



2021 Alberta Wage and Salary Survey

Health care and social assistance industry summary report

Overview

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.

Survey results

The survey was completed with 648 employers in the Health care and social assistance sector who provided information on over 125,774 employees in various occupational classifications¹. Survey data were collected between January and August 2021. 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

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.

¹The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 3.2\%$ 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.

²Occupations 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.

HEALTH CARE & SOCIAL ASSISTANCE 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							
001 Legislators and senior management	105	543	B	37.9	\$60.50	\$83.71	\$69.58
0014 Senior managers - health, education, social and community services and membership organizations	105	543	B	37.9	\$60.50	\$83.71	\$69.58
011 Administrative services managers	113	219	B	35.8	\$40.08	\$50.86	\$44.85
0111 Financial managers	60	65	A	35.4	\$43.76	\$51.86	\$50.27
0112 Human resources managers	29	30	B	37.8	\$37.61	\$44.37	\$41.78
0114 Other administrative services managers	49	121	C	35.3	\$40.06	\$54.84	\$44.02
012 Managers in financial and business services	20	27	B	38.6	\$43.82	\$46.57	\$45.63
0124 Advertising, marketing and public relations managers	16	19	C	38.7	\$43.95	\$46.10	\$45.22
021 Managers in engineering, architecture, science and information systems	19	152	B	38.4	\$42.27	\$60.20	\$50.91
0213 Computer and information systems managers	18	146	B	38.4	\$41.23	\$60.23	\$50.52
031 Managers in health care	90	3,671	B	37.8	\$35.77	\$65.98	\$51.88

HEALTH CARE & SOCIAL ASSISTANCE 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
0311 Managers in health care	90	3,671	B	37.8	\$35.77	\$65.98	\$51.88
042 Managers in education and social and community services	262	815	A	38.2	\$29.74	\$38.19	\$33.27
0423 Managers in social, community and correctional services	261	813	A	38.2	\$29.74	\$38.19	\$33.26
063 Managers in food service and accommodation	15	46	C	39.2	\$24.68	\$30.52	\$27.99
0631 Restaurant and food service managers	10	24	B	39.5	\$24.19	\$29.03	\$27.77
0632 Accommodation service managers	8	22	D	38.8	\$24.92	\$32.07	\$28.22
071 Managers in construction and facility operation and maintenance	27	85	B	33.2	\$39.06	n/a	\$39.76
0714 Facility operation and maintenance managers	27	84	B	33.1	\$39.05	n/a	\$39.75
111 Auditors, accountants and investment professionals	49	338	B	37.5	\$32.27	\$42.80	\$40.37
1111 Financial auditors and accountants	45	97	C	37.9	\$26.25	\$39.06	\$35.09
1112 Financial and investment analysts	10	240	B	37.1	\$38.99	\$47.50	\$46.60
112 Human resources and business service professionals	96	1,245	B	38.0	\$31.65	\$51.83	\$39.52

HEALTH CARE & SOCIAL ASSISTANCE 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
1121 Human resources professionals	39	1,085	B	38.3	\$32.16	\$55.76	\$41.13
1122 Professional occupations in business management consulting	11	30	C	38.8	\$44.28	\$51.44	\$48.73
1123 Professional occupations in advertising, marketing and public relations	72	130	A	36.0	\$26.80	\$31.84	\$29.86
121 Administrative services supervisors	27	213	B	38.1	\$33.17	\$41.54	\$37.79
1211 Supervisors, general office and administrative support workers	12	173	B	38.0	\$36.54	\$45.80	\$40.96
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	13	35	C	38.8	\$25.27	\$31.74	\$30.72
122 Administrative and regulatory occupations	203	3,014	B	36.9	\$27.51	\$39.33	\$32.34
1221 Administrative officers	146	2,673	B	37.1	\$27.54	\$40.18	\$32.50
1222 Executive assistants	63	137	A	37.4	\$28.14	\$33.55	\$31.59
1223 Human resources and recruitment officers	23	52	B	31.5	\$22.87	\$33.12	\$28.41
1224 Property administrators	12	25	C	38.7	\$27.94	\$32.63	\$30.68
1225 Purchasing agents and officers	13	115	B	38.2	\$31.01	\$36.37	\$35.40

