

Alberta Ministry of Labour

2017 Alberta Wage and Salary Survey (AWSS)

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.

Nonprofit Sector – Supplemental Survey Summary Report

Nonprofit organizations play a role in society separate from that of government agencies and profit-making businesses and corporations. Usually nonprofits are institutionally separate from government and are self-governing, not under effective government control (i.e., they have independent budgets, personnel practices, curricula, etc.). Individual nonprofit types and definitions are described below.

In this report, tables are presented that provide survey averages for nonprofits separate from those for the public sector and the for-profit sector. In addition, nonprofits are broken out into 4 subgroups representative of nonprofit employers. The following system is used in classifying and aggregating employers:

The Nonprofit Sector is composed of the following subgroups (including aggregations of the 12 nonprofit classifications in the International Classification of Nonprofit Organizations [ICNO]):

- Culture and Recreation
- Social Services + Development & Housing + Education & Research (excluding K-12 schools receiving public funding and public post-secondary) + Health
- Religion
- Environment + Law, Advocacy and Politics Advocacy + Philanthropic Intermediaries and Promotion of Volunteerism + International + Business & professional associations, unions + Other, not elsewhere classified

It should be noted that, in order to provide a comprehensive understanding of nonprofits, which include many small employers, nonprofit employers of all sizes were included in the random samples selected for surveying. As the AWSS would not normally include very small employers, a supplemental sample of small nonprofits was drawn for surveying.

The Public Sector is aggregated from the following subgroups:

- Public Education sector (including both partially and publically funded K-12 education and public, i.e., including private schools operating as nonprofits that receive public funding)
- Public Health sector (employers under the payroll jurisdiction of Alberta Health Services)
- Government of Alberta
- Government of Canada
- Other Government (First Nations, municipal, regional)

For-Profits include everything not classified as above.

It should be noted that, the set of for-profit employers randomly selected for the AWSS excludes employers of fewer than 10 employees in Calgary and Edmonton economic regions, and excludes employers of fewer than 5 employees in the other 6 economic regions in the province.

Methodology and Survey Completions

The survey results presented here for all sectors are based on data provided by 7,049 employers, of which 1,239 were nonprofits. The data analyzed include information on over 438,000 full-time and part-time employees, with approximately 42,800 employed by nonprofits. The data include the main AWSS data as well as a supplemental dataset of smaller nonprofits which otherwise would not have been sampled for the AWSS.

The main survey sample for the 2017 AWSS included surveys with 6,702 employers who provided information on over 436,000 employees. In keeping with past cycles of the AWSS, the core sampling frame of the AWSS survey did not include very small employers (i.e., excluded those with less than 10 employees in Calgary and Edmonton or with less than 5 employees elsewhere in Alberta), in order to maximize the number of occupations and employees covered by the survey.¹ The main Alberta Wage and Salary Survey results by Four-Digit National Occupational Classification (NOC) and additional analysis for all of Alberta, by industry group, and by geographic area can be found at www.alis.alberta.ca/wageinfo. Documentation of the survey methodology can also be found at this site.

The supplemental survey of the Nonprofit Sector was conducted in conjunction with the AWSS main survey, using the same methodology as the AWSS. It may be noted that the incidence of nonprofits in the employer population in the AWSS would normally have been relatively low (i.e., random sampling of nonprofits at the same sampling rate as other employers would be expected to naturally yield only about 300 surveys with nonprofit employers). Therefore, nonprofits were over-sampled in the AWSS main survey (with data weighting applied later to correct for this over-representation in the main AWSS results). Also, as the AWSS excludes smaller employers, and many nonprofits are small employers, a supplemental sample of small nonprofit employers was drawn for inclusion in the survey. The AWSS employer listing from InfoCanada were supplemented by listings of nonprofits drawn by the Alberta Ministry of Labour from the Business Register.

Nonprofits invited to participate in the survey were provided with a cover letter informing them that again the wage and salary results for nonprofits would be reported separately as part of the AWSS. Interest in the survey amongst nonprofits was high, with the nonprofit portion of the sample furnishing a valid response rate of 43% (after exclusion of non-qualifiers and duplicates), which compares to 28% from the for-profit and public sectors portions of the sample. A total of 1,239 nonprofit employers participated, well exceeding the target of 820 surveys. Of these, 892 nonprofits were part of the AWSS sample frame (and contributed to the main AWSS results), and 347 were from the supplemental sample of smaller nonprofits (and are excluded from the main AWSS results, i.e., are only included in this supplemental reporting of nonprofits). Post-survey, answers regarding nonprofit status were reviewed to confirm whether respondents fit the nonprofit definitions used in this survey. Data weighting was applied by industry (19 classifications), 3-digit North American Industry Classification System (NAICS) code, employer size and nonprofit status, so that the overall results across sectors would not be biased by the nonprofit over-sample. The following table illustrates the total number of surveys completed by sector and nonprofit subgroup.

¹ The main AWSS sample was supplemented with listings for a limited number of employers with fewer employees than the minimum threshold which were also randomly sampled in an attempt to improve the representation of a few occupations with very little data gathered in the 2015 cycle.

Sector / Nonprofit Subgroup	Employers Reporting (n)	# of Employees Covered
NONPROFIT SECTOR TOTAL	1,239	42,839
Culture and recreation	361	10,194
Social services, development & housing, health, education & research	544	25,345
Religion	161	1,221
Other nonprofits	173	6,079
PUBLIC SECTOR TOTAL	291	185,151
FOR-PROFIT SECTOR TOTAL	5,519	206,351

The following table illustrates the total number of surveys completed by sector, broken out by the 19 industry groups used in the AWSS. As indicated, nonprofits are concentrated in the following industries: Other Services (including religious and civic organizations, service clubs, and social clubs); Health Care and Social Assistance (including various health/social services and a number of seniors' homes that provide health care); and Information, Culture and Recreation (visual and performing arts, museums, libraries, nonprofit recreation facilities or clubs). Nonprofits in the Finance, Insurance, Real Estate, and Leasing industry group also include a number providers of low-income and/or seniors housing. It should be noted that nonprofits in Educational Services exclude K-12 schools but include preschools, recreational instruction, language schools, adult education programs, certain theological colleges, and other education-related organizations. Of note, nonprofits in the Utilities industry include a number of natural gas cooperatives.

INDUSTRY GROUP	Employers Responding (n)		
	NONPROFITS	PUBLIC SECTOR	FOR-PROFITS
Agriculture	9	-	147
Forestry, Logging, Fishing and Hunting	1	-	25
Oil & Gas Extraction	1	-	119
Utilities	30	-	17
Construction	1	-	546
Manufacturing	2	-	643
Wholesale Trade	2	-	293
Retail Trade	12	-	709
Transportation and Warehousing	6	-	333
Information, Culture, Recreation	247	-	264
Finance, Insurance, Real Estate, Leasing	29	-	305
Professional, Scientific & Technical Services	31	-	438
Business, Building and Other Support Services	21	-	266
Educational Services*	80*	95*	92
Health Care & Social Assistance	375	8	373
Accommodation & Food Services	24	-	484
Other Services (Repair, Personal Services and Related)	368	-	452
Public Administration	-	188	-
Mining	-	-	13
TOTAL	1,239	291	5,519

* Note: K-12 private schools operated as nonprofits which receive full or partial public funding are classified as part of the public sector, not the nonprofit sector, as are public post-secondary institutions. Nonprofits classified as part of the Educational Services industry include organizations other than K-12 schools.

It may be noted that the data for nonprofits accounts for 44% of the weighted employment captured by the survey in the Other Services industry group, 28% of the Information, Culture and Recreation industry group, and 28% of the Health Care & Social Services industry. For the latter industry, it may be of interest to note that 46% of weighted employment the Health Care & Social Services industry is associated with the public sector and the remaining 26% is associated with the for-profit sector.

As the nonprofit definition excludes private K-12 schools operating as nonprofits but receiving public funding, nonprofits in the Educational Services industry group represent only 6% of the weighted employment captured by the survey for this industry group (with the public sector representing 88% of the weighted employees represented by the survey data).

SURVEY RESULTS FOR NON-PROFITS

The survey results for nonprofits are presented in a few different ways to allow for both summary-level comparisons and occupation-specific comparisons, for different industry groups and for the four non-profit sub-sectors.

Summary-level results for overall average wages and vacancy rates are presented overall, for 1-digit NOC broad skill type classification, and for 2-digit NOC major occupational groups in the following sections. These results are presented by sector and nonprofit subsector.

- A. Basis for Summary-Level Sector Comparisons
- B. Summary-Level Wage Results by Sector
- C. Summary-Level Vacancy Results by Sector

Summary-level results for average hours worked, overall average wages, and vacancy rates by industry are presented in the following section, and are presented overall, for 1-digit NOC broad skill type classification, and for 2-digit NOC major occupational groups.

- D. Summary-Level Results by Industry by Sector

More detailed results (including average hours worked; starting, top and overall average wages; hiring activities and hiring difficulties, and vacancy rates) for specific 4-digit NOCs are presented for 30 occupations common to the nonprofit sector in the following sections. These results are presented by sector and non-profit subsector:

- E. Wages for Selected Occupations
- F. Job Vacancies & Hiring Difficulties for Selected Occupations

A. BASIS FOR SUMMARY-LEVEL SECTOR COMPARISONS

Presented on the following pages are summary-level survey results by broad occupational classification (1-digit NOC) and major occupational group (2-digit NOC).

