



# 2021 Alberta Wage and Salary Survey

## Utilities 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 59 employers in the Utilities sector who provided information on over 1,175 employees in various occupational classifications<sup>1</sup>. 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](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.

In order to provide information useful to this industry, selected NOC's common to the Utilities 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.

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<sup>1</sup> The estimated sample error at the establishment level for overall results for this industry is estimated to be  $\pm 11.0\%$  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.

UTILITIES 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>Common Business, Managerial, Administrative, and Clerical Occupations</b>							
<b>0016 Senior managers - construction, transportation, production and utilities</b>							
ALBERTA AVERAGE	194	549	A	40.3	\$89.89	\$114.29	\$102.41
<b>0111 Financial managers</b>							
ALBERTA AVERAGE	612	1,013	A	38.4	\$48.04	\$61.67	\$55.92
<b>0912 Utilities managers</b>							
ALBERTA AVERAGE	80	148	A	39.5	\$52.65	\$68.00	\$63.00
<i>Utilities Industry Average</i>	32	45	A	40.6	\$56.03	\$67.72	\$65.93
<b>1111 Financial auditors and accountants</b>							
ALBERTA AVERAGE	656	2,430	A	37.9	\$32.76	\$51.41	\$41.04
<i>Utilities Industry Average</i>	10	17	C	37.9	n/a	\$46.80	\$46.80
<b>1112 Financial and investment analysts</b>							
ALBERTA AVERAGE	89	1,031	A	38.0	\$35.70	\$64.27	\$47.18
<b>1121 Human resources professionals</b>							

<b>UTILITIES 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>
ALBERTA AVERAGE	283	2,381	A	38.1	\$36.60	\$51.63	\$43.66
<b>1122 Professional occupations in business management consulting</b>							
ALBERTA AVERAGE	99	682	A	37.5	\$37.83	\$65.26	\$51.25
<b>1123 Professional occupations in advertising, marketing and public relations</b>							
ALBERTA AVERAGE	526	1,549	A	36.5	\$29.92	\$42.83	\$35.94
<b>1221 Administrative officers</b>							
ALBERTA AVERAGE	1,186	8,384	A	37.3	\$25.89	\$40.52	\$32.61
Utilities Industry Average	16	26	C	38.3	\$27.60	\$39.91	\$35.16
<b>1225 Purchasing agents and officers</b>							
ALBERTA AVERAGE	200	906	A	38.3	\$34.84	\$53.24	\$44.05
<b>1241 Administrative assistants</b>							
ALBERTA AVERAGE	1,319	13,480	A	34.7	\$21.92	\$30.65	\$25.99
Utilities Industry Average	15	48	C	36.4	\$26.38	\$40.53	\$34.20

<b>UTILITIES 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>1411 General office support workers</b>							
ALBERTA AVERAGE	483	5,545	A	35.5	\$21.13	\$40.65	\$25.78
<b>1431 Accounting and related clerks</b>							
ALBERTA AVERAGE	1,092	3,097	A	36.9	\$22.23	\$33.36	\$27.24
<i>Utilities Industry Average</i>	<i>19</i>	<i>38</i>	<i>C</i>	<i>33.0</i>	<i>\$23.64</i>	<i>\$33.71</i>	<i>\$30.49</i>
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>							
<b>2131 Civil engineers</b>							
ALBERTA AVERAGE	92	1,436	A	38.6	\$40.18	\$72.23	\$52.19
<b>2132 Mechanical engineers</b>							
ALBERTA AVERAGE	63	318	A	38.4	\$39.31	\$61.01	\$48.47
<b>2133 Electrical and electronics engineers</b>							
ALBERTA AVERAGE	55	299	A	38.9	\$40.99	\$62.74	\$51.35
<b>2171 Information systems analysts and consultants</b>							
ALBERTA AVERAGE	191	3,604	A	38.3	\$35.33	\$54.92	\$45.60

