

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.

Wholesale Trade Industry Summary Report

SURVEY RESULTS

The survey was completed with 294 employers in the Wholesale Trade industry sector who provided information on over 14,398 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

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.

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
Common Business, Managerial, Administrative, and Clerical Occupations							
001 Legislators and senior management	29	53	B	41.3	\$63.64	\$78.84	\$73.44
0015 Senior managers - trade, broadcasting and other services, n.e.c.	12	20	C	42.4	\$66.85	\$79.31	\$73.20
0016 Senior managers - construction, transportation, production and utilities	16	31	C	40.4	\$62.15	\$79.42	\$74.29
011 Administrative services managers	41	77	B	41	\$34.33	\$47.81	\$41.44
0111 Financial managers	26	36	B	40.2	\$41.57	\$48.96	\$46.04
0114 Other administrative services managers	13	23	C	41.2	\$28.93	\$47.99	\$37.50
012 Managers in financial and business services	15	20	C	39.8	\$37.85	\$49.08	\$45.46

¹ The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 3.9\%$ 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.

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
060 Corporate sales managers	22	70	B	40	\$36.95	\$51.73	\$44.33
0601 Corporate sales managers	22	70	B	40	\$36.95	\$51.73	\$44.33
062 Retail and wholesale trade managers	126	768	B	41.2	\$32.87	\$54.91	\$45.32
0621 Retail and wholesale trade managers	126	768	B	41.2	\$32.87	\$54.91	\$45.32
071 Managers in construction and facility operation and maintenance	38	61	A	41.5	\$32.61	\$43.88	\$39.46
0714 Facility operation and maintenance managers	30	36	B	40.6	\$29.75	\$37.68	\$35.53
091 Managers in manufacturing and utilities	20	35	B	37.7	\$31.19	\$44.41	\$38.06
0911 Manufacturing managers	15	27	C	36.8	\$34.05	\$46.30	\$41.99
111 Auditors accountants and investment professionals	31	45	B	39.3	\$36.34	\$48.71	\$42.46
1111 Financial auditors and accountants	31	45	B	39.3	\$36.34	\$48.71	\$42.46
112 Human resources and business service professionals	21	65	C	39	\$25.79	\$34.83	\$30.31
1123 Professional occupations in advertising, marketing and public relations	12	45	C	39.2	\$24.40	\$33.94	\$29.68
121 Administrative services supervisors	29	83	B	40.3	\$25.88	\$34.13	\$30.69
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	24	76	B	40.4	\$25.62	\$34.23	\$30.59
122 Administrative and regulatory occupations	46	106	A	38.8	\$22.13	\$38.96	\$29.07
1221 Administrative officers	28	65	B	37.3	\$21.24	\$32.28	\$28.61
1225 Purchasing agents and officers	14	32	C	39.2	\$22.18	\$46.48	\$28.07
124 Office administrative assistants - General legal and medical	25	72	B	39.4	\$20.54	\$30.26	\$25.04
1241 Administrative assistants	25	72	B	39.4	\$20.54	\$30.26	\$25.04
131 Finance insurance and related business administrative occupations	18	20	C	37.2	\$23.38	\$28.57	\$27.24
1311 Accounting technicians and bookkeepers	18	20	C	37.2	\$23.38	\$28.57	\$27.24
141 General office workers	82	408	A	38.3	\$17.24	\$27.23	\$22.01
1411 General office support workers	62	340	A	38.5	\$17.41	\$28.18	\$22.52
1414 Receptionists	25	67	B	37.4	\$16.52	\$23.46	\$19.93
143 Financial insurance and related administrative support workers	74	278	B	37.2	\$19.78	\$30.67	\$25.87
1431 Accounting and related clerks	70	216	B	37.3	\$20.04	\$31.00	\$25.86
152 Supply chain logistics tracking and scheduling co-ordination occupations	128	1,378	A	39.4	\$19.03	\$29.35	\$23.44