When interpreting the wage and salary survey results presented herewith, readers should bear in mind the sample sizes and reliability codes associated with each result. The table below highlights the sample sizes and the reliability codes assigned to each result as follows:

- “A” = CV < 6.00%; and, >30 observations or covers >50% of employment in cell (per 2011 NHS data)
- “B” = CV = 6.01% to 15.00%; and, >20 observations or covers >33% of all employment
- “C” = CV 15.01% to 33.00%; and, >10 observations or covers >25% of all employment
- “D” = CV >33.00% or not calculable; or, <10 observations and <25% of employment

OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC)	Sample Size (n Employers Responding) and Reliability Code						
	NON-PROFIT SECTOR TOTAL	Culture and recreation nonprofits	Social services, development & housing, health, education nonprofits	Religious nonprofits	Other nonprofits	PUBLIC SECTOR	FOR-PROFIT SECTOR
TOTAL, ALL OCCUPATIONS	1,239 (A)	361 (A)	544 (A)	161 (A)	173 (B)	291 (A)	5,519 (A)
NOC Broad Classification (Skill Type)							
0 Management occupations	858 (A)	256 (A)	429 (A)	33 (B)	140 (B)	258 (A)	2,978 (A)
1 Business, finance and administration occupations	843 (A)	210 (A)	374 (A)	119 (A)	140 (A)	259 (A)	3,651 (A)
2 Natural and applied sciences and related occupations	133 (B)	47 (B)	45 (A)		37 (B)	137 (A)	1,078 (A)
3 Health occupations	97 (A)		87 (A)			47 (A)	439 (B)
4 Occ's in education, law and social, community and govt svc	676 (A)	49 (B)	434 (A)	142 (A)	51 (B)	213 (A)	338 (C)
5 Occupations in art, culture, recreation and sport	227 (B)	169 (B)	25 (C)	22 (C)	11 (C)	94 (A)	293 (A)
6 Sales and service occupations	559 (A)	212 (A)	222 (A)	75 (A)	50 (D)	148 (A)	2,725 (A)
7 Trades, transport, and equipment operators and related	102 (B)	22 (B)	46 (B)		33 (B)	202 (A)	2,439 (A)
8 Natural resources, agriculture and related production occ's	78 (B)	55 (B)	11 (C)			64 (A)	469 (A)
9 Occupations in manufacturing and utilities	19 (C)				11 (C)	95 (A)	687 (B)
NOC Major Group (2-Digit NOC)							
00 Senior management occupations	248 (A)	35 (B)	150 (A)		57 (B)	165 (A)	557 (A)
01_05 Specialized middle management occupations	673 (A)	182 (A)	374 (A)	19 (C)	98 (A)	218 (A)	1,033 (A)
06 Middle management occupations in retail and wholesale trade and customer services	124 (A)	68 (B)	29 (B)		19 (C)	24 (B)	1,357 (A)
07-09 Middle management occupations in trades, transportation, production and utilities	119 (C)	40 (B)	37 (B)		33 (C)	84 (A)	1,152 (A)
11 Professional occupations in business and finance	264 (A)	58 (A)	130 (A)	14 (C)	62 (B)	124 (A)	778 (A)
12 Administrative and financial supervisors and administrative occupations	519 (A)	102 (A)	244 (A)	77 (A)	96 (A)	197 (A)	1,491 (A)
13 Finance, insurance and related business administrative occupations	125 (A)	38 (B)	42 (B)	26 (B)	19 (C)	45 (B)	528 (A)
14 Office support occupations	430 (A)	104 (B)	204 (A)	48 (A)	74 (B)	207 (A)	2,287 (A)
15 Distribution, tracking and scheduling co-ordination occupations	31 (B)		14 (C)		12 (C)	53 (A)	971 (A)
21 Professional occ's in natural and applied sciences	51 (A)		22 (B)		19 (C)	118 (A)	402 (A)

OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC)	Sample Size (n Employers Responding) and Reliability Code						
	NON-PROFIT SECTOR TOTAL	Culture and recreation nonprofits	Social services, development & housing, health, education nonprofits	Religious nonprofits	Other nonprofits	PUBLIC SECTOR	FOR-PROFIT SECTOR
22 Technical occupations related to natural and applied sciences	103 (B)	43 (B)	32 (A)		27 (B)	103 (A)	917 (A)
30 Professional occupations in nursing	29 (B)		26 (B)			24 (A)	54 (A)
31 Professional occupations in health (except nursing)	30 (A)		23 (B)			35 (A)	176 (B)
32 Technical occupations in health	41 (A)		36 (A)			28 (B)	320 (A)
34 Assisting occupations in support of health services	59 (A)		58 (A)			21 (B)	172 (B)
40 Professional occupations in education services	57 (B)		39 (B)			102 (A)	54 (B)
41 Professional occupations in law and social, community and government services	414 (A)	30 (B)	223 (A)	131 (A)	30 (B)	117 (A)	195 (B)
42 Paraprofessional occupations in legal, social, community and education services	425 (A)	21 (B)	332 (A)	47 (B)	25 (C)	99 (A)	134 (C)
44 Care providers and educational, legal and public protection support occupations	43 (B)		35 (B)			118 (A)	18 (C)
51 Professional occupations in art and culture	96 (B)	75 (B)		11 (C)		44 (B)	76 (B)
52 Technical occ's in art, culture, recreation and sport	171 (B)	130 (B)	21 (C)	13 (C)		78 (A)	260 (B)
62 Retail sales supervisors and specialized sales occ's	21 (B)					11 (C)	678 (A)
63 Service supervisors and specialized service occ's	246 (A)	74 (A)	147 (A)	14 (C)	11 (C)	62 (A)	624 (A)
64 Sales representatives and salespersons - wholesale and retail trade	65 (B)	35 (A)	15 (C)		13 (C)	10 (C)	990 (A)
65 Service representatives and other customer and personal services occupations	144 (C)	91 (A)	23 (B)		24 (D)	41 (B)	861 (A)
66 Sales support occupations	28 (B)	19 (C)					277 (A)
67 Service support and other service occupations, n.e.c.	385 (A)	146 (B)	150 (A)	71 (A)	18 (C)	140 (A)	998 (A)
72 Industrial, electrical and construction trades	30 (B)		10 (C)		17 (C)	70 (A)	821 (A)
73 Maintenance and equipment operation trades	24 (B)	13 (C)				129 (A)	1,097 (A)
74 Other installers, repairers and servicers and material handlers	24 (C)				13 (C)	32 (A)	426 (A)
75 Transport and heavy equipment operation and related maintenance occupations	54 (B)		31 (B)		14 (C)	143 (B)	1,019 (A)
76 Trades helpers, construction labourers and related occupations	10 (C)					95 (A)	527 (A)
82 Supervisors and technical occupations in natural resources, agricultural and related production	16 (C)	12 (C)				29 (B)	226 (A)
86 Harvesting, landscaping and natural resources labourers	66 (B)	48 (B)	10 (C)			46 (B)	214 (A)
92 Processing, manufacturing and utilities supervisors and central control operators	10 (D)					92 (A)	204 (B)

Excludes Major groups 43, 84, 94, 95, and 96, for which no results are available for nonprofits.

B. SUMMARY-LEVEL WAGE RESULTS BY SECTOR

The tables below present the survey results for the Nonprofit Sector and subsectors compared to those for the Public Sector and For-Profit Sector, as a whole, by broad skill classification, and by major occupational group. In the tables, results based on lower levels of reliability (Reliability C or D) are shaded. Readers are referred to the previous table for the reliability codes associated with each result.

As a whole, employees at nonprofits receive lower hourly wages on average than workers in the public sector and for-profit sector. At more disaggregated levels of occupational classification, the trend is generally the same (lower wages on average for nonprofits), with some exceptions.

In interpreting these results, readers are reminded that, at aggregated levels, differences observed may not necessarily be due to different pay for the same work. The distribution of employment by skill level and type of responsibility may vary considerably by sector. Readers are encouraged to review the results for specific occupations—e.g., results by 4-digit NOC nearer the end of this report—for more direct comparisons of occupations with the same skill level (although it may be noted that even within a 4-digit NOC, different positions at different employers may have differences in skill and/or qualification requirements or may entail different responsibilities).

OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC)	Overall Average Wage (Hourly)						
	NON-PROFIT SECTOR TOTAL	Culture and recreation nonprofits	Social services, development & housing, health, education nonprofits	Religious nonprofits	Other nonprofits	PUBLIC SECTOR	FOR- PROFIT SECTOR
TOTAL, ALL OCCUPATIONS	\$24.86	\$20.80	\$23.59	\$24.05	\$36.00	\$37.64	\$27.09
NOC Broad Classification (Skill Type)							
0 Management occupations	\$41.35	\$31.36	\$39.05	\$29.42	\$54.06	\$57.90	\$47.56
1 Business, finance and administration occupations	\$27.87	\$22.71	\$25.39	\$21.91	\$35.95	\$31.82	\$27.60
2 Natural and applied sciences and related occupations	\$41.69	\$27.60	\$28.86	-	\$46.96	\$46.55	\$40.39
3 Health occupations	\$25.63	-	\$25.61	-	-	\$37.65	\$30.66
4 Occupations in education, law and social, community and government service	\$23.00	\$18.69	\$22.48	\$27.01	\$40.93	\$39.19	\$30.54
5 Occupations in art, culture, recreation and sport	\$22.64	\$23.04	\$16.96	\$16.86	\$28.61	\$28.42	\$26.48
6 Sales and service occupations	\$17.89	\$16.03	\$19.09	\$17.44	\$18.42	\$23.41	\$17.44
7 Trades, transport, and equipment operators and related	\$32.13	\$18.95	\$19.82	-	\$36.74	\$33.42	\$29.74
8 Natural resources, agriculture and related production occupations	\$20.39	\$17.17	\$23.49	-	-	\$32.41	\$28.19
9 Occupations in manufacturing and utilities	\$41.94	-	-	-	\$49.30	\$35.32	\$24.92
NOC Major Group (2-Digit NOC)							
00 Senior management occupations	\$60.22	\$51.62	\$53.81	-	\$73.55	\$74.74	\$82.05
01_05 Specialized middle management occupations	\$37.98	\$30.16	\$37.40	\$29.63	\$49.68	\$56.11	\$52.06
06 Middle management occupations in retail and wholesale trade and customer services	\$31.79	\$27.73	\$29.51	-	\$46.31	\$39.30	\$32.81
07-09 Middle management occupations in trades, transportation, production and utilities	\$46.13	\$30.90	\$38.24	-	\$52.38	\$55.60	\$49.69
11 Professional occupations in business and finance	\$38.98	\$26.15	\$30.62	\$25.91	\$49.79	\$45.56	\$39.31
12 Administrative and financial supervisors and	\$27.16	\$21.52	\$25.63	\$21.95	\$33.40	\$29.93	\$29.32

OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC)	Overall Average Wage (Hourly)						
	NON-PROFIT SECTOR TOTAL	Culture and recreation nonprofits	Social services, development & housing, health, education nonprofits	Religious nonprofits	Other nonprofits	PUBLIC SECTOR	FOR-PROFIT SECTOR
administrative occupations							
13 Finance, insurance and related business administrative occupations	\$27.30	\$24.66	\$30.85	\$24.27	\$28.31	\$48.41	\$31.06
14 Office support occupations	\$22.84	\$22.11	\$22.16	\$20.27	\$25.90	\$28.59	\$22.06
15 Distribution, tracking and scheduling co-ordination occupations	\$32.79	-	\$30.24	-	\$36.99	\$30.60	\$24.22
21 Professional occ's in natural and applied sciences	\$34.71	-	\$29.33	-	\$42.07	\$49.86	\$47.81
22 Technical occupations related to natural and applied sciences	\$42.85	\$27.17	\$28.59	-	\$47.46	\$43.00	\$35.54
30 Professional occupations in nursing	\$43.91	-	\$43.80	-	-	\$42.79	\$43.77
31 Professional occupations in health (except nursing)	\$40.70	-	\$40.30	-	-	\$45.42	\$48.49
32 Technical occupations in health	\$26.54	-	\$27.06	-	-	\$34.49	\$31.75
34 Assisting occupations in support of health services	\$22.11	-	\$22.13	-	-	\$24.22	\$20.66
40 Professional occupations in education services	\$28.14	-	\$28.60	-	-	\$42.11	\$29.92
41 Professional occupations in law and social, community and government services	\$28.29	\$25.71	\$27.21	\$29.15	\$45.22	\$44.41	\$55.08
42 Paraprofessional occupations in legal, social, community and education services	\$21.29	\$16.29	\$21.32	\$20.88	\$40.21	\$34.03	\$19.36
44 Care providers and educational, legal and public protection support occupations	\$19.52	-	\$19.49	-	-	\$26.30	\$16.82
51 Professional occupations in art and culture	\$28.53	\$29.51	-	\$20.06	-	\$34.37	\$31.12
52 Technical occ's in art, culture, recreation and sport	\$22.14	\$22.61	\$16.29	\$14.54	-	\$26.17	\$24.45
62 Retail sales supervisors and specialized sales occ's	\$17.38	-	-	-	-	\$43.05	\$28.22
63 Service supervisors and specialized service occ's	\$20.85	\$19.09	\$21.81	\$18.59	\$21.23	\$26.64	\$17.54
64 Sales representatives and salespersons - wholesale and retail trade	\$14.94	\$15.12	\$14.36	-	\$19.10	\$31.11	\$18.11
65 Service representatives and other customer and personal services occupations	\$16.71	\$14.32	\$18.04	-	\$17.97	\$31.18	\$15.93
66 Sales support occupations	\$14.62	\$13.94	-	-	-	-	\$15.38
67 Service support and other service occupations, n.e.c.	\$18.25	\$16.54	\$19.12	\$17.41	\$21.82	\$21.96	\$15.36
72 Industrial, electrical and construction trades	\$41.78	-	\$32.38	-	\$46.16	\$40.49	\$34.20
73 Maintenance and equipment operation trades	\$40.64	\$26.62	-	-	-	\$41.34	\$36.25
74 Other installers, repairers and servicers and material handlers	\$18.94	-	-	-	\$29.15	\$32.46	\$22.49
75 Transport and heavy equipment operation and related maintenance occupations	\$30.59	-	\$17.81	-	\$34.40	\$31.72	\$27.28
76 Trades helpers, construction labourers and related occupations	\$33.55	-	-	-	-	\$26.59	\$24.65
82 Supervisors and technical occupations in natural resources, agricultural and related production	\$29.27	\$25.21	-	-	-	\$35.62	\$35.98
86 Harvesting, landscaping and natural resources labourers	\$19.48	\$16.59	\$22.92	-	-	\$29.75	\$21.49
92 Processing, manufacturing and utilities supervisors and central control operators	\$52.53	-	-	-	-	\$36.77	\$42.95

Excludes Major groups 43, 84, 94, 95, and 96, for which no results are available for nonprofits. Results based on lower levels of reliability (Reliability C or D) are shaded.

C. SUMMARY-LEVEL VACANCY RATES BY SECTOR

The table below provides summary-level results for vacancy rates overall, by broad occupational classification, and major occupational group. In the table, results based on lower levels of reliability (Reliability C or D) are shaded.

Overall, across all occupations, Nonprofits reported lower vacancy rates (positions unfilled for four months or more) than For-Profit sector employers. However, for certain occupational groups, Nonprofits reported higher vacancy rates than employers in other sectors. With respect to whether wages paid by nonprofits are correlated to vacancy rates at those nonprofits, examination of the results reveals that for some occupational groups, higher vacancy rates may be observed when wages are lower; however, for other occupational groups, this does not appear to hold true. (Note: Statistical tests were not conducted to validate whether there are statistically significant relationships.)

In interpreting the Public Sector vacancy rate results, it may be noted that a number of large public sector employers, including provincial and federal governments, Alberta Health Services, certain municipalities and certain school boards were not able to provide information on hiring and vacancies – therefore, the Public Sector results should be interpreted with caution as they are based on a subsample of Public Sector employers that excludes the largest employers.

OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC)	Vacancy Rate)						FOR-PROFIT SECTOR
	NON-PROFIT SECTOR TOTAL	Culture and recreation nonprofits	Social services, development & housing, health, education nonprofits	Religious nonprofits	Other nonprofits	PUBLIC SECTOR	
TOTAL, ALL OCCUPATIONS	1.0%	1.3%	n/a	1.0%	n/a	n/a	2.5%
NOC Broad Classification (Skill Type)							
0 Management occupations	1.1%	n/a	1.5%	n/a	n/a	1.1%	1.8%
1 Business, finance and administration occupations	n/a	n/a	n/a	1.5%	1.3%	n/a	1.4%
2 Natural and applied sciences and related occupations	2.5%	n/a	n/a	-	3.6%	2.1%	2.1%
3 Health occupations	n/a	-	n/a	-	-	n/a	2.5%
4 Occupations in education, law and social, community and government service	1.0%	n/a	1.0%	1.2%	n/a	n/a	1.2%
5 Occupations in art, culture, recreation and sport	n/a	n/a	n/a	n/a	n/a	n/a	1.4%
6 Sales and service occupations	1.1%	2.4%	n/a	n/a	n/a	n/a	2.9%
7 Trades, transport, and equipment operators and related	n/a	1.8%	n/a	-	n/a	n/a	2.5%
8 Natural resources, agriculture and related production occupations	2.4%	3.1%	1.3%	-	-	3.1%	5.4%
9 Occupations in manufacturing and utilities	n/a	-	-	-	n/a	n/a	2.0%
NOC Major Group (2-Digit NOC)							
00 Senior management occupations	n/a	3.3%	n/a	-	1.0%	n/a	n/a
01_05 Specialized middle management occupations	1.3%	n/a	1.8%	n/a	n/a	1.2%	1.6%
06 Middle management occupations in retail and wholesale trade and customer services	1.0%	n/a	1.7%	-	1.0%	n/a	2.4%
07-09 Middle management occupations in trades, transportation, production and utilities	n/a	n/a	n/a	-	n/a	1.1%	1.7%
11 Professional occupations in business and finance	1.0%	n/a	n/a	n/a	1.4%	2.1%	1.7%
12 Administrative and financial supervisors and administrative occupations	n/a	n/a	n/a	n/a	1.4%	n/a	n/a
13 Finance, insurance and related business administrative occupations	1.7%	n/a	n/a	n/a	n/a	1.0%	4.6%

OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC)	Vacancy Rate)						
	NON-PROFIT SECTOR TOTAL	Culture and recreation nonprofits	Social services, development & housing, health, education nonprofits	Religious nonprofits	Other nonprofits	PUBLIC SECTOR	FOR-PROFIT SECTOR
14 Office support occupations	n/a	n/a	n/a	4.2%	n/a	n/a	n/a
15 Distribution, tracking and scheduling co-ordination occupations	n/a	-	n/a	-	n/a	n/a	1.2%
21 Professional occ's in natural and applied sciences	n/a	-	1.0%	-	n/a	3.5%	2.5%
22 Technical occupations related to natural and applied sciences	2.9%	n/a	n/a	-	4.0%	n/a	1.8%
30 Professional occupations in nursing	n/a	-	n/a	-	-	n/a	1.1%
31 Professional occupations in health (except nursing)	n/a	-	n/a	-	-	n/a	1.9%
32 Technical occupations in health	n/a	-	n/a	-	-	n/a	3.4%
34 Assisting occupations in support of health services	n/a	-	n/a	-	-	n/a	2.2%
40 Professional occupations in education services	n/a	-	n/a	-	-	n/a	1.5%
41 Professional occupations in law and social, community and government services	1.4%	n/a	1.6%	1.3%	n/a	n/a	1.8%
42 Paraprofessional occupations in legal, social, community and education services	0.9%	n/a	n/a	1.3%	1.2%	n/a	n/a
44 Care providers and educational, legal and public protection support occupations	n/a	-	n/a	-	-	n/a	2.0%
51 Professional occupations in art and culture	n/a	n/a	-	n/a	-	n/a	1.4%
52 Technical occ's in art, culture, recreation and sport	n/a	n/a	n/a	n/a	-	n/a	1.4%
62 Retail sales supervisors and specialized sales occ's	3.2%	-	-	-	-	7.2%	1.7%
63 Service supervisors and specialized service occ's	n/a	1.2%	n/a	n/a	n/a	n/a	6.0%
64 Sales representatives and salespersons - wholesale and retail trade	1.7%	4.5%	n/a	-	2.0%	n/a	1.4%
65 Service representatives and other customer and personal services occupations	1.7%	4.0%	1.0%	-	n/a	n/a	2.6%
66 Sales support occupations	n/a	n/a	-	-	-	-	1.5%
67 Service support and other service occupations, n.e.c.	n/a	1.3%	n/a	n/a	n/a	n/a	4.4%
72 Industrial, electrical and construction trades	1.5%	-	n/a	-	2.1%	n/a	1.4%
73 Maintenance and equipment operation trades	n/a	2.1%	-	-	-	n/a	2.1%
74 Other installers, repairers and servicers and material handlers	n/a	-	-	-	1.1%	n/a	2.2%
75 Transport and heavy equipment operation and related maintenance occupations	n/a	-	1.7%	-	n/a	n/a	3.8%
76 Trades helpers, construction labourers and related occupations	n/a	-	-	-	-	1.8%	1.9%
82 Supervisors and technical occupations in natural resources, agricultural and related production	n/a	n/a	-	-	-	1.0%	2.3%
86 Harvesting, landscaping and natural resources labourers	2.6%	3.4%	n/a	-	-	3.8%	5.6%
92 Processing, manufacturing and utilities supervisors and central control operators	n/a	-	-	-	-	n/a	n/a

Excludes Major groups 43, 84, 94, 95, and 96, for which no results are available for nonprofits. Results based on lower levels of reliability (Reliability C or D) are shaded. "n/a" indicates either insufficient response or results did not meet criteria for inclusion in the reporting. Job Vacancy Rate for vacancies that had been unfilled for 4 months or more calculated as: $\frac{\text{Sum of Unfilled Vacancies}}{\text{Sum of Current Employees} + \text{Sum of Unfilled Vacancies}}$, with data weighted by establishment for survey non-response.