<b>UTILITIES 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>2241 Electrical and electronics engineering technologists and technicians</b>							
ALBERTA AVERAGE	84	725	A	39.0	\$32.48	\$47.84	\$40.37
<b>2253 Drafting technologists and technicians</b>							
ALBERTA AVERAGE	175	853	A	39.0	\$26.66	\$45.81	\$35.88
<b>2263 Inspectors in public and environmental health and occupational health and safety</b>							
ALBERTA AVERAGE	300	1,337	A	38.1	\$35.13	\$47.57	\$42.25
<i>Utilities Industry Average</i>	<i>5</i>	<i>10</i>	<i>D</i>	<i>37.8</i>	<i>\$43.82</i>	<i>\$54.72</i>	<i>\$46.82</i>
<b>6221 Technical sales specialists - wholesale trade</b>							
ALBERTA AVERAGE	227	994	A	39.5	\$31.66	\$51.04	\$40.68
<b>6552 Other customer and information services representatives</b>							
ALBERTA AVERAGE	495	3,532	A	35.6	\$19.31	\$30.27	\$23.37

<b>UTILITIES 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>
<i>Utilities Industry Average</i>	8	52	D	39.5	\$29.58	\$39.40	\$33.70
<b>7244 Electrical power line and cable workers</b>							
ALBERTA AVERAGE	13	265	C	41.0	\$40.68	\$54.44	\$49.55
<b>7253 Gas fitters</b>							
ALBERTA AVERAGE	56	247	A	40.2	\$34.19	\$42.24	\$37.89
<i>Utilities Industry Average</i>	16	61	C	40.2	\$30.35	\$53.41	\$41.11
<b>7311 Construction millwrights and industrial mechanics</b>							
ALBERTA AVERAGE	155	955	A	40.3	\$41.04	\$46.78	\$42.93
<i>Utilities Industry Average</i>	5	46	D	40.0	\$94.92	\$127.51	\$105.53
<b>7442 Waterworks and gas maintenance workers</b>							
ALBERTA AVERAGE	84	421	A	42.3	\$27.24	\$38.80	\$32.91
<i>Utilities Industry Average</i>	24	88	B	40.0	\$28.96	\$42.52	\$36.87
<b>9212 Supervisors, petroleum, gas and chemical processing and utilities</b>							

<b>UTILITIES 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>
ALBERTA AVERAGE	72	419	C	39.3	\$31.36	\$56.83	\$36.72
<b>9232 Central control and process operators, petroleum, gas and chemical processing</b>							
ALBERTA AVERAGE	13	794	C	40.3	\$39.46	\$59.57	\$50.78
<b>9241 Power engineers and power systems operators</b>							
ALBERTA AVERAGE	40	280	A	39.8	\$38.50	\$44.50	\$42.22
<b>9243 Water and waste treatment plant operators</b>							
ALBERTA AVERAGE	82	599	B	39.7	\$42.89	\$51.08	\$48.21
<i>Utilities Industry Average</i>	<i>8</i>	<i>73</i>	<i>D</i>	<i>40.1</i>	<i>\$66.41</i>	<i>\$91.48</i>	<i>\$74.12</i>

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 82 employers combined reported wages for 599 Water and waste treatment plant operators (NOC 9243).

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 ±6.00%, “B”: from ±6.01% to ±15.00%, “C”: from ± 15.01% to ±33.00%, “D”: more than ±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 Utilities industry as cited by survey respondents and confirmed through review of the data.

UTILITIES 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
<b>Common Business, Managerial, Administrative, and Clerical Occupations</b>					
<b>0016 Senior managers - construction, transportation, production and utilities</b>					
ALBERTA AVERAGE	177-182	9%	15%	3%	2.6%
<b>0111 Financial managers</b>					
ALBERTA AVERAGE	565-570	18%	19%	1%	n/a
<b>0912 Utilities managers</b>					
ALBERTA AVERAGE	72-75	13%	23%	6%	8.0%
Utilities Industry Average	31	13%	n/a	0%	n/a
<b>1111 Financial auditors and accountants</b>					
ALBERTA AVERAGE	588-595	27%	15%	1%	1.4%
Utilities Industry Average	9	8%	n/a	0%	n/a
<b>1112 Financial and investment analysts</b>					