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
1521 Shippers and receivers	85	879	A	39.5	\$16.81	\$27.39	\$21.17
1522 Storekeepers and partpersons	46	411	B	39.1	\$22.23	\$31.43	\$26.82
1524 Purchasing and inventory control workers	18	50	C	39.3	\$19.37	\$29.52	\$24.20
Common Professional, Technical, Skilled, and Labour Occupations							
224 Technical occupations in electronics and electrical engineering	17	142	C	40.8	\$28.55	\$37.98	\$33.62
621 Retail sales supervisors	13	193	B	39.2	\$16.59	\$18.74	\$17.80
6211 Retail sales supervisors	13	193	B	39.2	\$16.59	\$18.74	\$17.80
622 Technical sales specialists in wholesale trade and retail and wholesale buyers	78	684	A	40	\$22.56	\$43.59	\$31.16
6221 Technical sales specialists - wholesale trade	68	565	A	40.1	\$22.94	\$45.87	\$32.23
6222 Retail and wholesale buyers	18	119	C	39.3	\$20.32	\$30.42	\$25.04
641 Sales and account representatives - Wholesale trade (non-technical)	72	862	A	39.1	\$22.50	\$48.65	\$31.50
6411 Sales and account representatives - wholesale trade (non-technical)	72	862	A	39.1	\$22.50	\$48.65	\$31.50
642 Retail salespersons	43	714	C	30.7	\$14.82	\$21.11	\$17.82
6421 Retail salespersons	43	714	C	30.7	\$14.82	\$21.11	\$17.82
655 Customer and information services representatives	40	394	B	37.9	\$18.73	\$28.84	\$24.23
6552 Other customer and information services representatives	40	394	B	37.9	\$18.73	\$28.84	\$24.23
661 Cashiers	8	493	B	34.1	\$12.94	\$22.53	\$18.36
6611 Cashiers	8	493	B	34.1	\$12.94	\$22.53	\$18.36
662 Other sales support and related occupations	17	2,103	B	34.8	\$13.96	\$24.06	\$18.00
6622 Store shelf stockers, clerks and order fillers	13	2,023	B	35	\$13.93	\$24.06	\$18.00
673 Cleaners	18	180	B	41.7	\$20.37	\$27.82	\$24.20
730 Contractors and supervisors maintenance trades and heavy equipment and transport operators	15	45	C	48.6	\$33.95	\$42.51	\$39.02
7301 Contractors and supervisors, mechanic trades	13	24	C	43.6	\$35.51	\$43.22	\$40.19
731 Machinery and transportation equipment mechanics (except motor vehicle)	47	613	B	40.6	\$31.82	\$41.29	\$36.58

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
7311 Construction millwrights and industrial mechanics	10	28	C	39.6	\$28.84	\$37.30	\$33.07
7312 Heavy-duty equipment mechanics	36	580	B	40.7	\$31.95	\$41.45	\$36.73
732 Automotive service technicians	15	85	C	42.5	\$28.39	\$40.10	\$35.36
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	13	67	C	43.1	\$26.69	\$40.46	\$34.89
744 Other installers repairers and servicers	12	97	C	39.2	\$21.93	\$37.25	\$29.74
745 Longshore workers and material handlers	58	941	A	39.1	\$17.02	\$25.13	\$22.51
7452 Material handlers	58	941	A	39.1	\$17.02	\$25.13	\$22.51
751 Motor vehicle and transit drivers	97	770	B	43.3	\$22.55	\$28.12	\$25.58
7511 Transport truck drivers	64	536	B	45.4	\$25.40	\$31.93	\$29.13
7514 Delivery and courier service drivers	34	234	B	38.4	\$15.91	\$19.29	\$17.33
761 Trades helpers and labourers	14	87	B	41.3	\$18.22	\$28.08	\$23.77
961 Labourers in processing manufacturing and utilities	15	157	C	39.7	\$15.82	\$23.40	\$17.62