D. SUMMARY-LEVEL RESULTS BY INDUSTRY

The table below presents wage results by Industry with comparison between the Nonprofit, Public, and For-Profit sectors. Industries which did not have reportable results for Nonprofits are not displayed in the table, however, they do contribute to the total across all industries for both the Public and For-Profit Sectors. Results based on Reliability “C” or “D” are shaded.

Again, readers are reminded that, at aggregated levels, differences observed may not necessarily be due to different pay for the same work. The distribution of employment by skill level and type of responsibility may vary considerably by sector. Readers are encouraged to review the results for specific occupations at the 4-digit level later in this report for more direct comparisons of occupations with similar skill level and responsibilities.

INDUSTRY	Sample size (n Employers) & Reliability Code			Avg. Hours Worked per Week			Overall Average Wage (Hourly)			Vacancy Rates		
	Non-profit	Public Sector	For-profit	Non-profit	Public Sector	For-Profit	Non-profit	Public Sector	For-Profit	Non-profit	Public Sector**	For-Profit
TOTAL (all industries)	1239 (A)	291 (A)	5519 (A)	31.8	37.2	36.7	\$24.86	\$37.64	\$27.09	1.0%	n/a	2.5%
Utilities	30 (B)	-	17 (C)	39.7	-	39.1	\$45.53	-	\$42.43	0.8%	-	0.5%
Retail Trade	12 (C)	-	709 (A)	33.6	-	31.8	\$20.74	-	\$19.62	1.1%	-	1.6%
Information, Culture, Recreation (incl. Tourism)	247 (A)	-	264 (A)	29.9	-	31.5	\$20.47	-	\$21.19	2.0%	-	3.0%
Finance, Insurance, Real Estate, Leasing	29 (B)	-	305 (A)	34.8	-	37.3	\$26.19	-	\$32.89	0.4%	-	2.7%
Professional, Scientific & Technical Svcs	31 (A)	-	438 (B)	35.4	-	37.7	\$33.37	-	\$36.13	0.8%	-	1.6%
Business, Building, and Other Support Svcs	21 (D)	-	266 (B)	34.7	-	36.5	\$20.40	-	\$24.02	0.3%	-	1.7%
Educational Services	80 (B)	95 (A)	92 (B)	29.3	34.3	26.5	\$25.64	\$36.05	\$24.65	0.9%	0.2%	2.2%
Health Care & Social Assistance	375 (A)	8 (A)	373 (B)	32.1	38.9	33.1	\$23.73	\$35.70	\$26.35	0.8%	n/a	1.8%
Accommodation & Food Services (incl. Tourism)	24 (B)	-	484 (A)	34.2	-	30.7	\$23.26	-	\$14.87	0.8%	-	5.1%
Other Services (Repair, Personal, Related)	368 (B)	-	452 (A)	30.7	-	36.4	\$26.29	-	\$25.91	0.9%	-	2.3%

In the above table, “n/a” indicates either insufficient response or results did not meet criteria for inclusion in the reporting. Results based on lower levels of reliability (Reliability C or D) are shaded.

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.

Data Reliability Codes are based on coefficient of variation as an indicator of general reliability, with adjustments made based on assessment of the sample size and employment covered by each cell, as follows:

“A” (CV < 6.00%; >30 observations or covers >50% of employment in cell)

“B” (CV = 6.01% to 15.00%; >20 observations or covers >33% of all employment)

“C” (CV 15.01% to 33.00%; >10 observations or covers >25% of all employment)

“D” (CV >33.00% or not calculable; or, <10 observations and <25% of employment)

* Note: K-12 private schools operated as nonprofits which receive full or partial public funding are classified as part of the public sector, not the nonprofit sector, as are public post-secondary institutions. Nonprofits classified as part of the Educational Services industry include organizations other than K-12 schools (e.g., preschools, recreational instruction, language schools, adult education programs, certain theological colleges, and other education-related nonprofit organizations).

** A number of large public sector employers, including provincial and federal governments, Alberta Health Services, certain municipalities and certain school boards were not able to provide information on hiring and vacancies – therefore, the Public Sector results should be interpreted with caution as they are based on a subsample of Public Sector employers.

The following table provides the results by industry broken out by major occupational group in a similar format to the preceding table. Only industries and occupational groups which had results for nonprofits are reported (i.e., results for public sector and for-profit employers are excluded when there are no results for nonprofits). Results based on Reliability “C” or “D” are shaded.

INDUSTRY / MAJOR OCCUPATIONAL GROUP (2-Digit NOC)	Sample size (n Employers) & Reliability Code			Avg. Hours Worked per Week			Overall Average Wage (Hourly)			Vacancy Rates		
	Non- profit	Public Sector	For- profit	Non- profit	Public Sector	For- Profit	Non- profit	Public Sector	For- Profit	Non- profit	Public Sector**	For- Profit
Utilities												
07_09 Middle management occupations in trades, transportation, production and utilities	16 (C)		13 (C)	40.0		38.4	\$53.89		\$52.75	0.8%		n/a
12 Administrative and financial supervisors and administrative occupations	15 (C)			39.5			\$32.62			n/a		n/a
14 Office support occupations	20 (B)			36.2			\$28.36			1.7%		n/a
72 Industrial, electrical and construction trades	16 (C)			39.3			\$44.76			4.0%		n/a
74 Other installers, repairers and servicers and material handlers	11 (C)			39.8			\$31.48			n/a		n/a
Information, Culture, Recreation (incl. Tourism)												
0 Senior management occupations	27 (B)		28 (B)	39.2		40.7	\$58.83		\$64.63	5.5%		6.6%
01_05 Specialized middle management occupations	139 (A)		98 (B)	39.9		40.7	\$30.43		\$40.37	1.0%		7.2%
6 Middle management occupations in retail and wholesale trade and customer services	46 (B)		70 (B)	40.8		39.1	\$30.09		\$31.14	1.2%		3.0%
07_09 Middle management occupations in trades, transportation, production and utilities	23 (B)		18 (C)	38.1		40.4	\$36.57		\$32.51	n/a		9.2%
11 Professional occupations in business and finance	49 (A)		41 (B)	35.6		39.0	\$25.03		\$29.41	1.4%		0.3%
12 Administrative and financial supervisors and administrative occupations	69 (A)		48 (A)	32.5		34.7	\$21.90		\$21.97	0.8%		1.7%
13 Finance, insurance and related business administrative occupations	24 (B)		16 (C)	21.5		34.4	\$25.34		\$26.28			n/a
14 Office support occupations	73 (B)		66 (A)	23.6		32.3	\$23.08		\$18.05	0.1%		n/a
22 Technical occupations related to natural and applied sciences	40 (B)		51 (A)	38.4		39.7	\$27.31		\$28.69	n/a		6.1%
41 Professional occupations in law and social, community and government services	19 (C)			30.2			\$27.55			n/a		n/a
42 Paraprofessional occupations in legal, social, community and education services	14 (C)			31.4			\$16.21			n/a		n/a
51 Professional occupations in art and culture	69 (B)		55 (B)	32.4		38.8	\$28.63		\$31.94	0.3%		1.1%
52 Technical occupations in art, culture, recreation and sport	96 (B)		104 (B)	26.1		26.4	\$19.48		\$23.88	1.7%		1.1%
63 Service supervisors and specialized service occupations	52 (B)		38 (B)	34.4		32.6	\$18.38		\$18.82	1.5%		1.2%

INDUSTRY / MAJOR OCCUPATIONAL GROUP (2-Digit NOC)	Sample size (n Employers) & Reliability Code			Avg. Hours Worked per Week			Overall Average Wage (Hourly)			Vacancy Rates		
	Non- profit	Public Sector	For- profit	Non- profit	Public Sector	For- Profit	Non- profit	Public Sector	For- Profit	Non- profit	Public Sector**	For- Profit
64 Sales representatives and salespersons - wholesale and retail trade	29 (B)		83 (B)	29.9		33.5	\$14.99		\$24.76	5.7%		1.0%
65 Service representatives and other customer and personal services occupations	48 (A)		57 (B)	26.7		31.3	\$14.45		\$14.13	5.1%		3.8%
66 Sales support occupations	15 (C)		18 (C)	19.0		22.5	\$14.99		\$14.17	n/a		3.2%
67 Service support and other service occupations, n.e.c.	100 (B)		70 (B)	27.6		23.9	\$18.15		\$13.68	2.3%		2.6%
73 Maintenance and equipment operation trades	11 (C)		15 (C)	41.6		37.4	\$26.55		\$30.20	2.4%		n/a
82 Supervisors and technical occupations in natural resources, agricultural and related production	11 (C)			42.5			\$25.31			n/a		n/a
86 Harvesting, landscaping and natural resources labourers	43 (B)		45 (A)	32.5		34.1	\$16.56		\$14.59	4.0%		5.4%
Finance, Insurance, Real Estate, Leasing												
01_05 Specialized middle management occupations	22 (B)		121 (A)	38.9		37.1	\$47.37		\$50.53	3.7%		3.1%
12 Administrative and financial supervisors and administrative occupations	24 (B)		135 (B)	35.6		38.1	\$27.97		\$26.88	n/a		1.6%
14 Office support occupations	12 (C)		178 (A)	35.9		36.5	\$24.45		\$23.33	n/a		1.1%
41 Professional occupations in law and social, community and government services	10 (C)		15 (C)	38.6		35.6	\$31.13		\$59.35	2.8%		10.5%
63 Service supervisors and specialized service occupations	17 (C)		10 (C)	37.9		38.8	\$23.80		\$28.75	n/a		n/a
67 Service support and other service occupations, n.e.c.	22 (B)		53 (C)	33.1		39.1	\$20.84		\$22.31	0.1%		0.9%
Professional, Scientific & Technical Services												
0 Senior management occupations	16 (C)		58 (B)	38.1		39.5	\$52.35		\$82.19	n/a		0.5%
01_05 Specialized middle management occupations	23 (B)		149 (A)	37.5		39.2	\$46.62		\$57.29	n/a		0.8%
11 Professional occupations in business and finance	10 (C)		136 (A)	35.3		38.3	\$28.79		\$34.95	n/a		1.6%
12 Administrative and financial supervisors and administrative occupations	15 (C)		207 (A)	33.3		36.4	\$26.06		\$30.21	n/a		0.1%
14 Office support occupations	11 (C)		246 (C)	29.6		32.7	\$24.85		\$18.99	n/a		0.5%
41 Professional occupations in law and social, community and government services	14 (C)		63 (B)	32.6		40.6	\$35.54		\$58.78	n/a		1.0%
Business, Building & Other Support Services												
01_05 Specialized middle management occupations	11 (C)		50 (C)	35.8		38.3	\$38.02		\$45.06	n/a		0.1%
12 Administrative and financial supervisors and administrative occupations	10 (C)		68 (B)	34.6		36.6	\$26.29		\$27.29	n/a		0.6%

