



# 2021 Alberta Wage and Salary Survey

## Wholesale trade 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 303 employers in the Wholesale trade sector who provided information on over 8,357 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)

### 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.

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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  $\pm 5.4\%$  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 (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>							
001 Legislators and senior management	32	61	B	42.0	\$66.59	\$83.63	\$76.28
0015 Senior managers - trade, broadcasting and other services, n.e.c.	26	48	B	40.4	\$69.71	\$88.18	\$78.85
011 Administrative services managers	60	89	A	39.8	\$35.78	\$49.04	\$45.31
0111 Financial managers	38	46	A	39.7	\$38.91	\$51.99	\$48.78
0112 Human resources managers	11	11	C	39.6	\$37.78	\$43.71	\$40.97
0114 Other administrative services managers	13	21	C	39.8	\$29.34	\$44.41	\$38.64
060 Corporate sales managers	10	32	C	39.4	\$47.73	\$58.81	\$55.70
0601 Corporate sales managers	10	32	C	39.4	\$47.73	\$58.81	\$55.70
062 Retail and wholesale trade managers	181	593	B	41.1	\$34.27	\$55.94	\$44.06
0621 Retail and wholesale trade managers	181	593	B	41.1	\$34.27	\$55.94	\$44.06
071 Managers in construction and facility operation and maintenance	41	74	B	40.3	\$33.14	\$46.99	\$41.15
0714 Facility operation and maintenance managers	37	64	B	40.3	\$31.79	\$45.00	\$40.04

WHOLESALE TRADE 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
091 Managers in manufacturing and utilities	12	39	C	39.9	\$34.00	\$57.07	\$44.47
0911 Manufacturing managers	11	38	C	39.9	\$34.32	\$57.88	\$44.89
111 Auditors, accountants and investment professionals	36	54	A	38.7	\$26.31	\$46.69	\$34.55
1111 Financial auditors and accountants	36	54	A	38.7	\$26.31	\$46.69	\$34.55
112 Human resources and business service professionals	25	60	B	39.9	\$23.35	\$40.25	\$29.78
1123 Professional occupations in advertising, marketing and public relations	19	50	C	40.2	\$22.11	\$40.45	\$29.04
121 Administrative services supervisors	43	100	B	39.7	\$25.33	\$34.74	\$30.53
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	40	90	B	39.7	\$25.48	\$33.88	\$30.53
122 Administrative and regulatory occupations	74	207	A	39.4	\$22.48	\$36.64	\$29.23
1221 Administrative officers	63	186	A	39.4	\$21.80	\$36.62	\$28.73
1225 Purchasing agents and officers	10	15	C	38.5	n/a	n/a	\$35.16
124 Office administrative assistants - general, legal and medical	42	92	A	36.8	\$19.17	\$25.54	\$23.16

WHOLESALE TRADE 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
1241 Administrative assistants	42	92	A	36.8	\$19.17	\$25.54	\$23.16
131 Finance, insurance and related business administrative occupations	25	40	B	38.6	\$23.47	\$29.26	\$27.11
1311 Accounting technicians and bookkeepers	25	40	B	38.6	\$23.47	\$29.26	\$27.11
141 General office workers	59	136	A	38.6	\$18.37	\$27.30	\$22.16
1411 General office support workers	30	81	B	38.9	\$18.95	\$30.62	\$23.25
1414 Receptionists	33	54	A	38.3	\$17.58	\$23.30	\$20.53
143 Financial, insurance and related administrative support workers	90	285	A	38.7	\$20.26	\$39.90	\$26.85
1431 Accounting and related clerks	85	264	A	38.9	\$20.14	\$40.69	\$26.85
1432 Payroll administrators	9	19	D	36.4	\$21.28	\$30.59	\$26.68
152 Supply chain logistics, tracking and scheduling co-ordination occupations	175	1,177	A	40.3	\$20.22	\$33.44	\$25.20
1521 Shippers and receivers	114	679	A	40.0	\$18.32	\$31.61	\$21.75
1522 Storekeepers and partspersons	68	411	A	40.7	\$22.79	\$36.53	\$29.99
1523 Production logistics co-ordinators	14	28	C	40.0	\$22.78	\$37.30	\$33.08

<b>WHOLESALE TRADE 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>
1524 Purchasing and inventory control workers	27	56	B	39.5	\$22.99	\$32.50	\$26.91

### Common Professional, Technical, Skilled, and Labour Occupations

224 Technical occupations in electronics and electrical engineering	19	132	C	40.0	\$24.71	\$41.13	\$31.06
2242 Electronic service technicians (household and business equipment)	10	72	C	39.7	\$24.05	\$42.46	\$30.91
226 Other technical inspectors and regulatory officers	13	14	C	38.4	\$24.28	\$30.19	\$27.79
2263 Inspectors in public and environmental health and occupational health and safety	11	11	C	37.9	\$24.49	\$31.20	\$28.27
228 Technical occupations in computer and information systems	16	25	C	39.1	\$27.54	\$36.24	\$32.16
2281 Computer network technicians	11	14	C	38.5	\$26.21	\$37.24	\$32.26
416 Policy and program researchers, consultants and officers	12	21	C	40.7	n/a	\$48.15	\$35.68
4163 Business development officers and marketing researchers and consultants	11	18	C	40.8	n/a	\$48.36	\$35.03