HEALTH CARE & SOCIAL ASSISTANCE 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
124 Office administrative assistants - general, legal and medical	183	9,249	B	33.1	\$22.51	\$31.29	\$26.11
1241 Administrative assistants	149	5,365	B	31.3	\$22.04	\$30.77	\$25.08
1243 Medical administrative assistants	52	3,884	B	35.1	\$23.02	\$31.84	\$27.23
125 Court reporters, transcriptionists, records management technicians and statistical officers	23	1,214	A	34.3	\$28.42	\$42.90	\$37.01
1251 Court reporters, medical transcriptionists and related occupations	15	229	B	33.6	\$25.26	\$31.40	\$30.61
1252 Health information management occupations	13	943	A	34.6	\$29.45	\$47.36	\$39.38
131 Finance, insurance and related business administrative occupations	46	47	A	20.6	\$26.33	\$33.00	\$30.27
1311 Accounting technicians and bookkeepers	45	46	A	20.4	\$26.27	\$32.92	\$30.21
141 General office workers	252	3,638	A	31.6	\$20.67	\$27.69	\$24.19
1411 General office support workers	56	2,510	B	30.5	\$23.55	\$29.48	\$27.34
1414 Receptionists	207	1,118	A	32.2	\$19.02	\$26.67	\$22.48

HEALTH CARE & SOCIAL ASSISTANCE 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
143 Financial, insurance and related administrative support workers	85	186	A	36.4	\$21.47	\$28.46	\$25.17
1431 Accounting and related clerks	77	135	A	36.4	\$21.71	\$28.53	\$25.81
1432 Payroll administrators	22	49	B	36.5	\$20.78	\$28.25	\$23.50
152 Supply chain logistics, tracking and scheduling co-ordination occupations	28	1,077	B	34.3	\$23.69	\$28.91	\$26.41
1522 Storekeepers and partspersons	9	660	A	32.1	\$21.73	\$25.43	\$23.80
Common Professional, Technical, Skilled, and Labour Occupations							
217 Computer and information systems professionals	19	1,251	B	37.6	\$36.02	\$50.02	\$45.64
2171 Information systems analysts and consultants	12	1,140	B	37.5	\$36.33	\$50.18	\$46.14
2172 Database analysts and data administrators	9	98	B	39.2	\$32.48	\$48.49	\$38.90
226 Other technical inspectors and regulatory officers	17	260	B	36.9	\$37.09	\$50.98	\$45.77
2263 Inspectors in public and environmental health and occupational health and safety	17	260	B	36.9	\$37.09	\$50.98	\$45.77

HEALTH CARE & SOCIAL ASSISTANCE 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
228 Technical occupations in computer and information systems	21	637	B	37.4	\$34.32	\$46.04	\$40.21
2281 Computer network technicians	16	135	B	37.8	\$40.99	\$52.90	\$45.30
2282 User support technicians	11	354	B	36.8	\$28.82	\$36.57	\$33.60
301 Professional occupations in nursing	68	26,548	B	30.5	\$36.95	\$56.15	\$46.56
3011 Nursing co-ordinators and supervisors	19	1,731	A	35.6	\$39.13	\$56.02	\$51.95
3012 Registered nurses and registered psychiatric nurses	64	24,817	B	30.2	\$36.80	\$56.15	\$46.18
311 Physicians, dentists and veterinarians	27	1,812	C	38.9	\$36.49	\$57.09	\$44.16
3113 Dentists	19	64	C	34.3	\$70.35	\$124.94	\$86.79
312 Optometrists, chiropractors and other health diagnosing and treating professionals	23	530	B	34.0	\$49.02	\$65.70	\$56.97
3124 Allied primary health practitioners	15	498	A	34.7	\$46.58	\$60.77	\$54.26
313 Pharmacists, dietitians and nutritionists	23	1,899	B	29.6	\$46.65	\$56.81	\$53.46
3131 Pharmacists	14	1,250	C	28.6	\$51.66	\$60.26	\$56.98
3132 Dietitians and nutritionists	20	649	B	31.6	\$37.03	\$50.17	\$46.94