INDUSTRY / MAJOR OCCUPATIONAL GROUP (2-Digit NOC)	Sample size (n Employers) & Reliability Code			Avg. Hours Worked per Week			Overall Average Wage (Hourly)			Vacancy Rates		
	Non- profit	Public Sector	For- profit	Non- profit	Public Sector	For- Profit	Non- profit	Public Sector	For- Profit	Non- profit	Public Sector**	For- Profit
Educational Services*												
0 Senior management occupations	21 (B)	24 (B)		38.3	37.0		\$49.59	\$77.49		n/a	n/a	n/a
01_05 Specialized middle management occupations	52 (A)	76 (A)	34 (B)	36.2	38.3	34.1	\$40.32	\$56.37	\$28.50	1.4%	0.7%	1.8%
11 Professional occupations in business and finance	11 (C)	42 (A)		37.0	33.9		\$35.29	\$41.78		n/a	2.4%	n/a
12 Administrative and financial supervisors and administrative occupations	33 (B)	67 (A)	33 (B)	35.5	34.4	29.4	\$27.67	\$28.08	\$25.30	n/a	0.2%	0.9%
14 Office support occupations	29 (B)	58 (A)	34 (B)	30.9	33.1	27.8	\$20.81	\$26.02	\$19.10	1.1%		
40 Professional occupations in education services	19 (C)	84 (A)	30 (B)	21.5	36.6	29.2	\$26.69	\$42.09	\$26.64	1.6%	0.2%	2.1%
41 Professional occupations in law and social, community and government services	27 (B)	29 (B)		35.7	34.4		\$34.01	\$42.03		1.3%	0.6%	n/a
42 Paraprofessional occupations in legal, social, community and education services	26 (C)	30 (B)	35 (C)	33.9	31.0	32.2	\$24.98	\$30.49	\$23.58	0.3%	n/a	3.9%
52 Technical occupations in art, culture, recreation and sport	22 (B)	23 (B)	13 (C)	22.4	32.1	14.9	\$17.77	\$30.24	\$21.19	1.1%	n/a	2.2%
Health Care & Social Assistance												
0 Senior management occupations	104 (A)	6 (A)	14 (C)	38.3	45.6	37.0	\$57.05	\$61.11	\$80.02	n/a	n/a	n/a
01_05 Specialized middle management occupations	262 (A)	8 (A)	114 (B)	37.8	44.9	36.2	\$38.27	\$52.75	\$45.49	0.7%	n/a	0.8%
6 Middle management occupations in retail and wholesale trade and customer services	17 (C)		18 (C)	37.7		38.1	\$27.31		\$30.17	n/a	n/a	n/a
07_09 Middle management occupations in trades, transportation, production and utilities	17 (C)	3 (A)	10 (C)	37.5	46.2	38.6	\$37.05	\$38.09	\$31.18	n/a	n/a	n/a
11 Professional occupations in business and finance	87 (A)	7 (A)	25 (B)	36.0	45.7	36.8	\$33.01	\$42.63	\$33.08	0.2%	n/a	1.9%
12 Administrative and financial supervisors and administrative occupations	154 (A)	8 (A)	144 (A)	34.8	40.8	34.3	\$26.06	\$27.06	\$23.69	1.0%	n/a	0.8%
13 Finance, insurance and related business administrative occupations	30 (B)		15 (C)	33.7		33.4	\$32.55		\$32.41	n/a	n/a	n/a
14 Office support occupations	134 (A)	8 (A)	240 (A)	30.3	36.9	33.6	\$22.42	\$27.54	\$21.12	0.7%	n/a	1.5%
21 Professional occupations in natural and applied sciences	10 (C)	7 (A)		35.9	45.5		\$32.97	\$41.53		n/a	n/a	n/a
22 Technical occupations related to natural and applied sciences	16 (C)	8 (A)	11 (C)	36.4	43.9	36.9	\$30.90	\$39.39	\$42.64	n/a	n/a	22.7%
30 Professional occupations in nursing	24 (B)	8 (A)	49 (A)	27.4	36.9	33.1	\$43.99	\$42.80	\$43.86	0.5%	n/a	1.1%
31 Professional occupations in health (except nursing)	18 (C)	8 (A)	74 (C)	30.8	40.5	35.7	\$41.40	\$45.35	\$46.36	n/a	n/a	3.1%
32 Technical occupations in health	33 (B)	8 (B)	171 (B)	31.4	38.9	35.7	\$26.91	\$34.45	\$34.07	0.3%	n/a	2.4%
34 Assisting occupations in support of health services	46 (A)	8 (B)	133 (B)	29.0	37.0	29.8	\$22.20	\$24.15	\$20.98	0.7%	n/a	2.5%
40 Professional occupations in	15 (C)	6 (A)		26.1	34.1		\$29.98	\$38.79		n/a	n/a	n/a

INDUSTRY / MAJOR OCCUPATIONAL GROUP (2-Digit NOC)	Sample size (n Employers) & Reliability Code			Avg. Hours Worked per Week			Overall Average Wage (Hourly)			Vacancy Rates		
	Non- profit	Public Sector	For- profit	Non- profit	Public Sector	For- Profit	Non- profit	Public Sector	For- Profit	Non- profit	Public Sector**	For- Profit
education services												
41 Professional occupations in law and social, community and government services	154 (A)	8 (A)	26 (B)	32.7	41.5	35.0	\$26.75	\$43.02	\$43.18	0.9%	n/a	2.4%
42 Paraprofessional occupations in legal, social, community and education services	251 (A)	8 (A)	40 (C)	33.4	39.3	32.5	\$21.34	\$30.85	\$15.80	1.0%	n/a	0.3%
44 Care providers and educational, legal and public protection support occupations	27 (B)	8 (A)	10 (C)	29.3	37.5	31.7	\$19.55	\$22.37	\$16.14	0.4%	n/a	4.7%
52 Technical occupations in art, culture, recreation and sport	12 (C)	5 (A)		26.7	43.2		\$26.31	\$33.93		0.1%	n/a	n/a
63 Service supervisors and specialized service occupations	116 (B)	8 (A)	31 (A)	33.0	36.8	34.5	\$21.49	\$22.65	\$20.56	1.2%	n/a	0.3%
65 Service representatives and other customer and personal services occupations	19 (C)	8 (A)	12 (C)	29.0	43.5	19.7	\$18.77	\$31.35	\$15.22	0.9%	n/a	1.4%
67 Service support and other service occupations, n.e.c.	114 (A)	8 (A)	48 (A)	30.8	36.2	31.3	\$18.08	\$19.94	\$16.69	0.5%	n/a	0.8%
75 Transport and heavy equipment operation and related maintenance occupations	21 (B)	6 (A)		24.7	38.8		\$17.88	\$23.49		1.4%	n/a	n/a
Accommodation & Food Services (incl. Tourism)												
01_05 Specialized middle management occupations	11 (C)		30 (A)	41.1		40.2	\$36.32		\$30.35	n/a		1.2%
6 Middle management occupations in retail and wholesale trade and customer services	12 (C)		276 (A)	40.6		39.8	\$28.95		\$22.85	n/a		4.8%
14 Office support occupations	12 (C)		39 (A)	32.0		36.3	\$17.49		\$19.70	1.0%		3.0%
63 Service supervisors and specialized service occupations	17 (C)		331 (A)	36.4		35.7	\$19.37		\$16.23	0.9%		7.3%
67 Service support and other service occupations, n.e.c.	14 (C)		377 (A)	33.3		29.6	\$15.62		\$13.86	n/a		6.0%
Other Services (Repair, Personal, Related)												
0 Senior management occupations	53 (B)		27 (B)	37.1		41.8	\$61.03		\$81.52	0.6%		1.5%
01_05 Specialized middle management occupations	140 (A)		35 (B)	34.8		39.7	\$37.88		\$47.52	1.7%		0.6%
6 Middle management occupations in retail and wholesale trade and customer services	30 (B)		155 (A)	35.9		42.1	\$34.07		\$39.14	n/a		1.0%
07_09 Middle management occupations in trades, transportation, production and utilities	29 (B)		51 (B)	38.4		40.1	\$31.42		\$48.48	n/a		n/a
11 Professional occupations in business and finance	81 (B)		31 (B)	36.0		40.2	\$43.29		\$38.63	1.2%		2.3%
12 Administrative and financial supervisors and administrative occupations	176 (A)		86 (B)	31.8		31.9	\$27.86		\$23.75	0.5%		0.6%

INDUSTRY / MAJOR OCCUPATIONAL GROUP (2-Digit NOC)	Sample size (n Employers) & Reliability Code			Avg. Hours Worked per Week			Overall Average Wage (Hourly)			Vacancy Rates		
	Non- profit	Public Sector	For- profit	Non- profit	Public Sector	For- Profit	Non- profit	Public Sector	For- Profit	Non- profit	Public Sector**	For- Profit
13 Finance, insurance and related business administrative occupations	52 (A)		44 (A)	24.0		33.2	\$24.96		\$27.71	2.9%		n/a
14 Office support occupations	121 (A)		192 (A)	31.9		35.0	\$23.16		\$21.22	1.4%		0.4%
15 Distribution, tracking and scheduling co-ordination occupations	12 (C)		95 (B)	38.0		40.2	\$37.91		\$19.93	n/a		0.4%
21 Professional occupations in natural and applied sciences	16 (C)		10 (C)	32.2		39.6	\$36.76		\$40.83	n/a		2.6%
22 Technical occupations related to natural and applied sciences	11 (C)		31 (B)	38.4		40.7	\$49.45		\$32.37	3.6%		5.8%
40 Professional occupations in education services	15 (C)			29.5			\$25.15			n/a		n/a
41 Professional occupations in law and social, community and government services	174 (A)			35.3			\$29.64			2.1%		n/a
42 Paraprofessional occupations in legal, social, community and education services	114 (B)			26.6			\$21.17			0.6%		n/a
51 Professional occupations in art and culture	17 (C)			24.6			\$23.10			n/a		n/a
52 Technical occupations in art, culture, recreation and sport	29 (B)			27.4			\$18.93			n/a		n/a
63 Service supervisors and specialized service occupations	36 (B)		65 (B)	31.2		34.6	\$19.97		\$18.62	n/a		5.3%
64 Sales representatives and salespersons - wholesale and retail trade	12 (C)		58 (B)	28.2		38.0	\$15.87		\$25.54	n/a		1.1%
65 Service representatives and other customer and personal services occupations	51 (B)		95 (B)	23.2		31.5	\$14.35		\$19.24	2.3%		1.6%
67 Service support and other service occupations, n.e.c.	126 (A)		100 (B)	24.8		36.0	\$16.89		\$17.02	n/a		2.3%

In the above table, “n/a” indicates either insufficient response or results did not meet criteria for inclusion in the reporting. Blank cells indicate that either no employers in the sector reported employees in the occupation or the sample size was too small to allow reporting of any results at all.

