

# 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.

## Wholesale Trade Industry Summary Report

### SURVEY RESULTS

The survey was completed with 319 employers in the Wholesale Trade industry sector who provided information on over 10,616 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)

### 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 three-digit NOC minor groups and for four-digit NOCs.

WHOLESALE TRADE 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
<b>Common Business, Managerial, Administrative, and Clerical Occupations</b>							
001 Legislators and senior management	50	94	A	40.3	\$65.38	\$93.75	\$85.38
0015 Senior managers - trade, broadcasting and other services, n.e.c.	18	37	C	39.3	\$72.96	\$100.70	\$94.49
0016 Senior managers - construction, transportation, production and utilities	33	55	B	41.2	\$58.90	\$90.58	\$80.05
011 Administrative services managers	64	168	A	39.8	\$40.75	\$49.65	\$45.99
0111 Financial managers	42	61	A	39.1	\$44.04	\$53.81	\$49.72

<sup>1</sup>The estimated sample error at the establishment level for overall results for this industry is estimated to be  $\pm 5.3\%$  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.

WHOLESALE TRADE 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
0113 Purchasing managers	18	23	C	40.3	\$33.82	\$41.60	\$37.83
0114 Other administrative services managers	18	50	C	40.3	\$40.43	\$51.29	\$47.18
060 Corporate sales managers	35	158	B	42.7	\$32.49	\$47.86	\$40.48
0601 Corporate sales managers	35	158	B	42.7	\$32.49	\$47.86	\$40.48
062 Retail and wholesale trade managers	144	524	B	40.3	\$32.53	\$52.31	\$44.50
0621 Retail and wholesale trade managers	144	524	B	40.3	\$32.53	\$52.31	\$44.50
071 Managers in construction and facility operation and maintenance	50	101	A	40.1	\$35.05	\$49.73	\$43.71
0714 Facility operation and maintenance managers	42	76	B	40.1	\$32.04	\$43.14	\$39.40
091 Managers in manufacturing and utilities	26	36	B	39.9	\$38.64	\$55.73	\$48.89
0911 Manufacturing managers	24	34	B	39.9	\$38.42	\$55.79	\$49.22
111 Auditors, accountants and investment professionals	45	162	B	39.6	\$28.16	\$42.98	\$34.59
1111 Financial auditors and accountants	41	116	B	39.5	\$25.06	\$39.51	\$31.95
1121 Human resources professionals	16	25	C	39.4	\$28.08	\$34.76	\$31.81
121 Administrative services supervisors	56	139	A	40.0	\$27.41	\$34.73	\$31.54
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	55	126	A	40.0	\$27.59	\$34.88	\$31.82
122 Administrative and regulatory occupations	86	295	A	39.8	\$24.04	\$43.05	\$30.77
1221 Administrative officers	53	185	B	39.8	\$22.92	\$48.69	\$31.09
1225 Purchasing agents and officers	38	85	B	40.0	\$23.30	\$34.67	\$28.81
124 Office administrative assistants - general, legal and medical	43	130	A	39.1	\$19.71	\$31.21	\$23.93
1241 Administrative assistants	43	130	A	39.1	\$19.71	\$31.21	\$23.93

WHOLESALE TRADE 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
131 Finance, insurance and related business administrative occupations	29	57	B	36.8	\$22.24	\$28.76	\$25.39
1311 Accounting technicians and bookkeepers	29	57	B	36.8	\$22.24	\$28.76	\$25.39
141 General office workers	80	335	A	37.5	\$18.89	\$28.40	\$22.89
1411 General office support workers	58	256	A	37.0	\$18.95	\$29.68	\$23.53
1414 Receptionists	29	74	B	38.8	\$18.68	\$24.92	\$20.97
143 Financial, insurance and related administrative support workers	72	260	A	39.5	\$20.65	\$29.37	\$24.85
1431 Accounting and related clerks	66	227	A	39.6	\$20.28	\$29.49	\$24.57
152 Supply chain logistics, tracking and scheduling co-ordination occupations	163	1,179	A	39.7	\$19.22	\$27.84	\$23.09
1521 Shippers and receivers	99	689	A	39.3	\$17.25	\$24.35	\$20.24
1522 Storekeepers and partspersons	56	333	A	40.6	\$22.77	\$36.71	\$28.84
1524 Purchasing and inventory control workers	26	84	B	39.8	\$23.20	\$29.01	\$26.46
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>							
226 Other technical inspectors and regulatory officers	17	90	C	38.4	\$24.88	\$30.09	\$27.94
2263 Inspectors in public and environmental health and occupational health and safety	16	35	C	38.9	\$24.63	\$30.46	\$28.35
622 Technical sales specialists in wholesale trade and retail and wholesale buyers	86	531	A	39.7	\$25.17	\$43.38	\$39.83
6221 Technical sales specialists - wholesale trade	82	523	A	39.7	\$25.25	\$43.71	\$40.12
641 Sales and account representatives - wholesale trade (non-technical)	76	618	B	39.3	\$23.34	\$37.21	\$28.77
6411 Sales and account representatives - wholesale trade (non-technical)	76	618	B	39.3	\$23.34	\$37.21	\$28.77
642 Retail salespersons	62	315	B	40.2	\$24.62	\$48.36	\$33.19
6421 Retail salespersons	62	315	B	40.2	\$24.62	\$48.36	\$33.19

