



# 2021 Alberta Wage and Salary Survey

Forestry, logging, fishing, hunting, trapping  
and support activities for forestry 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 24 employers in the Forestry sector who provided information on over 751 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. 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 (10 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.

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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  $\pm 21.0\%$  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.

## 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.

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>Common Business, Managerial, Administrative, and Clerical Occupations</b>							
<b>0125 Other business services managers</b>							
ALBERTA AVERAGE	133	445	B	38.7	\$47.88	\$72.13	\$58.20
<b>0811 Managers in natural resources production and fishing</b>							
ALBERTA AVERAGE	105	381	B	40.9	\$55.05	\$74.63	\$61.77
<b>1221 Administrative officers</b>							
ALBERTA AVERAGE	1,186	8,384	A	37.3	\$25.89	\$40.52	\$32.61
<b>1311 Accounting technicians and bookkeepers</b>							
ALBERTA AVERAGE	679	1,401	A	34.1	\$24.14	\$33.45	\$28.95

<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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**1411 General office support workers**

ALBERTA AVERAGE	483	5,545	A	35.5	\$21.13	\$40.65	\$25.78
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**1422 Data entry clerks**

ALBERTA AVERAGE	66	225	A	35.9	\$21.06	\$26.35	\$23.85
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**1431 Accounting and related clerks**

ALBERTA AVERAGE	1,092	3,097	A	36.9	\$22.23	\$33.36	\$27.24
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**Common Professional, Technical, Skilled, and Labour Occupations**

**2122 Forestry professionals**

ALBERTA AVERAGE	13	117	C	37.7	\$40.78	\$51.12	\$47.62
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**2223 Forestry technologists and technicians**

ALBERTA AVERAGE	11	67	C	37.4	\$30.85	\$40.33	\$36.28
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**6421 Retail salespersons**

ALBERTA AVERAGE	631	10,693	A	29.1	\$16.58	\$29.29	\$20.14
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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>6733 Janitors, caretakers and building superintendents</b>							
ALBERTA AVERAGE	753	5,322	A	33.6	\$20.15	\$28.83	\$23.64
<b>7311 Construction millwrights and industrial mechanics</b>							
ALBERTA AVERAGE	155	955	A	40.3	\$41.04	\$46.78	\$42.93
<b>7312 Heavy-duty equipment mechanics</b>							
ALBERTA AVERAGE	382	2,157	A	41.1	\$32.81	\$45.62	\$38.15
<i>Forestry, Logging, etc. Industry Average</i>	9	52	B	54.9	\$27.50	\$43.83	\$35.15
<b>7321 Automotive service technicians, truck and bus mechanics and mechanical repairers</b>							
ALBERTA AVERAGE	388	2,413	A	40.5	\$31.64	\$41.06	\$35.13
<b>7384 Other trades and related occupations, n.e.c.</b>							
ALBERTA AVERAGE	30	278	A	36.1	\$21.69	\$32.44	\$27.12
<b>7452 Material handlers</b>							

<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>
ALBERTA AVERAGE	361	4,145	A	37.2	\$19.02	\$25.42	\$22.06
<b>7511 Transport truck drivers</b>							
ALBERTA AVERAGE	604	6,955	A	45.2	\$25.28	\$32.74	\$28.79
<i>Forestry, Logging, etc. Industry Average</i>	<i>10</i>	<i>113</i>	<i>A</i>	<i>51.5</i>	<i>\$28.76</i>	<i>\$38.34</i>	<i>\$33.48</i>
<b>7521 Heavy equipment operators (except crane)</b>							
ALBERTA AVERAGE	295	4,602	A	44.4	\$28.29	\$40.24	\$33.15
<i>Forestry, Logging, etc. Industry Average</i>	<i>12</i>	<i>276</i>	<i>A</i>	<i>56.1</i>	<i>\$28.98</i>	<i>\$48.60</i>	<i>\$33.81</i>
<b>8211 Supervisors, logging and forestry</b>							
ALBERTA AVERAGE	10	52	C	43.4	\$36.25	\$67.74	\$44.30
<i>Forestry, Logging, etc. Industry Average</i>	<i>6</i>	<i>23</i>	<i>D</i>	<i>46.6</i>	<i>\$36.95</i>	<i>\$80.93</i>	<i>\$48.69</i>
<b>8241 Logging machinery operators</b>							
ALBERTA AVERAGE	5	47	D	46.1	\$27.57	\$40.41	\$33.85
<b>8421 Chain saw and skidder operators</b>							

<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>
ALBERTA AVERAGE	9	103	B	45.0	\$18.65	\$27.12	\$22.75
<b>8422 Silviculture and forestry workers</b>							
ALBERTA AVERAGE	8	192	A	36.3	\$31.96	\$41.11	\$39.57
<b>8432 Nursery and greenhouse workers</b>							
ALBERTA AVERAGE	39	497	B	38.3	\$15.98	\$21.57	\$17.28
<b>8612 Landscaping and grounds maintenance labourers</b>							
ALBERTA AVERAGE	209	1,759	A	38.3	\$17.79	\$24.01	\$20.41
<b>8616 Logging and forestry labourers</b>							
ALBERTA AVERAGE	8	283	B	48.5	\$21.10	\$53.17	\$23.47
<b>9241 Power engineers and power systems operators</b>							
ALBERTA AVERAGE	40	280	A	39.8	\$38.50	\$44.50	\$42.22
<b>9431 Sawmill machine operators</b>							
ALBERTA AVERAGE	9	356	B	40.8	\$27.23	\$34.24	\$29.83

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>9614 Labourers in wood, pulp and paper processing</b>							
ALBERTA AVERAGE	10	252	C	42.8	\$20.54	\$29.91	\$25.26

“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 252 Labourers in wood, pulp and paper processing (NOC 9614).