WHOLESALE TRADE 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
622 Technical sales specialists in wholesale trade and retail and wholesale buyers	68	371	B	39.7	\$29.02	\$46.55	\$37.98
6221 Technical sales specialists - wholesale trade	51	298	B	39.4	\$31.25	\$50.63	\$41.77
6222 Retail and wholesale buyers	23	73	B	40.8	\$21.04	\$31.86	\$24.81
641 Sales and account representatives - wholesale trade (non-technical)	128	825	B	40.0	\$24.36	\$57.57	\$38.81
6411 Sales and account representatives - wholesale trade (non-technical)	128	825	B	40.0	\$24.36	\$57.57	\$38.81
642 Retail salespersons	34	247	B	38.6	\$20.04	\$41.22	\$30.86
6421 Retail salespersons	34	247	B	38.6	\$20.04	\$41.22	\$30.86
655 Customer and information services representatives	57	430	B	41.0	\$19.26	\$36.52	\$23.76
6552 Other customer and information services representatives	57	430	B	41.0	\$19.26	\$36.52	\$23.76
673 Cleaners	19	80	C	36.3	\$17.32	\$27.84	\$20.85
6733 Janitors, caretakers and building superintendents	9	34	D	40.0	\$18.17	\$36.11	\$23.25

WHOLESALE TRADE 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
723 Machining, metal forming, shaping and erecting trades	20	66	B	40.0	\$25.19	\$38.46	\$32.66
7237 Welders and related machine operators	14	39	C	40.3	\$28.22	\$36.70	\$33.86
730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators	24	75	C	39.9	\$39.21	\$48.34	\$42.83
7301 Contractors and supervisors, mechanic trades	16	60	C	39.6	\$40.73	\$49.78	\$43.44
731 Machinery and transportation equipment mechanics (except motor vehicles)	60	538	A	40.5	\$29.43	\$43.24	\$36.81
7311 Construction millwrights and industrial mechanics	11	75	C	39.9	n/a	\$45.93	\$39.33
7312 Heavy-duty equipment mechanics	49	462	A	40.6	\$29.49	\$42.77	\$36.60
732 Automotive service technicians	18	113	C	42.6	\$36.02	\$39.88	\$36.08
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	14	85	C	43.6	n/a	\$38.80	\$35.32
744 Other installers, repairers and servicers	17	115	B	39.8	\$21.60	\$35.81	\$26.96
7445 Other repairers and servicers	11	40	C	39.7	\$22.69	\$34.55	\$27.86

WHOLESALE TRADE 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
745 Longshore workers and material handlers	65	517	A	40.1	\$18.03	\$27.04	\$22.02
7452 Material handlers	65	517	A	40.1	\$18.03	\$27.04	\$22.02
751 Motor vehicle and transit drivers	90	704	B	39.7	\$22.83	\$28.85	\$25.14
7511 Transport truck drivers	60	475	B	40.8	\$25.36	\$31.63	\$27.74
7514 Delivery and courier service drivers	34	229	B	37.6	\$17.82	\$23.53	\$20.03
961 Labourers in processing, manufacturing and utilities	21	226	B	39.6	\$17.90	\$24.17	\$20.54

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 65 employers combined reported wages for 517 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 ±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 Wholesale trade industry as cited by survey respondents and confirmed through review of the data.



WHOLESALE TRADE 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>					
001 Legislators and senior management	29	4%	n/a	0%	n/a
0015 Senior managers - trade, broadcasting and other services, n.e.c.	25	5%	n/a	0%	n/a
011 Administrative services managers	58-59	22%	22%	0%	n/a
0111 Financial managers	37-38	24%	16%	0%	n/a
0112 Human resources managers	10	31%	n/a	0%	n/a
0114 Other administrative services managers	13	7%	n/a	0%	n/a
060 Corporate sales managers	10	8%	n/a	8%	5.4%
0601 Corporate sales managers	10	8%	n/a	8%	5.4%
062 Retail and wholesale trade managers	174	10%	20%	1%	n/a
0621 Retail and wholesale trade managers	174	10%	20%	1%	n/a
071 Managers in construction and facility operation and maintenance	38-39	20%	24%	2%	1.4%