WHOLESALE TRADE 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
655 Customer and information services representatives	62	232	A	39.0	\$20.91	\$33.91	\$26.17
6552 Other customer and information services representatives	62	232	A	39.0	\$20.91	\$33.91	\$26.17
723 Machining, metal forming, shaping and erecting trades	19	251	C	40.9	\$36.81	\$40.63	\$39.17
7237 Welders and related machine operators	12	229	B	41.1	\$40.99	\$43.61	\$42.71
730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators	22	111	B	40.7	\$41.73	\$49.22	\$47.05
7301 Contractors and supervisors, mechanic trades	14	89	B	40.6	\$41.99	\$49.93	\$48.62
731 Machinery and transportation equipment mechanics (except motor vehicles)	55	960	A	41.8	\$29.14	\$46.95	\$37.83
7311 Construction millwrights and industrial mechanics	14	61	C	40.0	\$31.99	\$42.17	\$36.75
7312 Heavy-duty equipment mechanics	42	892	A	42.0	\$28.91	\$47.67	\$38.10
732 Automotive service technicians	29	270	B	39.7	\$34.73	\$50.13	\$39.04
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	27	258	B	39.7	\$34.51	\$49.97	\$38.77
7445 Other repairers and servicers	15	60	B	41.3	\$21.70	\$35.23	\$29.52
745 Longshore workers and material handlers	86	846	B	39.6	\$17.99	\$26.09	\$20.65
7452 Material handlers	86	846	B	39.6	\$17.99	\$26.09	\$20.65
751 Motor vehicle and transit drivers	95	762	B	40.4	\$20.85	\$26.22	\$23.58
7511 Transport truck drivers	60	555	B	40.2	\$21.22	\$26.34	\$23.88
7514 Delivery and courier service drivers	37	206	B	40.9	\$19.98	\$25.95	\$22.90

"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 846 Longshore workers and material handlers (NOC 745).

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

WHOLESALE TRADE 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
<b>Common Business, Managerial, Administrative, and Clerical Occupations</b>					
001 Legislators and senior management	47	9%	0%	0%	n/a
0015 Senior managers - trade, broadcasting and other services, n.e.c.	15-16	12%	n/a	0%	n/a
0016 Senior managers - construction, transportation, production and utilities	32	8%	n/a	0%	0.4%
011 Administrative services managers	60-62	18%	12%	0%	n/a
0111 Financial managers	39-40	23%	14%	0%	n/a
0113 Purchasing managers	15-17	7%	n/a	0%	n/a
0114 Other administrative services managers	16-18	18%	n/a	0%	n/a
060 Corporate sales managers	33-35	33%	26%	0%	n/a
0601 Corporate sales managers	33-35	33%	26%	0%	n/a
062 Retail and wholesale trade managers	141	19%	21%	1%	n/a
0621 Retail and wholesale trade managers	141	19%	21%	1%	n/a
071 Managers in construction and facility operation and maintenance	47-49	10%	26%	0%	n/a
0714 Facility operation and maintenance managers	39-41	10%	29%	0%	n/a
091 Managers in manufacturing and utilities	25-26	14%	n/a	0%	n/a
0911 Manufacturing managers	23-24	12%	n/a	0%	0.0%
111 Auditors, accountants and investment professionals	43-45	39%	6%	2%	1.6%
1111 Financial auditors and accountants	39-41	36%	0%	0%	n/a