HEALTH CARE & SOCIAL ASSISTANCE 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
314 Therapy and assessment professionals	56	3,143	A	33.3	\$35.68	\$49.13	\$45.09
3141 Audiologists and speech-language pathologists	17	562	A	31.9	\$41.91	\$55.18	\$52.17
3142 Physiotherapists	32	1,150	B	33.8	\$35.79	\$49.85	\$44.64
3143 Occupational therapists	24	1,115	B	32.9	\$34.32	\$48.07	\$45.05
3144 Other professional occupations in therapy and assessment	27	316	B	33.8	\$30.58	\$40.76	\$37.37
321 Medical technologists and technicians (except dental health)	21	4,808	B	33.5	\$34.43	\$47.22	\$42.81
3212 Medical laboratory technicians and pathologists' assistants	8	169	D	26.6	\$23.28	\$46.30	\$33.70
3214 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	9	1,240	A	32.6	\$35.75	\$48.44	\$43.07
3215 Medical radiation technologists	15	1,560	A	33.1	\$35.98	\$47.67	\$44.14
3216 Medical sonographers	11	382	B	35.3	\$38.93	\$51.22	\$46.83
3219 Other medical technologists and technicians (except dental health)	11	1,170	A	35.3	\$27.65	\$41.59	\$37.79

HEALTH CARE & SOCIAL ASSISTANCE 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
322 Technical occupations in dental health care	71	693	B	29.2	\$44.90	\$64.92	\$54.64
3222 Dental hygienists and dental therapists	70	654	B	28.7	\$46.23	\$66.40	\$56.06
323 Other technical occupations in health care	123	10,688	A	31.9	\$26.83	\$35.38	\$31.52
3233 Licensed practical nurses	82	7,685	A	30.7	\$26.28	\$33.58	\$30.16
3234 Paramedical occupations	16	2,772	B	37.1	\$28.36	\$41.39	\$35.77
3236 Massage therapists	12	47	C	22.8	n/a	n/a	\$43.67
3237 Other technical occupations in therapy and assessment	23	162	B	34.3	\$22.83	\$28.00	\$26.37
341 Assisting occupations in support of health services	191	17,507	A	31.4	\$20.72	\$26.65	\$23.82
3411 Dental assistants	81	1,045	B	32.3	\$24.12	\$35.48	\$29.81
3413 Nurse aides, orderlies and patient service associates	76	12,707	A	31.1	\$19.47	\$24.12	\$21.96
3414 Other assisting occupations in support of health services	93	3,755	A	31.3	\$22.31	\$28.01	\$25.27
402 College and other vocational instructors	19	171	B	34.5	\$31.23	\$41.36	\$36.48

HEALTH CARE & SOCIAL ASSISTANCE 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
4021 College and other vocational instructors	19	171	B	34.5	\$31.23	\$41.36	\$36.48
415 Social and community service professionals	123	4,544	A	34.9	\$30.33	\$41.76	\$38.25
4151 Psychologists	20	1,118	B	33.8	\$37.93	\$55.93	\$51.59
4152 Social workers	83	1,725	B	35.3	\$28.86	\$41.27	\$37.18
4153 Family, marriage and other related counsellors	57	1,427	B	35.5	\$29.26	\$37.19	\$34.58
4154 Professional occupations in religion	8	56	B	26.4	\$32.19	\$40.98	\$36.05
4156 Employment counsellors	17	216	B	34.8	\$19.75	\$23.17	\$21.43
416 Policy and program researchers, consultants and officers	90	1,850	A	36.7	\$33.87	\$49.79	\$42.71
4163 Business development officers and marketing researchers and consultants	14	186	C	38.1	\$36.70	\$48.99	\$46.74
4164 Social policy researchers, consultants and program officers	49	173	B	41.0	\$34.40	\$43.21	\$38.28
4165 Health policy researchers, consultants and program officers	24	1,302	A	36.0	\$33.46	\$52.28	\$43.33
4166 Education policy researchers, consultants and program officers	11	67	C	33.5	\$39.18	\$51.73	\$50.25