Results based on lower levels of reliability (Reliability C or D) are shaded.

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.

Data Reliability Codes are based on coefficient of variation as an indicator of general reliability, with adjustments made based on assessment of the sample size and employment covered by each cell, as follows:

“A” (CV < 6.00%; >30 observations or covers >50% of employment in cell)

“B” (CV = 6.01% to 15.00%; >20 observations or covers >33% of all employment)

“C” (CV 15.01% to 33.00%; >10 observations or covers >25% of all employment)

“D” (CV >33.00% or not calculable; or, <10 observations and <25% of employment)

* Note: K-12 private schools operated as nonprofits which receive full or partial public funding are classified as part of the public sector, not the nonprofit sector, as are public post-secondary institutions. Nonprofits classified as part of the Educational Services industry include organizations other than K-12 schools (e.g., preschools, recreational instruction, language schools, adult education programs, certain theological colleges, and other education-related nonprofit organizations.)

** A number of large public sector employers, including provincial and federal governments, Alberta Health Services, certain municipalities and certain school boards were not able to provide information on hiring and vacancies – therefore, the Public Sector results should be interpreted with caution as they are based on a subsample of Public Sector employers.

E. WAGES FOR SELECTED OCCUPATIONS

The following table illustrates the wage survey results associated with 30 common occupations found in the nonprofit sector. The tables below present results for four-digit NOCs, with comparison of the nonprofit sector and subsector results to the results for the public sector and the for-profit sector.

NONPROFIT Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay (\$/hr)	Avg. Top Pay (\$/hr)	Overall Average Pay for All Employees (\$/hr)
Common Business, Managerial, Administrative, and Clerical Occupations							
0014 Senior managers - health, education, social and community services and membership organizations							
NONPROFIT SECTOR TOTAL	201	280	A	37.7	\$51.91	\$62.02	\$57.91
Culture and recreation	23	40	B	38.2	\$42.27	\$54.51	\$50.87
Social services, development & housing, health, education & research	140	173	A	38.0	\$50.11	\$57.14	\$54.40
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	33	61	B	36.4	\$61.61	\$77.89	\$71.01
PUBLIC SECTOR TOTAL	34	266	B	42.4	\$51.68	\$79.04	\$66.60
FOR-PROFIT SECTOR TOTAL	29	64	C	39.8	\$53.28	\$97.49	\$75.97
0423 Managers in social, community and correctional services							
NONPROFIT SECTOR TOTAL	335	1104	A	36.4	\$30.38	\$38.54	\$35.11
Culture and recreation	28	143	B	39.3	\$23.59	\$32.22	\$26.81
Social services, development & housing, health, education & research	257	849	B	36.2	\$29.89	\$37.53	\$34.91
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	42	98	B	35.9	\$39.74	\$52.13	\$45.70
PUBLIC SECTOR TOTAL	45	135	A	36.7	\$45.40	\$56.98	\$54.30
FOR-PROFIT SECTOR TOTAL	42	118	B	37.7	\$32.70	\$45.31	\$39.37
1123 Professional occupations in advertising, marketing and public relations							
NONPROFIT SECTOR TOTAL	166	348	A	35.0	\$28.68	\$36.97	\$31.83
Culture and recreation	46	103	B	35.8	\$23.47	\$27.48	\$25.41
Social services, development & housing, health, education & research	71	152	A	35.1	\$25.60	\$31.51	\$27.94
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	40	81	B	35.9	\$36.76	\$51.27	\$41.98
PUBLIC SECTOR TOTAL	70	891	A	35.4	\$36.64	\$47.67	\$44.28
FOR-PROFIT SECTOR TOTAL	183	570	A	38.7	\$30.48	\$49.23	\$39.38
1221 Administrative officers							
NONPROFIT SECTOR TOTAL	197	421	A	32.2	\$25.41	\$32.64	\$28.76
Culture and recreation	39	59	B	31.2	\$18.99	\$22.28	\$20.86
Social services, development & housing, health, education & research	93	181	A	32.7	\$23.24	\$27.91	\$25.81
Religion	26	33	B	29.8	\$20.98	\$27.25	\$23.49
Other nonprofits	39	148	B	32.9	\$30.22	\$40.76	\$35.03
PUBLIC SECTOR TOTAL	83	1929	A	36.1	\$29.90	\$37.65	\$35.56
FOR-PROFIT SECTOR TOTAL	672	1679	A	37.1	\$22.01	\$37.24	\$27.98

NONPROFIT Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay (\$/hr)	Avg. Top Pay (\$/hr)	Overall Average Pay for All Employees (\$/hr)
1241 Administrative assistants							
NONPROFIT SECTOR TOTAL	227	574	A	33.1	\$20.87	\$29.66	\$25.03
Culture and recreation	30	56	A	31.5	\$18.71	\$22.51	\$20.19
Social services, development & housing, health, education & research	99	268	A	35.3	\$19.62	\$25.54	\$22.23
Religion	54	91	A	26.8	\$19.26	\$23.56	\$21.43
Other nonprofits	44	159	B	36.2	\$24.00	\$39.92	\$32.42
PUBLIC SECTOR TOTAL	146	12906	A	38.7	\$23.81	\$29.70	\$27.19
FOR-PROFIT SECTOR TOTAL	439	1559	A	36.7	\$20.33	\$31.18	\$25.53
1411 General office support workers							
NONPROFIT SECTOR TOTAL	185	560	A	32.1	\$17.92	\$24.33	\$20.87
Culture and recreation	34	75	B	27.8	\$16.26	\$23.56	\$18.65
Social services, development & housing, health, education & research	94	293	A	32.2	\$18.46	\$22.87	\$20.64
Religion	28	45	B	24.6	\$16.27	\$21.30	\$18.59
Other nonprofits	29	147	B	36.7	\$18.51	\$27.46	\$22.81
PUBLIC SECTOR TOTAL	137	5983	A	36.2	\$24.27	\$30.54	\$27.89
FOR-PROFIT SECTOR TOTAL	819	3119	A	37.2	\$18.48	\$28.29	\$23.05
1414 Receptionists							
NONPROFIT SECTOR TOTAL	159	413	A	28.4	\$18.87	\$22.80	\$20.65
Culture and recreation	27	60	B	28.0	\$16.50	\$20.06	\$18.08
Social services, development & housing, health, education & research	82	246	A	25.5	\$18.19	\$21.30	\$19.46
Religion	17	23	C	31.0	\$16.86	\$20.84	\$19.48
Other nonprofits	33	84	B	33.7	\$22.37	\$27.98	\$24.96
PUBLIC SECTOR TOTAL	75	377	A	33.3	\$22.16	\$27.08	\$24.90
FOR-PROFIT SECTOR TOTAL	817	2145	A	34.0	\$16.98	\$22.51	\$19.70
1431 Accounting and related clerks							
NONPROFIT SECTOR TOTAL	140	263	A	34.0	\$22.96	\$31.83	\$27.84
Culture and recreation	34	52	A	32.6	\$20.00	\$25.65	\$22.97
Social services, development & housing, health, education & research	69	142	B	34.7	\$24.16	\$30.06	\$27.66
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	28	51	B	35.1	\$22.58	\$40.89	\$32.19
PUBLIC SECTOR TOTAL	132	868	A	35.4	\$27.09	\$33.61	\$31.42
FOR-PROFIT SECTOR TOTAL	936	2525	A	37.7	\$20.64	\$30.60	\$25.42
Common Professional, Technical, Skilled, and Labour Occupations							
1451 Library assistants and clerks							
NONPROFIT SECTOR TOTAL	21	724	B	22.3	\$20.47	\$24.93	\$23.17
Culture and recreation	20	723	B	22.3	\$20.48	\$24.93	\$23.18
Social services, development & housing, health, education & research	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	29	138	B	28.5	\$18.90	\$24.85	\$22.02
FOR-PROFIT SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a	n/a	n/a

NONPROFIT Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay (\$/hr)	Avg. Top Pay (\$/hr)	Overall Average Pay for All Employees (\$/hr)
3233 Licensed practical nurses							
NONPROFIT SECTOR TOTAL	26	457	B	27.9	\$26.17	\$33.51	\$29.68
Culture and recreation	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	24	454	B	27.9	\$26.10	\$33.47	\$29.65
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	14	5245	A	37.6	\$26.50	\$34.69	\$30.60
FOR-PROFIT SECTOR TOTAL	49	527	A	29.9	\$25.06	\$30.74	\$27.46
3413 Nurse aides, orderlies and patient service associates							
NONPROFIT SECTOR TOTAL	35	1953	A	28.8	\$19.18	\$24.11	\$21.94
Culture and recreation	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	34	1943	A	28.8	\$19.18	\$24.09	\$21.96
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	10	6238	B	36.1	\$20.14	\$24.13	\$22.20
FOR-PROFIT SECTOR TOTAL	29	1795	B	29.4	\$18.04	\$21.22	\$19.57
4152 Social workers							
NONPROFIT SECTOR TOTAL	46	573	B	34.1	\$19.80	\$28.69	\$23.18
Culture and recreation	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	46	573	B	34.1	\$19.80	\$28.69	\$23.18
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	29	3500	A	37.7	\$33.96	\$44.20	\$41.04
FOR-PROFIT SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a	n/a	n/a
4153 Family, marriage and other related counsellors							
NONPROFIT SECTOR TOTAL	46	843	B	31.7	\$25.87	\$32.69	\$28.74
Culture and recreation	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	46	843	B	31.7	\$25.87	\$32.69	\$28.74
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	21	1374	B	41.3	\$28.97	\$46.07	\$39.10
FOR-PROFIT SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a	n/a	n/a
4154 Professional occupations in religion							
NONPROFIT SECTOR TOTAL	137	432	A	36.7	\$23.73	\$40.10	\$29.18
Culture and recreation	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Religion	130	415	A	36.8	\$23.87	\$40.54	\$29.35
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a	n/a	n/a