WHOLESALE TRADE 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
0714 Facility operation and maintenance managers	34-35	19%	28%	3%	1.7%
091 Managers in manufacturing and utilities	10	10%	n/a	0%	n/a
0911 Manufacturing managers	9	12%	n/a	0%	0.0%
111 Auditors, accountants and investment professionals	35	34%	0%	0%	n/a
1111 Financial auditors and accountants	35	34%	0%	0%	n/a
112 Human resources and business service professionals	24	25%	0%	0%	n/a
1123 Professional occupations in advertising, marketing and public relations	18	36%	0%	0%	n/a
121 Administrative services supervisors	40	10%	23%	0%	n/a
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	37	12%	23%	0%	n/a
122 Administrative and regulatory occupations	72	24%	0%	1%	1.2%
1221 Administrative officers	62	28%	0%	1%	1.3%
1225 Purchasing agents and officers	9	10%	n/a	0%	n/a

<b>WHOLESALE TRADE 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>
124 Office administrative assistants - general, legal and medical	42	29%	12%	0%	n/a
1241 Administrative assistants	42	29%	12%	0%	n/a
131 Finance, insurance and related business administrative occupations	23-24	11%	n/a	0%	n/a
1311 Accounting technicians and bookkeepers	23-24	11%	n/a	0%	n/a
141 General office workers	55	36%	9%	2%	n/a
1411 General office support workers	27-28	30%	13%	5%	1.6%
1414 Receptionists	31-32	41%	7%	0%	n/a
143 Financial, insurance and related administrative support workers	83-84	25%	4%	1%	n/a
1431 Accounting and related clerks	79-80	25%	5%	1%	n/a
1432 Payroll administrators	8	26%	n/a	0%	n/a
152 Supply chain logistics, tracking and scheduling co-ordination occupations	169-170	40%	27%	4%	1.3%
1521 Shippers and receivers	108-109	42%	23%	5%	1.7%

<b>WHOLESALE TRADE 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>
1522 Storekeepers and partspersons	66-68	47%	37%	5%	1.0%
1523 Production logistics co-ordinators	14	30%	n/a	0%	n/a
1524 Purchasing and inventory control workers	25-26	20%	n/a	0%	n/a
<b>Common Professional, Technical, Skilled, and Labour Occupations</b>					
224 Technical occupations in electronics and electrical engineering	18	13%	n/a	8%	2.6%
2242 Electronic service technicians (household and business equipment)	9	19%	n/a	8%	1.2%
226 Other technical inspectors and regulatory officers	12	16%	n/a	0%	n/a
2263 Inspectors in public and environmental health and occupational health and safety	11	17%	n/a	0%	n/a
228 Technical occupations in computer and information systems	14-15	22%	n/a	0%	n/a
2281 Computer network technicians	10-11	12%	n/a	0%	n/a
416 Policy and program researchers, consultants and officers	11	29%	n/a	10%	5.8%

<b>WHOLESALE TRADE 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>
4163 Business development officers and marketing researchers and consultants	10	32%	n/a	11%	6.4%
622 Technical sales specialists in wholesale trade and retail and wholesale buyers	66	35%	40%	5%	1.6%
6221 Technical sales specialists - wholesale trade	50	41%	42%	6%	2.1%
6222 Retail and wholesale buyers	22	17%	n/a	0%	n/a
641 Sales and account representatives - wholesale trade (non-technical)	121-123	35%	20%	3%	n/a
6411 Sales and account representatives - wholesale trade (non-technical)	121-123	35%	20%	3%	n/a
642 Retail salespersons	33-34	60%	23%	8%	2.5%
6421 Retail salespersons	33-34	60%	23%	8%	2.5%
655 Customer and information services representatives	53-54	31%	0%	1%	n/a
6552 Other customer and information services representatives	53-54	31%	0%	1%	n/a
673 Cleaners	18	50%	7%	0%	n/a

WHOLESALE TRADE 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
6733 Janitors, caretakers and building superintendents	8	42%	n/a	0%	n/a
723 Machining, metal forming, shaping and erecting trades	20	14%	n/a	0%	n/a
7237 Welders and related machine operators	14	4%	n/a	0%	n/a
730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators	24	23%	17%	0%	n/a
7301 Contractors and supervisors, mechanic trades	16	23%	n/a	0%	n/a
731 Machinery and transportation equipment mechanics (except motor vehicles)	58-59	48%	53%	10%	2.9%
7311 Construction millwrights and industrial mechanics	11	43%	n/a	0%	n/a
7312 Heavy-duty equipment mechanics	47-48	49%	57%	12%	3.1%
732 Automotive service technicians	18	50%	13%	0%	n/a
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	14	45%	0%	0%	n/a

WHOLESALE TRADE 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
744 Other installers, repairers and servicers	14-15	58%	13%	7%	2.8%
7445 Other repairers and servicers	9-10	51%	22%	10%	6.5%
745 Longshore workers and material handlers	62-63	62%	24%	7%	1.4%
7452 Material handlers	62-63	62%	24%	7%	1.4%
751 Motor vehicle and transit drivers	87	45%	22%	3%	7.4%
7511 Transport truck drivers	58-59	44%	20%	4%	n/a
7514 Delivery and courier service drivers	32-33	49%	25%	0%	n/a
961 Labourers in processing, manufacturing and utilities	20	44%	21%	7%	1.6%

“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 of 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 Government by R.A. Malatest & Associates Ltd.*