HEALTH CARE & SOCIAL ASSISTANCE 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
4167 Recreation, sports and fitness policy researchers, consultants and program officers	16	43	B	37.7	\$26.98	\$34.80	\$31.96
421 Paraprofessional occupations in legal, social, community and education services	309	9,575	B	32.9	\$17.87	\$22.97	\$19.73
4212 Social and community service workers	200	7,556	B	31.6	\$18.23	\$23.30	\$20.07
4214 Early childhood educators and assistants	146	1,919	A	36.9	\$16.44	\$21.59	\$18.30
441 Home care providers and educational support occupations	54	2,645	B	31.7	\$17.89	\$21.38	\$19.31
4412 Home support workers, housekeepers and related occupations	46	2,486	B	31.7	\$17.58	\$20.98	\$18.96
525 Athletes, coaches, referees and related occupations	22	108	B	27.1	\$19.09	\$23.45	\$20.73
5254 Program leaders and instructors in recreation, sport and fitness	22	108	B	27.1	\$19.09	\$23.45	\$20.73
631 Service supervisors	34	233	A	35.7	\$21.93	\$24.99	\$24.10
6311 Food service supervisors	12	36	C	35.0	\$20.86	\$23.37	\$22.44
6312 Executive housekeepers	16	158	B	35.7	\$22.49	\$25.33	\$24.51

HEALTH CARE & SOCIAL ASSISTANCE 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
6315 Cleaning supervisors	9	23	D	38.3	\$21.09	\$24.59	\$23.97
632 Chefs and cooks	121	668	A	33.6	\$21.15	\$25.55	\$23.58
6321 Chefs	20	38	B	38.4	\$23.26	\$28.93	\$27.41
6322 Cooks	110	630	A	33.3	\$20.98	\$25.27	\$23.26
642 Retail salespersons	11	85	B	33.4	\$18.25	\$30.58	\$25.12
6421 Retail salespersons	11	85	B	33.4	\$18.25	\$30.58	\$25.12
651 Occupations in food and beverage service	14	466	A	23.8	\$15.45	\$17.91	\$16.39
6513 Food and beverage servers	14	466	A	23.8	\$15.45	\$17.91	\$16.39
654 Security guards and related security service occupations	10	481	B	35.3	\$28.78	\$38.82	\$32.00
6541 Security guards and related security service occupations	10	481	B	35.3	\$28.78	\$38.82	\$32.00
671 Food counter attendants, kitchen helpers and related support occupations	55	2,485	A	26.9	\$16.85	\$21.00	\$18.13
6711 Food counter attendants, kitchen helpers and related support occupations	55	2,485	A	26.9	\$16.85	\$21.00	\$18.13

HEALTH CARE & SOCIAL ASSISTANCE 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
673 Cleaners	128	4,894	A	31.6	\$18.77	\$22.27	\$20.49
6731 Light duty cleaners	74	3,934	A	30.6	\$17.71	\$20.74	\$19.05
6733 Janitors, caretakers and building superintendents	99	960	A	35.1	\$22.61	\$27.82	\$25.65
674 Other service support and related occupations, n.e.c.	23	363	A	27.5	\$17.76	\$20.73	\$19.31
6741 Dry cleaning, laundry and related occupations	17	337	A	27.2	\$17.94	\$21.00	\$19.55
720 Contractors and supervisors, industrial, electrical and construction trades and related workers	10	17	C	39.6	\$30.02	\$34.03	\$32.33
7205 Contractors and supervisors, other construction trades, installers, repairers and servicers	8	10	D	39.1	\$29.53	\$33.56	\$31.80
724 Electrical trades and electrical power line and telecommunications workers	11	117	A	39.6	\$41.18	\$44.58	\$44.31
7241 Electricians (except industrial and power system)	11	117	A	39.6	\$41.18	\$44.58	\$44.31
745 Longshore workers and material handlers	11	61	B	37.4	\$17.72	\$20.29	\$18.89

HEALTH CARE & SOCIAL ASSISTANCE 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
7452 Material handlers	11	61	B	37.4	\$17.72	\$20.29	\$18.89
751 Motor vehicle and transit drivers	33	164	A	32.8	\$20.33	\$24.69	\$22.20
7512 Bus drivers, subway operators and other transit operators	16	26	C	31.0	\$18.39	\$20.92	\$19.54
7514 Delivery and courier service drivers	11	107	A	32.9	\$21.59	\$26.57	\$23.72

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 11 employers combined reported wages for 107 Delivery and courier service drivers (NOC 7514).

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 and hiring difficulties – selected occupations

The following table illustrates the job vacancy survey results associated with some common occupations within the Health care and social assistance industry as cited by survey respondents and confirmed through review of the data.³

³ In reviewing the survey results presented in the table below, it is important to note that some of the largest employers in this industry sector that provided information on wage rates were unable to provide information on whether they had recruited for the position within the last two years, whether they had experienced hiring difficulties, or whether they currently had open vacancies. For this reason, caution should be undertaken when interpreting the figures presented herewith: The survey results on these questions may be more indicative of smaller to medium sized employers in the Health care and social assistance sector than of the sector as a whole.