NONPROFIT Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay (\$/hr)	Avg. Top Pay (\$/hr)	Overall Average Pay for All Employees (\$/hr)
4164 Social policy researchers, consultants and program officers							
NONPROFIT SECTOR TOTAL	94	467	B	31.2	\$25.87	\$31.33	\$28.80
Culture and recreation	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	81	449	B	31.3	\$25.03	\$30.10	\$28.02
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	47	1478	A	36.3	\$33.80	\$44.30	\$40.63
FOR-PROFIT SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a	n/a	n/a
4212 Social and community service workers							
NONPROFIT SECTOR TOTAL	303	8299	A	31.7	\$19.03	\$23.75	\$21.58
Culture and recreation	14	125	C	33.1	\$15.46	\$21.19	\$18.61
Social services, development & housing, health, education & research	257	8095	A	31.8	\$19.04	\$23.70	\$21.59
Religion	11	19	C	25.9	\$0.00	\$0.00	\$21.79
Other nonprofits	21	60	B	27.0	\$21.09	\$34.13	\$25.62
PUBLIC SECTOR TOTAL	79	1333	A	35.0	\$30.02	\$38.94	\$36.09
FOR-PROFIT SECTOR TOTAL	31	1553	C	30.9	\$16.37	\$24.18	\$18.48
4214 Early childhood educators and assistants							
NONPROFIT SECTOR TOTAL	112	1893	A	33.6	\$14.79	\$20.00	\$17.15
Culture and recreation	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	97	1206	A	34.6	\$15.64	\$20.14	\$17.79
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	24	262	B	33.2	\$19.03	\$21.85	\$20.53
FOR-PROFIT SECTOR TOTAL	45	596	B	36.2	\$13.10	\$17.04	\$15.01
4215 Instructors of persons with disabilities							
NONPROFIT SECTOR TOTAL	15	721	B	27.4	\$17.15	\$26.30	\$21.36
Culture and recreation	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	15	721	B	27.4	\$17.15	\$26.30	\$21.36
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	7	145	C	34.6	\$32.81	\$56.35	\$41.22
FOR-PROFIT SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a	n/a	n/a
4412 Home support workers, housekeepers and related occupations							
NONPROFIT SECTOR TOTAL	24	475	B	26.9	\$16.82	\$21.43	\$19.37
Culture and recreation	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	21	468	B	27.5	\$16.94	\$21.76	\$19.52
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	16	1348	C	34.9	\$20.00	\$24.46	\$22.25
FOR-PROFIT SECTOR TOTAL	11	199	C	35.5	\$15.45	\$17.29	\$16.10

NONPROFIT Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay (\$/hr)	Avg. Top Pay (\$/hr)	Overall Average Pay for All Employees (\$/hr)
5252 Coaches							
NONPROFIT SECTOR TOTAL	27	587	B	19.9	\$16.97	\$25.69	\$19.63
Culture and recreation	26	554	B	18.8	\$16.98	\$26.65	\$19.93
Social services, development & housing, health, education & research	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	12	239	D	23.6	\$17.22	\$73.89	\$40.27
5254 Program leaders and instructors in recreation, sport and fitness							
NONPROFIT SECTOR TOTAL	65	1699	C	26.5	\$22.23	\$33.36	\$23.72
Culture and recreation	42	1572	C	25.9	\$23.03	\$34.57	\$24.41
Social services, development & housing, health, education & research	15	85	C	33.3	\$13.16	\$16.66	\$15.04
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	44	1028	B	30.7	\$22.01	\$25.85	\$23.89
FOR-PROFIT SECTOR TOTAL	59	672	B	24.0	\$16.21	\$23.88	\$19.39
6322 Cooks							
NONPROFIT SECTOR TOTAL	174	792	A	32.4	\$16.81	\$20.67	\$18.54
Culture and recreation	38	227	A	31.8	\$14.33	\$18.52	\$15.91
Social services, development & housing, health, education & research	120	522	A	32.7	\$17.92	\$21.35	\$19.61
Religion	11	28	C	31.2	\$15.84	\$21.49	\$18.04
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	32	386	A	33.1	\$22.25	\$24.88	\$23.72
FOR-PROFIT SECTOR TOTAL	284	2035	A	34.4	\$14.25	\$18.45	\$15.83
6421 Retail salespersons							
NONPROFIT SECTOR TOTAL	53	739	B	30.8	\$13.04	\$16.11	\$14.06
Culture and recreation	32	172	A	30.1	\$13.49	\$16.38	\$14.84
Social services, development & housing, health, education & research	11	509	C	31.9	\$12.70	\$15.89	\$13.50
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	651	13735	A	28.3	\$13.53	\$20.86	\$16.15
6513 Food and beverage servers							
NONPROFIT SECTOR TOTAL	57	716	A	27.9	\$13.18	\$16.83	\$14.57
Culture and recreation	49	581	A	28.4	\$12.93	\$16.65	\$14.41
Social services, development & housing, health, education & research	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	277	4080	A	26.1	\$12.29	\$13.60	\$12.62

NONPROFIT Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay (\$/hr)	Avg. Top Pay (\$/hr)	Overall Average Pay for All Employees (\$/hr)
6541 Security guards and related security service occupations							
NONPROFIT SECTOR TOTAL	23	1901	D	34.5	\$14.87	\$35.07	\$18.54
Culture and recreation	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	10	38	C	34.0	\$16.70	\$19.45	\$18.32
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	26	482	B	40.2	\$28.68	\$36.54	\$33.08
FOR-PROFIT SECTOR TOTAL	58	1345	C	30.8	\$14.73	\$20.63	\$17.46
6711 Food counter attendants, kitchen helpers and related support occupations							
NONPROFIT SECTOR TOTAL	94	1132	B	28.2	\$16.58	\$19.81	\$18.24
Culture and recreation	36	240	B	26.3	\$15.79	\$20.87	\$17.44
Social services, development & housing, health, education & research	53	857	B	28.7	\$16.75	\$19.52	\$18.42
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	29	1967	B	31.3	\$17.83	\$19.50	\$18.68
FOR-PROFIT SECTOR TOTAL	314	5787	A	28.5	\$12.65	\$15.63	\$13.53
6722 Operators and attendants in amusement, recreation and sport							
NONPROFIT SECTOR TOTAL	61	760	C	28.6	\$14.59	\$19.71	\$15.89
Culture and recreation	58	750	C	28.7	\$14.59	\$19.73	\$15.89
Social services, development & housing, health, education & research	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	35	433	B	37.9	\$23.80	\$26.94	\$25.14
FOR-PROFIT SECTOR TOTAL	45	503	B	26.8	\$13.61	\$16.98	\$14.51
6731 Light duty cleaners							
NONPROFIT SECTOR TOTAL	101	1020	A	29.9	\$16.14	\$19.30	\$17.72
Culture and recreation	12	80	C	28.9	\$14.09	\$17.27	\$15.32
Social services, development & housing, health, education & research	74	900	A	31.1	\$16.45	\$19.53	\$18.06
Religion	12	24	C	21.7	\$14.85	\$18.41	\$17.02
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	20	3217	B	37.9	\$18.42	\$20.32	\$19.41
FOR-PROFIT SECTOR TOTAL	299	2554	A	32.5	\$14.07	\$16.72	\$15.06

NONPROFIT Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay (\$/hr)	Avg. Top Pay (\$/hr)	Overall Average Pay for All Employees (\$/hr)
6733 Janitors, caretakers and building superintendents							
NONPROFIT SECTOR TOTAL	268	928	A	31.8	\$18.54	\$23.24	\$20.53
Culture and recreation	81	335	B	31.1	\$16.45	\$20.13	\$17.93
Social services, development & housing, health, education & research	112	449	A	36.2	\$20.71	\$25.06	\$22.88
Religion	62	100	A	22.3	\$15.82	\$21.13	\$18.47
Other nonprofits	13	44	C	33.6	\$22.13	\$31.86	\$24.76
PUBLIC SECTOR TOTAL	118	2311	A	39.3	\$23.68	\$28.07	\$26.02
FOR-PROFIT SECTOR TOTAL	394	3387	B	35.7	\$17.24	\$29.51	\$20.28
8612 Landscaping and grounds maintenance labourers							
NONPROFIT SECTOR TOTAL	64	470	B	34.0	\$15.58	\$19.53	\$17.52
Culture and recreation	48	434	B	33.6	\$14.76	\$18.60	\$16.59
Social services, development & housing, health, education & research	10	21	C	37.3	\$20.00	\$21.96	\$21.48
Religion	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	46	403	B	39.2	\$27.31	\$31.50	\$29.75
FOR-PROFIT SECTOR TOTAL	129	1395	A	38.4	\$15.73	\$22.77	\$18.19

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 129 employers combined reported wages for 1,395 Landscaping and grounds maintenance labourers - (NOC 8612) in the For-Profit Sector.

Averages are calculated using data weighted by establishment to account for survey non-response and by number of employees reported.

“n/a” indicates that results have been suppressed due to no data reported, 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, with adjustments made based on assessment of the sample size and employment covered by each cell, as follows:

“A” (CV < 6.00%; >30 observations or covers >50% of employment in cell)

“B” (CV = 6.01% to 15.00%; >20 observations or covers >33% of all employment)

“C” (CV 15.01% to 33.00%; >10 observations or covers >25% of all employment)

“D” (CV >33.00% or not calculable; or, <10 observations and <25% of employment)

F. JOB VACANCIES & HIRING DIFFICULTIES FOR SELECTED OCCUPATIONS

The following table illustrates the job vacancy survey results associated with 30 common occupations within the Nonprofit Sector. Results are presented by 4-digit NOC for the Nonprofit Sector and subsectors, with comparison the Public Sector and For-Profit Sector. It may be noted that a number of large public sector employers, including provincial and federal governments, Alberta Health Services, certain municipalities and certain school boards were not able to provide information on hiring and vacancies – therefore, the Public Sector results should be interpreted with caution as they are based on a subsample of Public Sector employers.