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 15 employers combined reported wages for 157 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 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
Common Business, Managerial, Administrative, and Clerical Occupations					
001 Legislators and senior management	29	22%	44%	0%	n/a
0015 Senior managers - trade, broadcasting and other services, n.e.c.	12	22%	n/a	0%	n/a
0016 Senior managers - construction, transportation, production and utilities	16	24%	n/a	0%	0.0%
011 Administrative services managers	40-41	23%	11%	0%	n/a
0111 Financial managers	25-26	33%	15%	0%	n/a
0114 Other administrative services managers	13	13%	n/a	0%	n/a
012 Managers in financial and business services	15	24%	n/a	9%	6.7%
060 Corporate sales managers	21-22	15%	20%	10%	5.1%
0601 Corporate sales managers	21-22	15%	20%	10%	5.1%
062 Retail and wholesale trade managers	124	25%	40%	4%	2.5%
0621 Retail and wholesale trade managers	124	25%	40%	4%	2.5%
071 Managers in construction and facility operation and maintenance	38	26%	17%	3%	3.1%
0714 Facility operation and maintenance managers	30	14%	n/a	5%	5.3%
091 Managers in manufacturing and utilities	18-19	14%	n/a	13%	n/a
0911 Manufacturing managers	14-15	18%	n/a	16%	n/a
111 Auditors accountants and investment professionals	31	13%	n/a	0%	n/a
1111 Financial auditors and accountants	31	13%	n/a	0%	n/a
112 Human resources and business service professionals	20	22%	50%	0%	n/a
1123 Professional occupations in advertising, marketing and public relations	11-12	23%	n/a	0%	n/a
121 Administrative services supervisors	28	30%	24%	0%	n/a
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	23	27%	31%	0%	n/a
122 Administrative and regulatory occupations	44	31%	5%	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
1221 Administrative officers	27	24%	0%	0%	n/a
1225 Purchasing agents and officers	13	31%	n/a	0%	n/a
124 Office administrative assistants - General legal and medical	25	43%	13%	0%	n/a
1241 Administrative assistants	25	43%	13%	0%	n/a
131 Finance insurance and related business administrative occupations	18	13%	n/a	0%	n/a
1311 Accounting technicians and bookkeepers	18	13%	n/a	0%	n/a
141 General office workers	81-82	52%	1%	4%	2.7%
1411 General office support workers	62	45%	2%	6%	3.4%
1414 Receptionists	24-25	70%	0%	0%	n/a
143 Financial insurance and related administrative support workers	72-73	21%	25%	3%	2.6%
1431 Accounting and related clerks	68-69	21%	16%	2%	1.5%
152 Supply chain logistics tracking and scheduling co-ordination occupations	125	40%	28%	4%	1.9%
1521 Shippers and receivers	82	33%	21%	3%	1.9%
1522 Storekeepers and partspersons	44	66%	36%	6%	2.0%
1524 Purchasing and inventory control workers	18	16%	n/a	0%	n/a
Common Professional, Technical, Skilled, and Labour Occupations					
224 Technical occupations in electronics and electrical engineering	17	42%	53%	6%	n/a
621 Retail sales supervisors	13	47%	9%	4%	1.0%
6211 Retail sales supervisors	13	47%	9%	4%	1.0%
622 Technical sales specialists in wholesale trade and retail and wholesale buyers	76-77	44%	33%	9%	2.1%
6221 Technical sales specialists - wholesale trade	66-67	43%	36%	10%	2.1%
6222 Retail and wholesale buyers	18	49%	20%	6%	2.1%
641 Sales and account representatives - Wholesale trade (non-technical)	70	41%	28%	3%	n/a
6411 Sales and account representatives - wholesale trade (non-technical)	70	41%	28%	3%	n/a
642 Retail salespersons	42	51%	42%	8%	4.0%
6421 Retail salespersons	42	51%	42%	8%	4.0%

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
655 Customer and information services representatives	39-40	26%	16%	3%	n/a
6552 Other customer and information services representatives	39-40	26%	16%	3%	n/a
661 Cashiers	8	84%	33%	7%	0.7%
6611 Cashiers	8	84%	33%	7%	0.7%
662 Other sales support and related occupations	17	55%	38%	0%	0.0%
6622 Store shelf stockers, clerks and order fillers	13	56%	25%	0%	0.0%
673 Cleaners	17	41%	20%	2%	n/a
730 Contractors and supervisors maintenance trades and heavy equipment and transport operators	15	32%	0%	0%	n/a
7301 Contractors and supervisors, mechanic trades	13	30%	n/a	0%	n/a
731 Machinery and transportation equipment mechanics (except motor vehicle)	46-47	71%	50%	19%	3.0%
7311 Construction millwrights and industrial mechanics	10	35%	n/a	11%	3.7%
7312 Heavy-duty equipment mechanics	35-36	83%	49%	22%	3.0%
732 Automotive service technicians	14-15	82%	48%	0%	n/a
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	12-13	79%	62%	0%	n/a
744 Other installers repairers and servicers	12	57%	26%	6%	2.0%
745 Longshore workers and material handlers	57-58	55%	23%	1%	n/a
7452 Material handlers	57-58	55%	23%	1%	n/a
751 Motor vehicle and transit drivers	95-96	49%	22%	4%	1.3%
7511 Transport truck drivers	63-64	41%	23%	5%	0.8%
7514 Delivery and courier service drivers	33	65%	20%	3%	2.7%
761 Trades helpers and labourers	14	39%	0%	0%	0.0%
961 Labourers in processing manufacturing and utilities	14	58%	34%	12%	3.3%

“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.