

# 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.*

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

### SURVEY RESULTS

The survey was completed with 25 employers in the Forestry industry sector who provided information on over 1,456 employees in various occupational classifications<sup>1</sup>. 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](http://www.alis.alberta.ca/occinfo)

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 2016 Census data, and the Alberta survey average across all industries is presented for these occupations. Where possible, results exclusively from employers in this industry sector are also presented. For certain occupations, industry-specific results either could not be reported or 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 industry<sup>2</sup>. The tables below present results for four-digit NOCs.

<sup>1</sup> The estimated sample error at the establishment level for overall results for this industry is estimated to be  $\pm 19.54\%$  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.

<sup>2</sup> 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.

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
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**Common Business, Managerial, Administrative, and Clerical Occupations**

**0125 Other business services managers**

ALBERTA AVERAGE	205	673	A	38.2	\$47.76	\$64.47	\$56.41
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**0811 Managers in natural resources  
production and fishing**

ALBERTA AVERAGE	92	395	A	42.2	\$52.97	\$72.07	\$63.31
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**1221 Administrative officers**

ALBERTA AVERAGE	1,230	6,783	A	37.4	\$24.84	\$38.90	\$31.06
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**1311 Accounting technicians and  
bookkeepers**

ALBERTA AVERAGE	665	1,283	A	33.9	\$22.06	\$31.34	\$26.67
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**1411 General office support workers**

ALBERTA AVERAGE	799	8,104	A	34.3	\$20.90	\$28.00	\$24.53
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**1422 Data entry clerks**

ALBERTA AVERAGE	67	231	B	35.5	\$18.81	\$25.67	\$21.89
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**1431 Accounting and related clerks**

ALBERTA AVERAGE	1,105	3,647	A	37.4	\$21.69	\$30.22	\$25.80
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**Common Professional, Technical, Skilled, and Labour Occupations**

**2122 Forestry professionals**

ALBERTA AVERAGE	11	90	C	38.8	\$39.13	\$51.62	\$47.36
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**2223 Forestry technologists and  
technicians**

ALBERTA AVERAGE	12	165	B	39.1	\$35.28	\$45.98	\$39.63
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<b>FORESTRY, LOGGING, HUNTING FISHING &amp; TRAPPING &amp; SUPPORT ACTIVITIES FOR FORESTRY 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>6421 Retail salespersons</b>							
ALBERTA AVERAGE	764	12,683	A	29.4	\$16.52	\$26.62	\$19.68
<b>6733 Janitors, caretakers and building superintendents</b>							
ALBERTA AVERAGE	808	7,563	A	34.1	\$19.51	\$27.44	\$22.44
<b>7311 Construction millwrights and industrial mechanics</b>							
ALBERTA AVERAGE	156	1,179	A	40.2	\$32.47	\$39.69	\$35.57
<b>7312 Heavy-duty equipment mechanics</b>							
ALBERTA AVERAGE	361	3,385	A	41.7	\$29.78	\$46.27	\$38.92
<i>Forestry, Logging etc. Industry Average</i>	11	69	B	50.9	\$24.09	\$37.91	\$32.16
<b>7321 Automotive service technicians, truck and bus mechanics and mechanical repairers</b>							
ALBERTA AVERAGE	479	3,239	A	40.7	\$26.92	\$41.89	\$34.11
<b>7384 Other trades and related occupations, n.e.c.</b>							
ALBERTA AVERAGE	48	285	A	40.4	\$22.66	\$34.70	\$29.26
<b>7452 Material handlers</b>							
ALBERTA AVERAGE	391	4,195	A	39.2	\$18.52	\$25.29	\$21.58
<b>7511 Transport truck drivers</b>							
ALBERTA AVERAGE	590	7,955	A	45.9	\$25.52	\$34.34	\$29.54
<i>Forestry, Logging etc. Industry Average</i>	9	72	B	51.4	\$25.33	\$34.06	\$30.47

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
<b>7521 Heavy equipment operators (except crane)</b>							
ALBERTA AVERAGE	341	4,554	A	44.2	\$25.63	\$36.15	\$30.77
<i>Forestry, Logging etc. Industry Average</i>	10	102	C	41.5	\$22.82	\$38.10	\$32.67
<b>8211 Supervisors, logging and forestry</b>							
ALBERTA AVERAGE	10	49	C	44.5	\$32.54	\$47.55	\$40.87
<i>Forestry, Logging etc. Industry Average</i>	5	21	D	47.2	\$29.89	\$42.17	\$34.00
<b>8241 Logging machinery operators</b>							
ALBERTA AVERAGE	14	430	B	52.9	\$21.57	\$32.23	\$27.79
<i>Forestry, Logging etc. Industry Average</i>	9	378	B	54.3	\$21.65	\$32.91	\$28.01
<b>8421 Chain saw and skidder operators</b>							
ALBERTA AVERAGE	8	82	B	43.9	\$23.12	\$30.98	\$26.22
<b>8422 Silviculture and forestry workers</b>							
ALBERTA AVERAGE	9	210	B	40.5	\$26.90	\$36.47	\$31.92
<b>8432 Nursery and greenhouse workers</b>							
ALBERTA AVERAGE	37	430	A	36.1	\$15.40	\$17.93	\$16.43
<b>8612 Landscaping and grounds maintenance labourers</b>							
ALBERTA AVERAGE	198	1,465	A	39.2	\$17.51	\$23.58	\$19.73
<b>9241 Power engineers and power systems operators</b>							
ALBERTA AVERAGE	54	451	B	41.1	\$33.72	\$42.09	\$39.18