NONPROFIT 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					
0014 Senior managers - health, education, social and community services and membership organizations					
NONPROFIT SECTOR TOTAL	201	20%	17%	1%	n/a
Culture and recreation	23	36%	n/a	n/a	n/a
Social services, development & housing, health, education & research	140	15%	7%	n/a	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	33	27%	10%	2%	1.8%
PUBLIC SECTOR TOTAL	25-24	24%	23%	n/a	n/a
FOR-PROFIT SECTOR TOTAL	29	11%	n/a	n/a	n/a
0423 Managers in social, community and correctional services					
NONPROFIT SECTOR TOTAL	333-331	31%	18%	2%	2.0%
Culture and recreation	28-27	36%	48%	1%	n/a
Social services, development & housing, health, education & research	256-255	27%	14%	3%	2.6%
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	42	38%	18%	n/a	n/a
PUBLIC SECTOR TOTAL	28-27	20%	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	42	37%	13%	1%	n/a
1123 Professional occupations in advertising, marketing and public relations					
NONPROFIT SECTOR TOTAL	165-164	49%	14%	1%	n/a
Culture and recreation	46-45	45%	34%	2%	1.2%
Social services, development & housing, health, education & research	71	60%	11%	1%	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	40	44%	6%	2%	n/a
PUBLIC SECTOR TOTAL	53-49	34%	2%	2%	n/a
FOR-PROFIT SECTOR TOTAL	176-171	44%	8%	5%	2.0%

NONPROFIT 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
1221 Administrative officers					
NONPROFIT SECTOR TOTAL	196-193	33%	8%	1%	n/a
Culture and recreation	38	33%	15%	n/a	n/a
Social services, development & housing, health, education & research	93-91	28%	11%	0%	n/a
Religion	26	23%	n/a	n/a	n/a
Other nonprofits	39-38	47%	3%	2%	n/a
PUBLIC SECTOR TOTAL	59-57	36%	8%	1%	n/a
FOR-PROFIT SECTOR TOTAL	662-654	23%	6%	1%	n/a
1241 Administrative assistants					
NONPROFIT SECTOR TOTAL	225	32%	14%	2%	1.1%
Culture and recreation	30	26%	66%	1%	n/a
Social services, development & housing, health, education & research	98	50%	6%	1%	n/a
Religion	54	14%	22%	n/a	n/a
Other nonprofits	43	45%	3%	9%	2.9%
PUBLIC SECTOR TOTAL	118-114	38%	12%	1%	n/a
FOR-PROFIT SECTOR TOTAL	429-424	38%	11%	2%	n/a
1411 General office support workers					
NONPROFIT SECTOR TOTAL	184-183	37%	11%	3%	1.6%
Culture and recreation	34	42%	6%	n/a	n/a
Social services, development & housing, health, education & research	94-93	29%	5%	2%	1.4%
Religion	28	35%	15%	10%	6.0%
Other nonprofits	28	54%	18%	1%	n/a
PUBLIC SECTOR TOTAL	109-106	41%	3%	0%	n/a
FOR-PROFIT SECTOR TOTAL	802-795	39%	14%	3%	1.3%
1414 Receptionists					
NONPROFIT SECTOR TOTAL	158-157	42%	8%	1%	n/a
Culture and recreation	27	49%	21%	2%	n/a
Social services, development & housing, health, education & research	82-81	50%	5%	2%	n/a
Religion	17	17%	n/a	n/a	n/a
Other nonprofits	32	47%	10%	n/a	n/a
PUBLIC SECTOR TOTAL	59-57	44%	5%	1%	n/a
FOR-PROFIT SECTOR TOTAL	804-802	50%	15%	1%	1.0%
1431 Accounting and related clerks					
NONPROFIT SECTOR TOTAL	137-136	34%	5%	1%	n/a
Culture and recreation	34	25%	n/a	n/a	n/a
Social services, development & housing, health, education & research	66	48%	7%	n/a	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	28-27	27%	n/a	3%	1.6%
PUBLIC SECTOR TOTAL	117-113	26%	3%	0%	n/a
FOR-PROFIT SECTOR TOTAL	922-923	30%	12%	2%	1.0%

NONPROFIT 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
1451 Library assistants and clerks					
NONPROFIT SECTOR TOTAL	21	54%	3%	n/a	n/a
Culture and recreation	20	54%	3%	n/a	n/a
Social services, development & housing, health, education & research	n/a	n/a	n/a	n/a	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	19-18	27%	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a
Common Professional, Technical, Skilled, and Labour Occupations					
3233 Licensed practical nurses					
NONPROFIT SECTOR TOTAL	26-25	53%	21%	6%	n/a
Culture and recreation	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	24-23	60%	21%	7%	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	49	68%	18%	8%	1.5%
3413 Nurse aides, orderlies and patient service associates					
NONPROFIT SECTOR TOTAL	35-34	73%	18%	9%	n/a
Culture and recreation	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	34-33	72%	19%	9%	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	29	80%	18%	17%	2.3%
4152 Social workers					
NONPROFIT SECTOR TOTAL	45-43	64%	35%	7%	n/a
Culture and recreation	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	45-43	64%	35%	7%	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	6-5	66%	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a
4153 Family, marriage and other related counsellors					
NONPROFIT SECTOR TOTAL	46-45	70%	23%	9%	1.7%
Culture and recreation	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	46-45	70%	23%	9%	1.7%
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	6	42%	n/a	n/a	n/a

NONPROFIT 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
FOR-PROFIT SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a
4154 Professional occupations in religion					
NONPROFIT SECTOR TOTAL	135-136	28%	17%	3%	2.0%
Culture and recreation	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	n/a	n/a	n/a	n/a	n/a
Religion	129-130	29%	17%	2%	1.3%
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a
4164 Social policy researchers, consultants and program officers					
NONPROFIT SECTOR TOTAL	94	54%	24%	2%	1.4%
Culture and recreation	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	81	53%	28%	3%	1.5%
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	25-23	34%	7%	1%	n/a
FOR-PROFIT SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a
4212 Social and community service workers					
NONPROFIT SECTOR TOTAL	303-302	67%	29%	6%	0.9%
Culture and recreation	14	58%	2%	n/a	n/a
Social services, development & housing, health, education & research	257-256	69%	30%	7%	0.8%
Religion	11	52%	7%	14%	n/a
Other nonprofits	21	52%	45%	2%	n/a
PUBLIC SECTOR TOTAL	58-56	43%	3%	1%	n/a
FOR-PROFIT SECTOR TOTAL	31	73%	22%	4%	n/a
4214 Early childhood educators and assistants					
NONPROFIT SECTOR TOTAL	112	55%	33%	6%	1.2%
Culture and recreation	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	97	56%	36%	8%	1.7%
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	21-20	55%	4%	n/a	n/a
FOR-PROFIT SECTOR TOTAL	44	53%	29%	10%	1.5%
4215 Instructors of persons with disabilities					
NONPROFIT SECTOR TOTAL	15	93%	2%	2%	0.2%
Culture and recreation	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	15	93%	2%	2%	0.2%
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	6	44%	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a

NONPROFIT 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
4412 Home support workers, housekeepers and related occupations					
NONPROFIT SECTOR TOTAL	24	43%	45%	3%	n/a
Culture and recreation	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	21	57%	27%	6%	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	7-6	45%	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	11-10	89%	53%	10%	2.4%
5252 Coaches					
NONPROFIT SECTOR TOTAL	27	45%	69%	4%	0.7%
Culture and recreation	26	48%	69%	4%	0.7%
Social services, development & housing, health, education & research	n/a	n/a	n/a	n/a	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	12-11	56%	32%	13%	1.3%
5254 Program leaders and instructors in recreation, sport and fitness					
NONPROFIT SECTOR TOTAL	65-63	70%	11%	3%	n/a
Culture and recreation	42-41	70%	9%	4%	n/a
Social services, development & housing, health, education & research	15-14	76%	15%	2%	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	40-35	47%	6%	3%	n/a
FOR-PROFIT SECTOR TOTAL	59	55%	28%	6%	1.4%
6322 Cooks					
NONPROFIT SECTOR TOTAL	172-170	58%	33%	3%	n/a
Culture and recreation	37	78%	24%	4%	1.3%
Social services, development & housing, health, education & research	119-117	47%	23%	4%	n/a
Religion	11	70%	87%	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	11-9	42%	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	280	71%	61%	19%	5.0%
6421 Retail salespersons					
NONPROFIT SECTOR TOTAL	53-52	61%	9%	4%	1.8%
Culture and recreation	32-31	56%	18%	5%	4.6%
Social services, development & housing, health, education & research	11	90%	n/a	n/a	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	634-632	62%	29%	7%	1.4%

NONPROFIT 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
6513 Food and beverage servers					
NONPROFIT SECTOR TOTAL	56-54	75%	21%	8%	2.8%
Culture and recreation	48-46	76%	24%	9%	3.4%
Social services, development & housing, health, education & research	n/a	n/a	n/a	n/a	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	n/a	n/a	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	273	73%	37%	17%	3.7%
6541 Security guards and related security service occupations					
NONPROFIT SECTOR TOTAL	23	49%	11%	8%	n/a
Culture and recreation	n/a	n/a	n/a	n/a	n/a
Social services, development & housing, health, education & research	10	56%	25%	7%	1.8%
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	6-5	72%	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	56	57%	27%	8%	n/a
6711 Food counter attendants, kitchen helpers and related support occupations					
NONPROFIT SECTOR TOTAL	94-92	60%	12%	2%	n/a
Culture and recreation	36	61%	22%	n/a	n/a
Social services, development & housing, health, education & research	53-51	62%	6%	3%	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	14-13	56%	19%	n/a	n/a
FOR-PROFIT SECTOR TOTAL	306	71%	45%	18%	5.2%
6722 Operators and attendants in amusement, recreation and sport					
NONPROFIT SECTOR TOTAL	61-60	56%	19%	4%	1.2%
Culture and recreation	58-57	56%	19%	4%	1.2%
Social services, development & housing, health, education & research	n/a	n/a	n/a	n/a	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	33-31	50%	7%	4%	1.1%
FOR-PROFIT SECTOR TOTAL	43	65%	14%	6%	n/a
6731 Light duty cleaners					
NONPROFIT SECTOR TOTAL	101-97	44%	32%	3%	n/a
Culture and recreation	12-10	78%	72%	n/a	n/a
Social services, development & housing, health, education & research	74-72	44%	28%	4%	n/a
Religion	12	38%	38%	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	4	n/a	n/a	n/a	n/a
FOR-PROFIT SECTOR TOTAL	293-294	71%	45%	16%	7.1%

NONPROFIT 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					
NONPROFIT SECTOR TOTAL	265-262	40%	18%	1%	n/a
Culture and recreation	79-77	49%	23%	2%	1.7%
Social services, development & housing, health, education & research	112-110	44%	8%	1%	n/a
Religion	61-62	28%	35%	n/a	n/a
Other nonprofits	13	29%	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	93-90	40%	7%	2%	n/a
FOR-PROFIT SECTOR TOTAL	383-388	44%	30%	5%	1.7%
8612 Landscaping and grounds maintenance labourers					
NONPROFIT SECTOR TOTAL	63-62	60%	11%	5%	3.0%
Culture and recreation	48-47	61%	5%	7%	3.4%
Social services, development & housing, health, education & research	9	66%	3%	n/a	n/a
Religion	n/a	n/a	n/a	n/a	n/a
Other nonprofits	n/a	n/a	n/a	n/a	n/a
PUBLIC SECTOR TOTAL	35-32	53%	15%	3%	3.8%
FOR-PROFIT SECTOR TOTAL	128-127	73%	39%	18%	5.6%

“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.

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.

Research conducted for the Alberta Ministry of Labour by R.A. Malatest & Associates Ltd.