\$36.98	\$29.41
1311 Accounting technicians and bookkeepers							
ALBERTA AVERAGE	614	1,215	A	34.5	\$21.74	\$31.99	\$26.74
1431 Accounting and related clerks							
ALBERTA AVERAGE	1,196	3,641	A	37.4	\$21.17	\$30.86	\$25.92
Common Professional, Technical, Skilled, and Labour Occupations							
2122 Forestry Professionals							
ALBERTA AVERAGE	12	74	C	38.4	\$39.26	\$51.14	\$47.32
2223 Forestry technologists and technicians							
ALBERTA AVERAGE	13	100	C	39	\$27.17	\$39.14	\$32.35
2224 Conservation and fishery officers							
ALBERTA AVERAGE	13	239	A	36.5	\$31.54	\$39.68	\$36.99
2271 Air pilots, flight engineers and flying instructors							
ALBERTA AVERAGE	25	336	B	40.4	\$21.81	\$52.04	\$33.15

² Occupations were selected as the top occupations in terms of the number of employees as per Statistics Canada 2011. NHS data for this industry sector and supplemented by other occupations frequently reported on this survey 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.

FORESTRY, LOGGING, HUNTING FISHING & TRAPPING & SUPPORT ACTIVITIES FOR FORESTRY INDUSTRY Selected Occupations (4-Digit 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
7311 Construction millwrights and industrial mechanics							
ALBERTA AVERAGE	149	982	A	40.7	\$34.69	\$44.42	\$40.04
7312 Heavy-duty equipment mechanics							
ALBERTA AVERAGE	386	3,252	A	40.5	\$31.60	\$42.88	\$37.73
<i>Forestry, Logging etc. Industry Average</i>	<i>8</i>	<i>18</i>	<i>B</i>	<i>53.7</i>	<i>\$28.11</i>	<i>\$36.25</i>	<i>\$33.45</i>
7315 Aircraft mechanics and aircraft inspectors							
ALBERTA AVERAGE	17	156	C	40.7	\$25.06	\$48.90	\$35.49
7452 Material handlers							
ALBERTA AVERAGE	303	4,111	A	38.2	\$17.88	\$23.97	\$21.36
7511 Transport truck drivers							
ALBERTA AVERAGE	596	7,909	A	46.4	\$24.51	\$32.60	\$28.43
<i>Forestry, Logging etc. Industry Average</i>	<i>11</i>	<i>62</i>	<i>B</i>	<i>62.6</i>	<i>\$25.58</i>	<i>\$31.23</i>	<i>\$28.69</i>
7521 Heavy equipment operators (except crane)							
ALBERTA AVERAGE	279	3,992	A	45.1	\$24.84	\$36.52	\$30.70
<i>Forestry, Logging etc. Industry Average</i>	<i>11</i>	<i>177</i>	<i>A</i>	<i>56.4</i>	<i>\$24.51</i>	<i>\$31.83</i>	<i>\$28.47</i>
8211 Supervisors, logging and forestry							
ALBERTA AVERAGE	13	50	B	48.2	\$30.87	\$44.41	\$40.59
<i>Forestry, Logging etc. Industry Average</i>	<i>7</i>	<i>23</i>	<i>B</i>	<i>54.8</i>	<i>\$27.96</i>	<i>\$37.91</i>	<i>\$32.92</i>
8241 Logging machinery operators							
ALBERTA AVERAGE	16	194	A	51.2	\$26.90	\$32.90	\$30.14
<i>Forestry, Logging etc. Industry Average</i>	<i>8</i>	<i>131</i>	<i>B</i>	<i>51.3</i>	<i>\$24.08</i>	<i>\$30.12</i>	<i>\$27.84</i>
8421 Chain saw and skidder operators							
ALBERTA AVERAGE	7	91	C	44.1	\$26.81	\$36.29	\$29.95
8422 Silviculture and forestry workers							
ALBERTA AVERAGE	7	211	B	37.1	\$28.38	\$39.06	\$34.90
8616 Logging and forestry labourers							
ALBERTA AVERAGE	10	117	B	40	\$19.82	\$34.62	\$23.42
9431 Sawmill machine operators							

FORESTRY, LOGGING, HUNTING FISHING & TRAPPING & SUPPORT ACTIVITIES FOR FORESTRY INDUSTRY Selected Occupations (4-Digit 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
ALBERTA AVERAGE	9	249	B	40.7	\$28.23	\$31.91	\$30.56
9436 Lumber graders and other wood processing inspectors and graders							
ALBERTA AVERAGE	5	107	B	40.5	\$21.96	\$38.25	\$28.62

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 5 employers combined reported wages for 107 Lumber graders and other wood processing inspectors and graders - (NOC 9436).

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 Forestry, Logging, Fishing, Hunting, Trapping and Support Activities for Forestry industry as cited by survey respondents and confirmed through review of the data.