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
<b>9431 Sawmill machine operators</b>							
ALBERTA AVERAGE	12	315	B	40.6	\$28.62	\$34.45	\$31.83
<b>9614 Labourers in wood, pulp and paper processing</b>							
ALBERTA AVERAGE	16	433	B	41.4	\$21.02	\$28.13	\$24.13

"n" in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 10 employers combined reported wages for 102 Heavy equipment operators (except crane) (NOC 7521).

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

<b>FORESTRY, LOGGING, HUNTING FISHING &amp; TRAPPING &amp; SUPPORT ACTIVITIES FOR FORESTRY 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>Common Business, Managerial, Administrative, and Clerical Occupations</b>					
<b>0125 Other business services managers</b>					
ALBERTA AVERAGE	182-191	29%	10%	4%	1.9%
<b>0811 Managers in natural resources production and fishing</b>					
ALBERTA AVERAGE	82-87	12%	2%	0%	n/a
<b>1221 Administrative officers</b>					
ALBERTA AVERAGE	1163-1181	26%	17%	2%	n/a
<b>1311 Accounting technicians and bookkeepers</b>					
ALBERTA AVERAGE	651-655	24%	26%	2%	1.1%
<b>1411 General office support workers</b>					
ALBERTA AVERAGE	744-754	41%	14%	4%	1.4%
<b>1422 Data entry clerks</b>					
ALBERTA AVERAGE	61	46%	5%	2%	n/a
<b>1431 Accounting and related clerks</b>					
ALBERTA AVERAGE	1054-1064	36%	17%	2%	1.0%
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>					
<b>2122 Forestry professionals</b>					
ALBERTA AVERAGE	n/a	n/a	n/a	n/a	n/a

**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

**2223 Forestry technologists and technicians**

ALBERTA AVERAGE      5      100%      12%      31%      3.5%

**6421 Retail salespersons**

ALBERTA AVERAGE      734-745      62%      32%      9%      2.1%

**6733 Janitors, caretakers and building superintendents**

ALBERTA AVERAGE      761-774      43%      30%      4%      1.7%

**7311 Construction millwrights and industrial mechanics**

ALBERTA AVERAGE      131-139      52%      39%      12%      3.8%

**7312 Heavy-duty equipment mechanics**

ALBERTA AVERAGE      342-349      55%      47%      10%      2.5%

*Forestry, Logging etc. Industry Average*      11      39%      23%      0%      0.0%

**7321 Automotive service technicians, truck and bus mechanics and mechanical repairers**

ALBERTA AVERAGE      449      46%      44%      9%      3.6%

**7384 Other trades and related occupations, n.e.c.**

ALBERTA AVERAGE      41      56%      33%      11%      3.4%

**7452 Material handlers**

ALBERTA AVERAGE      369-374      58%      22%      4%      n/a

**7511 Transport truck drivers**

ALBERTA AVERAGE      570-573      63%      48%      12%      4.8%

*Forestry, Logging etc. Industry Average*      8      82%      35%      0%      0.0%

**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

**7521 Heavy equipment operators (except crane)**

ALBERTA AVERAGE      321-324      60%      46%      12%      2.8%

*Forestry, Logging etc. Industry Average*      9      49%      37%      4%      1.2%

**8211 Supervisors, logging and forestry**

ALBERTA AVERAGE      10      13%      n/a      0%      n/a

*Forestry, Logging etc. Industry Average*      5      11%      n/a      0%      n/a

**8241 Logging machinery operators**

ALBERTA AVERAGE      14      48%      12%      3%      0.2%

*Forestry, Logging etc. Industry Average*      9      55%      13%      4%      0.2%

**8421 Chain saw and skidder operators**

ALBERTA AVERAGE      6-7      24%      n/a      0%      n/a

**8422 Silviculture and forestry workers**

ALBERTA AVERAGE      n/a      n/a      n/a      n/a      n/a

**8432 Nursery and greenhouse workers**

ALBERTA AVERAGE      35      57%      36%      7%      3.0%

**8612 Landscaping and grounds maintenance labourers**

ALBERTA AVERAGE      178-183      76%      43%      14%      6.6%

**9241 Power engineers and power systems operators**

ALBERTA AVERAGE      37-39      33%      4%      2%      n/a

**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

**9431 Sawmill machine operators**

ALBERTA AVERAGE      11-12      45%      9%      0%      0.0%

**9614 Labourers in wood, pulp and paper processing**

ALBERTA AVERAGE      16      44%      25%      5%      1.1%

“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: *Sum of Unfilled Vacancies / (Sum of Current Employees + 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:

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 (NAICS 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.*