HEALTH CARE & SOCIAL ASSISTANCE 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					
001 Legislators and senior management	93	26%	16%	3%	2.8%
0014 Senior managers - health, education, social and community services and membership organizations	93	26%	16%	3%	2.8%
011 Administrative services managers	108	20%	6%	0%	n/a
0111 Financial managers	58-59	15%	0%	0%	n/a
0112 Human resources managers	27	18%	11%	0%	n/a
0114 Other administrative services managers	45	28%	9%	1%	n/a
012 Managers in financial and business services	17	27%	0%	0%	n/a
0124 Advertising, marketing and public relations managers	14-15	31%	0%	0%	n/a
021 Managers in engineering, architecture, science and information systems	11-12	14%	n/a	0%	n/a
0213 Computer and information systems managers	10-11	18%	n/a	0%	n/a

HEALTH CARE & SOCIAL ASSISTANCE 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
031 Managers in health care	81-82	23%	19%	0%	n/a
0311 Managers in health care	81-82	23%	19%	0%	n/a
042 Managers in education and social and community services	249-253	28%	23%	1%	0.5%
0423 Managers in social, community and correctional services	248-252	28%	23%	1%	0.5%
063 Managers in food service and accommodation	12	46%	0%	0%	n/a
0631 Restaurant and food service managers	9-10	39%	n/a	0%	n/a
0632 Accommodation service managers	5-6	55%	n/a	0%	n/a
071 Managers in construction and facility operation and maintenance	24-25	34%	16%	0%	n/a
0714 Facility operation and maintenance managers	24-25	35%	16%	0%	n/a
111 Auditors, accountants and investment professionals	41-42	27%	0%	1%	n/a
1111 Financial auditors and accountants	39-40	22%	0%	1%	n/a
1112 Financial and investment analysts	n/a	n/a	n/a	n/a	n/a

HEALTH CARE & SOCIAL ASSISTANCE 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
112 Human resources and business service professionals	86-87	32%	16%	4%	2.9%
1121 Human resources professionals	29-31	41%	31%	12%	7.5%
1122 Professional occupations in business management consulting	5-6	9%	n/a	0%	n/a
1123 Professional occupations in advertising, marketing and public relations	69	31%	8%	2%	1.5%
121 Administrative services supervisors	20-21	26%	16%	4%	5.8%
1211 Supervisors, general office and administrative support workers	6	8%	n/a	8%	5.0%
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	12-13	34%	8%	3%	6.4%
122 Administrative and regulatory occupations	188-189	24%	12%	1%	1.2%
1221 Administrative officers	132-134	21%	17%	0%	n/a
1222 Executive assistants	53-54	18%	6%	1%	2.0%
1223 Human resources and recruitment officers	22-23	50%	3%	5%	2.7%

HEALTH CARE & SOCIAL ASSISTANCE 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
1224 Property administrators	11-12	30%	0%	4%	2.7%
1225 Purchasing agents and officers	5-6	14%	n/a	0%	n/a
124 Office administrative assistants - general, legal and medical	165-167	42%	13%	2%	n/a
1241 Administrative assistants	132	42%	14%	3%	1.0%
1243 Medical administrative assistants	41-43	44%	12%	0%	n/a
125 Court reporters, transcriptionists, records management technicians and statistical officers	15	15%	n/a	1%	n/a
1251 Court reporters, medical transcriptionists and related occupations	8	15%	n/a	0%	n/a
1252 Health information management occupations	5	14%	n/a	0%	n/a
131 Finance, insurance and related business administrative occupations	44-45	18%	0%	0%	n/a
1311 Accounting technicians and bookkeepers	44	18%	0%	0%	n/a
141 General office workers	235-237	52%	24%	4%	1.1%