FORESTRY, LOGGING, HUNTING FISHING & TRAPPING & SUPPORT ACTIVITIES FOR FORESTRY 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
Common Business, Managerial, Administrative, and Clerical Occupations					
0811 Managers in natural resources production and fishing					
ALBERTA AVERAGE	110	16%	17%	2%	4.9%
<i>Forestry, Logging etc. Industry Average</i>	<i>6</i>	<i>17%</i>	<i>n/a</i>	<i>0%</i>	<i>n/a</i>
1311 Accounting technicians and bookkeepers					
ALBERTA AVERAGE	607-611	23%	18%	1%	n/a
0822 Managers in horticulture					
ALBERTA AVERAGE	28	23%	33%	8%	7.8%
1221 Administrative officers					
ALBERTA AVERAGE	859-873	25%	7%	1%	n/a
1431 Accounting and related clerks					
ALBERTA AVERAGE	1160-1164	30%	11%	2%	n/a
Common Professional, Technical, Skilled, and Labour Occupations					
2122 Forestry Professionals					
ALBERTA AVERAGE	4	n/a	n/a	n/a	n/a
2223 Forestry technologists and technicians					
ALBERTA AVERAGE	5	51%	n/a	0%	n/a
2224 Conservation and fishery officers					
ALBERTA AVERAGE	3	n/a	n/a	n/a	n/a
2271 Air pilots, flight engineers and flying instructors					
ALBERTA AVERAGE	22	81%	37%	9%	1.2%
7311 Construction millwrights and industrial mechanics					
ALBERTA AVERAGE	130-132	39%	31%	9%	1.8%
7312 Heavy-duty equipment mechanics					
ALBERTA AVERAGE	370-373	50%	43%	10%	2.3%
<i>Forestry, Logging etc. Industry Average</i>	<i>8</i>	<i>31%</i>	<i>n/a</i>	<i>0%</i>	<i>0.0%</i>
7315 Aircraft mechanics and aircraft inspectors					

FORESTRY, LOGGING, HUNTING FISHING & TRAPPING & SUPPORT ACTIVITIES FOR FORESTRY 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
ALBERTA AVERAGE	16	49%	60%	9%	3.2%
7452 Material handlers					
ALBERTA AVERAGE	290-292	56%	16%	6%	2.2%
7511 Transport truck drivers					
ALBERTA AVERAGE	573-581	56%	36%	10%	5.6%
<i>Forestry, Logging etc. Industry Average</i>	<i>10-11</i>	<i>89%</i>	<i>35%</i>	<i>0%</i>	<i>0.0%</i>
7521 Heavy equipment operators (except crane)					
ALBERTA AVERAGE	266-268	58%	31%	6%	1.8%
<i>Forestry, Logging etc. Industry Average</i>	<i>11</i>	<i>82%</i>	<i>51%</i>	<i>0%</i>	<i>0.0%</i>
8211 Supervisors, logging and forestry					
ALBERTA AVERAGE	13	19%	n/a	0%	0.0%
<i>Forestry, Logging etc. Industry Average</i>	<i>7</i>	<i>22%</i>	<i>n/a</i>	<i>0%</i>	<i>0.0%</i>
8241 Logging machinery operators					
ALBERTA AVERAGE	15-16	45%	33%	8%	3.4%
<i>Forestry, Logging etc. Industry Average</i>	<i>8</i>	<i>54%</i>	<i>46%</i>	<i>13%</i>	<i>5.0%</i>
8421 Chain saw and skidder operators					
ALBERTA AVERAGE	6-7	25%	n/a	19%	1.6%
8422 Silviculture and Forestry Workers					
ALBERTA AVERAGE	1	n/a	n/a	n/a	n/a
8616 Logging and forestry labourers					
ALBERTA AVERAGE	10	36%	n/a	0%	0.0%
9431 Sawmill machine operators					
ALBERTA AVERAGE	8-9	14%	n/a	2%	1.1%
9436 Lumber graders and other wood processing inspectors and graders					
ALBERTA AVERAGE	5	17%	n/a	17%	19.0%

“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)

Forestry, Logging, Fishing, Hunting, Trapping and Support Activities for Forestry (NAICS 113, 114, 1153)

For this survey, the industry group is composed of three NAICS subsectors:

The Forestry subsector (NAICS 113) is composed primarily of industries that grow and harvest timber on a long production cycle (i.e. of 10 years or more). These longer cycles involve processes that differ from industries that require shorter production cycles because they necessitate more horticultural interventions prior to harvest. Timber growth and harvest in cycles of less than 10 years (i.e. Christmas Tree Growth) is more akin to shorter cycle growth (i.e. Crop Production) and is classified as such. Industries in the 113 subsector specialize in different stages of the production cycle. The cycle begins with reforestation and the growth and cultivation of seedlings in nurseries designed specifically for tree production. Large tracts of land that are suitable for the growth of forest and the appropriate climate paired to the species of tree are utilized in populating areas for harvest. Specially trained employees and specifically designed equipment and machinery are used for the harvesting process.

The Support Activities for Forestry subsector (NAICS 1153) consists of those industries that lend support to the timber production processes described above as well as providing support in wood technology, forestry economics and marketing, and forest protection.

Fishing, Hunting and Trapping (114) is a subsector that comprises industries that harvest fish and other wild animals from their natural habitats and, like forestry and logging, are dependent upon a continued supply of the natural resource. Fishing makes up the principal part of economic activity within this sector.

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