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 Forestry, logging, hunting, fishing & trapping & support activities for forestry industry as cited by survey respondents and confirmed through review of the data.

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
<b>Common Business, Managerial, Administrative, and Clerical Occupations</b>					
<b>0125 Other business services managers</b>					
ALBERTA AVERAGE	105-110	15%	14%	1%	n/a
<b>0811 Managers in natural resources production and fishing</b>					
ALBERTA AVERAGE	89-95	7%	16%	0%	n/a
<b>1221 Administrative officers</b>					
ALBERTA AVERAGE	1094-1107	20%	18%	2%	n/a
<b>1311 Accounting technicians and bookkeepers</b>					
ALBERTA AVERAGE	641-643	21%	24%	2%	1.8%
<b>1411 General office support workers</b>					
ALBERTA AVERAGE	421-426	34%	19%	3%	1.0%



<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>
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**1422 Data entry clerks**

ALBERTA AVERAGE	59	38%	2%	0%	n/a
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**1431 Accounting and related clerks**

ALBERTA AVERAGE	1009-1021	27%	11%	1%	n/a
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**Common Professional, Technical, Skilled, and Labour Occupations**

**2122 Forestry professionals**

ALBERTA AVERAGE	n/a	n/a	n/a	n/a	n/a
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**2223 Forestry technologists and technicians**

ALBERTA AVERAGE	n/a	n/a	n/a	n/a	n/a
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**6421 Retail salespersons**

ALBERTA AVERAGE	600-603	62%	27%	8%	2.1%
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**6733 Janitors, caretakers and building superintendents**

ALBERTA AVERAGE	696-701	37%	25%	3%	n/a
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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 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>7311 Construction millwrights and industrial mechanics</b>					
ALBERTA AVERAGE	133-134	41%	38%	7%	2.8%
<b>7312 Heavy-duty equipment mechanics</b>					
ALBERTA AVERAGE	353-358	45%	49%	9%	2.9%
Forestry, Logging, etc. Industry Average	9	30%	n/a	12%	2.4%
<b>7321 Automotive service technicians, truck and bus mechanics and mechanical repairers</b>					
ALBERTA AVERAGE	360-364	41%	36%	4%	1.1%
<b>7384 Other trades and related occupations, n.e.c.</b>					
ALBERTA AVERAGE	22-23	40%	50%	3%	n/a
<b>7452 Material handlers</b>					
ALBERTA AVERAGE	333-337	58%	28%	5%	1.0%
<b>7511 Transport truck drivers</b>					

<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>
ALBERTA AVERAGE	573-578	56%	53%	12%	5.0%
Forestry, Logging, etc. Industry Average	10	63%	51%	0%	0.0%
<b>7521 Heavy equipment operators (except crane)</b>					
ALBERTA AVERAGE	275-278	56%	46%	10%	3.1%
Forestry, Logging, etc. Industry Average	11	79%	14%	0%	0.0%
<b>8211 Supervisors, logging and forestry</b>					
ALBERTA AVERAGE	9	12%	n/a	0%	n/a
Forestry, Logging, etc. Industry Average	6	0%	n/a	0%	n/a
<b>8241 Logging machinery operators</b>					
ALBERTA AVERAGE	5	30%	n/a	0%	n/a
<b>8421 Chain saw and skidder operators</b>					
ALBERTA AVERAGE	9	39%	n/a	23%	4.2%
<b>8422 Silviculture and forestry workers</b>					

<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>
ALBERTA AVERAGE	n/a	n/a	n/a	n/a	n/a
<b>8432 Nursery and greenhouse workers</b>					
ALBERTA AVERAGE	35-36	63%	41%	19%	16.4%
<b>8612 Landscaping and grounds maintenance labourers</b>					
ALBERTA AVERAGE	177-184	60%	44%	17%	6.9%
<b>8616 Logging and forestry labourers</b>					
ALBERTA AVERAGE	8	14%	n/a	0%	0.0%
<b>9241 Power engineers and power systems operators</b>					
ALBERTA AVERAGE	19-22	13%	11%	6%	1.9%
<b>9431 Sawmill machine operators</b>					
ALBERTA AVERAGE	8	33%	n/a	0%	0.0%
<b>9614 Labourers in wood, pulp and paper processing</b>					
ALBERTA AVERAGE	9	74%	0%	0%	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: *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 NAICS 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 Government by R.A. Malatest & Associates Ltd.*