WHOLESALE TRADE 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
1121 Human resources professionals	13-16	28%	3%	0%	n/a
121 Administrative services supervisors	53-56	25%	4%	0%	n/a
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	52-55	22%	5%	0%	n/a
122 Administrative and regulatory occupations	81-84	27%	16%	4%	1.6%
1221 Administrative officers	49-53	27%	20%	8%	2.6%
1225 Purchasing agents and officers	35-37	24%	16%	0%	n/a
124 Office administrative assistants - general, legal and medical	41-43	53%	29%	3%	1.1%
1241 Administrative assistants	41-43	53%	29%	3%	1.1%
131 Finance, insurance and related business administrative occupations	27-28	28%	36%	8%	3.4%
1311 Accounting technicians and bookkeepers	27-28	28%	36%	8%	3.4%
141 General office workers	76-78	45%	15%	4%	1.7%
1411 General office support workers	55-57	44%	25%	7%	2.3%
1414 Receptionists	26-28	49%	0%	0%	n/a
143 Financial, insurance and related administrative support workers	69-70	42%	12%	2%	n/a
1431 Accounting and related clerks	63-64	44%	13%	3%	1.1%
152 Supply chain logistics, tracking and scheduling co-ordination occupations	160	50%	26%	6%	1.4%
1521 Shippers and receivers	96-98	51%	20%	4%	n/a
1522 Storekeepers and partspersons	53-56	69%	37%	12%	2.8%
1524 Purchasing and inventory control workers	24-26	19%	8%	0%	n/a

WHOLESALE TRADE 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
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>					
226 Other technical inspectors and regulatory officers	16-17	48%	24%	12%	3.4%
2263 Inspectors in public and environmental health and occupational health and safety	15-16	48%	14%	7%	3.3%
622 Technical sales specialists in wholesale trade and retail and wholesale buyers	83-85	49%	39%	16%	4.6%
6221 Technical sales specialists - wholesale trade	79-81	49%	40%	17%	4.7%
641 Sales and account representatives - wholesale trade (non-technical)	74	51%	24%	3%	n/a
6411 Sales and account representatives - wholesale trade (non-technical)	74	51%	24%	3%	n/a
642 Retail salespersons	60	54%	32%	8%	1.7%
6421 Retail salespersons	60	54%	32%	8%	1.7%
655 Customer and information services representatives	60-61	50%	17%	0%	n/a
6552 Other customer and information services representatives	60-61	50%	17%	0%	n/a
723 Machining, metal forming, shaping and erecting trades	18-19	52%	33%	0%	n/a
7237 Welders and related machine operators	11-12	56%	18%	0%	n/a
730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators	20-22	11%	n/a	0%	n/a
7301 Contractors and supervisors, mechanic trades	12-14	16%	n/a	0%	n/a
731 Machinery and transportation equipment mechanics (except motor vehicles)	54	73%	52%	18%	3.5%
7311 Construction millwrights and industrial mechanics	13	37%	49%	9%	4.1%
7312 Heavy-duty equipment mechanics	41-42	83%	50%	19%	3.2%
732 Automotive service technicians	27-28	60%	68%	18%	4.5%
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	26-27	63%	68%	19%	4.5%

WHOLESALE TRADE 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
7445 Other repairers and servicers	14-15	71%	61%	15%	5.0%
745 Longshore workers and material handlers	84-86	58%	18%	3%	n/a
7452 Material handlers	84-86	58%	18%	3%	n/a
751 Motor vehicle and transit drivers	93-95	56%	33%	4%	1.2%
7511 Transport truck drivers	58-60	58%	26%	4%	n/a
7514 Delivery and courier service drivers	37	55%	45%	4%	2.3%

"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)

### Wholesale Trade (NAICS 41)

This sector comprises establishments primarily engaged in wholesaling merchandise and providing related logistics, marketing and support services. The wholesaling process is generally an intermediate step in the distribution of merchandise; many wholesalers are therefore organized to sell merchandise in large quantities to retailers, and business and institutional clients. However, some wholesalers, in particular those that supply non-consumer capital goods, sell merchandise in single units to final users.

This sector recognizes two main types of wholesalers, that is, *wholesale merchants* and *wholesale agents and brokers*.

*Wholesale merchants* buy and sell merchandise on their own account, that is, they take title to the goods they sell. They generally operate from warehouse or office locations and they may ship from their own inventory or arrange for the shipment of goods directly from the supplier to the client. In addition to the sale of goods, they may provide, or arrange for the provision of, logistics, marketing and support services, such as packaging and labeling, inventory management, shipping, handling of warranty claims, in-store or co-op promotions, and product training. Dealers of machinery and equipment, such as dealers of farm machinery and heavy-duty trucks, also fall within this category. These individuals are known by a variety of trade designations depending on their relationship with suppliers or customers, or the distribution method they employ. Examples include wholesale merchants, wholesale distributors, drop shippers, rack-jobbers, import-export merchants, buying groups, dealer-owned cooperatives and banner wholesalers.

*Wholesale agents and brokers* buy and sell merchandise owned by others on a fee or commission basis. They do not take title to the goods they buy or sell, and they generally operate at or from an office location. These individuals are known by a variety of trade designations including import-export agents, wholesale commission agents, wholesale brokers, and manufacturer's representatives and agents.

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