<b>UTILITIES 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>
ALBERTA AVERAGE	57-63	38%	10%	4%	2.1%
<b>1121 Human resources professionals</b>					
ALBERTA AVERAGE	224-237	25%	5%	2%	1.3%
<b>1122 Professional occupations in business management consulting</b>					
ALBERTA AVERAGE	62-69	28%	15%	3%	1.7%
<b>1123 Professional occupations in advertising, marketing and public relations</b>					
ALBERTA AVERAGE	475-485	33%	5%	2%	1.1%
<b>1221 Administrative officers</b>					
ALBERTA AVERAGE	1094- 1107	20%	18%	2%	n/a
Utilities Industry Average	16	46%	n/a	0%	n/a
<b>1225 Purchasing agents and officers</b>					
ALBERTA AVERAGE	150-159	20%	18%	1%	n/a

<b>UTILITIES 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>1241 Administrative assistants</b>					
ALBERTA AVERAGE	1210-1220	33%	11%	2%	1.2%
Utilities Industry Average	14	28%	n/a	0%	n/a
<b>1411 General office support workers</b>					
ALBERTA AVERAGE	421-426	34%	19%	3%	1.0%
<b>1431 Accounting and related clerks</b>					
ALBERTA AVERAGE	1009-1021	27%	11%	1%	n/a
Utilities Industry Average	19	16%	n/a	0%	n/a
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>					
<b>2131 Civil engineers</b>					
ALBERTA AVERAGE	67-70	30%	7%	3%	n/a
<b>2132 Mechanical engineers</b>					
ALBERTA AVERAGE	54-57	23%	4%	0%	n/a

<b>UTILITIES 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>2133 Electrical and electronics engineers</b>					
ALBERTA AVERAGE	43-45	20%	10%	6%	3.3%
<b>2171 Information systems analysts and consultants</b>					
ALBERTA AVERAGE	137-148	37%	17%	5%	2.1%
<b>2241 Electrical and electronics engineering technologists and technicians</b>					
ALBERTA AVERAGE	60-63	31%	24%	0%	n/a
<b>2253 Drafting technologists and technicians</b>					
ALBERTA AVERAGE	152-156	35%	24%	5%	2.0%
<b>2263 Inspectors in public and environmental health and occupational health and safety</b>					
ALBERTA AVERAGE	249-259	26%	16%	3%	5.8%
Utilities Industry Average	5	51%	n/a	0%	n/a

<b>UTILITIES 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>6221 Technical sales specialists - wholesale trade</b>					
ALBERTA AVERAGE	213-218	37%	22%	6%	2.1%
<b>6552 Other customer and information services representatives</b>					
ALBERTA AVERAGE	446-454	47%	24%	4%	1.9%
Utilities Industry Average	8	52%	n/a	0%	n/a
<b>7244 Electrical power line and cable workers</b>					
ALBERTA AVERAGE	10-11	31%	n/a	0%	n/a
<b>7253 Gas fitters</b>					
ALBERTA AVERAGE	52-53	49%	22%	4%	1.0%
Utilities Industry Average	15-16	29%	n/a	0%	n/a
<b>7311 Construction millwrights and industrial mechanics</b>					
ALBERTA AVERAGE	133-134	41%	38%	7%	2.8%

<b>UTILITIES 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>
Utilities Industry Average	5	17%	n/a	8%	n/a
<b>7442 Waterworks and gas maintenance workers</b>					
ALBERTA AVERAGE	78-80	42%	31%	0%	0.0%
Utilities Industry Average	23-24	21%	14%	0%	n/a
<b>9212 Supervisors, petroleum, gas and chemical processing and utilities</b>					
ALBERTA AVERAGE	63-65	23%	8%	0%	n/a
<b>9232 Central control and process operators, petroleum, gas and chemical processing</b>					
ALBERTA AVERAGE	11-12	51%	11%	5%	n/a
<b>9241 Power engineers and power systems operators</b>					
ALBERTA AVERAGE	19-22	13%	11%	6%	1.9%
<b>9243 Water and waste treatment plant operators</b>					

UTILITIES 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	66-69	20%	32%	3%	n/a
Utilities Industry Average	8	31%	0%	3%	n/a

“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)

### Utilities Sector (NAICS 22)

This sector comprises of establishments primarily engaged in operating electric, gas and water utilities. These establishments generate, transmit, control and distribute electric power; distribute natural gas; treat and distribute water; operate sewer systems and sewage treatment facilities; and provide related services, generally through a permanent infrastructure of lines, pipes and treatment and processing facilities.

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