HEALTH CARE & SOCIAL ASSISTANCE 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
1411 General office support workers	44-45	48%	5%	1%	n/a
1414 Receptionists	200-201	52%	27%	5%	1.2%
143 Financial, insurance and related administrative support workers	80-82	43%	11%	4%	3.0%
1431 Accounting and related clerks	72-75	38%	14%	4%	3.9%
1432 Payroll administrators	21	62%	3%	2%	n/a
152 Supply chain logistics, tracking and scheduling co-ordination occupations	19	48%	23%	0%	n/a
1522 Storekeepers and partspersons	n/a	n/a	n/a	n/a	n/a
Common Professional, Technical, Skilled, and Labour Occupations					
217 Computer and information systems professionals	10-11	54%	34%	17%	7.2%
2171 Information systems analysts and consultants	n/a	n/a	n/a	n/a	n/a
2172 Database analysts and data administrators	n/a	n/a	n/a	n/a	n/a

HEALTH CARE & SOCIAL ASSISTANCE 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
226 Other technical inspectors and regulatory officers	8-9	43%	n/a	3%	3.2%
2263 Inspectors in public and environmental health and occupational health and safety	8-9	43%	n/a	3%	3.2%
228 Technical occupations in computer and information systems	13	24%	n/a	4%	2.3%
2281 Computer network technicians	9	28%	n/a	5%	2.8%
2282 User support technicians	n/a	n/a	n/a	n/a	n/a
301 Professional occupations in nursing	54-57	54%	36%	15%	4.8%
3011 Nursing co-ordinators and supervisors	8-10	30%	n/a	0%	n/a
3012 Registered nurses and registered psychiatric nurses	51-54	56%	36%	16%	4.9%
311 Physicians, dentists and veterinarians	21	38%	77%	15%	n/a
3113 Dentists	17	39%	74%	11%	3.7%
312 Optometrists, chiropractors and other health diagnosing and treating professionals	16	71%	66%	13%	6.0%
3124 Allied primary health practitioners	8	80%	28%	0%	n/a

HEALTH CARE & SOCIAL ASSISTANCE 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
313 Pharmacists, dietitians and nutritionists	12-13	37%	n/a	0%	n/a
3131 Pharmacists	5	42%	n/a	0%	n/a
3132 Dietitians and nutritionists	9-10	35%	n/a	0%	n/a
314 Therapy and assessment professionals	46-47	74%	57%	41%	7.7%
3141 Audiologists and speech-language pathologists	9	54%	14%	4%	1.2%
3142 Physiotherapists	24	81%	80%	59%	7.7%
3143 Occupational therapists	14-16	86%	74%	47%	n/a
3144 Other professional occupations in therapy and assessment	18	62%	0%	24%	n/a
321 Medical technologists and technicians (except dental health)	12	60%	27%	20%	3.3%
3212 Medical laboratory technicians and pathologists' assistants	n/a	n/a	n/a	n/a	n/a
3214 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	n/a	n/a	n/a	n/a	n/a
3215 Medical radiation technologists	5-7	60%	n/a	24%	3.3%

HEALTH CARE & SOCIAL ASSISTANCE 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
3216 Medical sonographers	n/a	n/a	n/a	n/a	n/a
3219 Other medical technologists and technicians (except dental health)	n/a	n/a	n/a	n/a	n/a
322 Technical occupations in dental health care	63	65%	66%	15%	4.1%
3222 Dental hygienists and dental therapists	61-62	67%	69%	16%	4.6%
323 Other technical occupations in health care	107-112	52%	51%	11%	2.5%
3233 Licensed practical nurses	67-71	63%	54%	16%	2.5%
3234 Paramedical occupations	8-9	78%	67%	13%	2.1%
3236 Massage therapists	12	46%	63%	7%	1.7%
3237 Other technical occupations in therapy and assessment	18	35%	16%	8%	4.6%
341 Assisting occupations in support of health services	176-180	69%	42%	11%	2.1%
3411 Dental assistants	72	75%	61%	11%	2.8%
3413 Nurse aides, orderlies and patient service associates	64-67	74%	33%	20%	1.7%

HEALTH CARE & SOCIAL ASSISTANCE 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
3414 Other assisting occupations in support of health services	80-83	58%	22%	6%	2.9%
402 College and other vocational instructors	10-11	16%	n/a	0%	n/a
4021 College and other vocational instructors	10-11	16%	n/a	0%	n/a
415 Social and community service professionals	105-109	59%	20%	14%	3.5%
4151 Psychologists	12	38%	n/a	16%	5.0%
4152 Social workers	69	61%	9%	11%	3.2%
4153 Family, marriage and other related counsellors	44-46	66%	29%	22%	4.7%
4154 Professional occupations in religion	4-5	49%	n/a	n/a	n/a
4156 Employment counsellors	16	59%	11%	0%	0.0%
416 Policy and program researchers, consultants and officers	76	43%	7%	2%	1.6%
4163 Business development officers and marketing researchers and consultants	9	47%	n/a	18%	n/a

HEALTH CARE & SOCIAL ASSISTANCE 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
4164 Social policy researchers, consultants and program officers	39-40	53%	12%	2%	2.1%
4165 Health policy researchers, consultants and program officers	15-16	29%	8%	0%	n/a
4166 Education policy researchers, consultants and program officers	7-8	12%	n/a	0%	n/a
4167 Recreation, sports and fitness policy researchers, consultants and program officers	9	43%	n/a	0%	n/a
421 Paraprofessional occupations in legal, social, community and education services	289-290	61%	39%	15%	9.8%
4212 Social and community service workers	181-182	60%	24%	13%	11.8%
4214 Early childhood educators and assistants	139-141	64%	62%	18%	3.7%
441 Home care providers and educational support occupations	47-49	79%	57%	27%	7.0%
4412 Home support workers, housekeepers and related occupations	39-42	79%	63%	19%	2.7%
525 Athletes, coaches, referees and related occupations	18-20	42%	6%	2%	n/a

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5254 Program leaders and instructors in recreation, sport and fitness	18-20	42%	6%	2%	n/a
631 Service supervisors	23-25	39%	0%	1%	n/a
6311 Food service supervisors	10-11	72%	0%	3%	1.7%
6312 Executive housekeepers	7-8	29%	n/a	0%	n/a
6315 Cleaning supervisors	9	11%	n/a	0%	n/a
632 Chefs and cooks	109-110	42%	34%	5%	7.1%
6321 Chefs	19-20	45%	12%	2%	1.2%
6322 Cooks	98-99	41%	41%	6%	7.8%
642 Retail salespersons	9-10	92%	54%	0%	n/a
6421 Retail salespersons	9-10	92%	54%	0%	n/a
651 Occupations in food and beverage service	14	76%	0%	0%	0.0%
6513 Food and beverage servers	14	76%	0%	0%	0.0%
654 Security guards and related security service occupations	n/a	n/a	n/a	n/a	n/a

HEALTH CARE & SOCIAL ASSISTANCE 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
6541 Security guards and related security service occupations	n/a	n/a	n/a	n/a	n/a
671 Food counter attendants, kitchen helpers and related support occupations	46	51%	28%	4%	1.0%
6711 Food counter attendants, kitchen helpers and related support occupations	46	51%	28%	4%	1.0%
673 Cleaners	114	45%	14%	4%	n/a
6731 Light duty cleaners	64	53%	11%	8%	1.0%
6733 Janitors, caretakers and building superintendents	87	40%	17%	1%	n/a
674 Other service support and related occupations, n.e.c.	14	39%	56%	2%	1.3%
6741 Dry cleaning, laundry and related occupations	8	35%	n/a	3%	1.7%
720 Contractors and supervisors, industrial, electrical and construction trades and related workers	9	36%	n/a	3%	2.3%
7205 Contractors and supervisors, other construction trades, installers, repairers and servicers	8	39%	n/a	3%	2.5%

HEALTH CARE & SOCIAL ASSISTANCE 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
724 Electrical trades and electrical power line and telecommunications workers	n/a	n/a	n/a	n/a	n/a
7241 Electricians (except industrial and power system)	n/a	n/a	n/a	n/a	n/a
745 Longshore workers and material handlers	11	69%	6%	0%	0.0%
7452 Material handlers	11	69%	6%	0%	0.0%
751 Motor vehicle and transit drivers	26-28	31%	56%	3%	1.1%
7512 Bus drivers, subway operators and other transit operators	15-16	19%	n/a	0%	n/a
7514 Delivery and courier service drivers	5-6	54%	n/a	8%	1.3%

“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)

Health care and social assistance (NAICS 62)

This sector comprises of establishments primarily engaged in providing healthcare by diagnosis and treatment, providing residential care for medical and social reasons, and providing social assistance, such as counselling, welfare, child protection, community housing and food services, vocational rehabilitation and childcare, to those requiring such assistance.

Research conducted for the Alberta Government by R.A. Malatest & Associates Ltd.