
2021 Alberta Wage and Salary Survey

Nonprofit sector summary report

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Email: LBR.AWSS@gov.ab.ca
In Edmonton: 780.422.4266
Long distance: 1.800.661.3753

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2021 Alberta Wage and Salary Survey Nonprofit sector summary report | Culture and Status of Women

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Nonprofit Sector Summary Report

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2021 Alberta Wage and Salary Survey

The Alberta Wage and Salary Survey (AWSS) 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. This report summarizes survey results for the nonprofit/voluntary sector.

Nonprofit sector overview

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 four subgroups representative of nonprofit employers. The following system is used in classifying and aggregating employers:

The nonprofit sector is composed of the following subgroups. These groups are aggregations of the 12 classifications in the International Classification of Nonprofit Organizations (ICNO)¹:

- **Culture and recreation**
- **Social services, Etc.:** Social services + Development & housing + Health + Education & research (excluding K-12 schools receiving public funding and public post-secondary)
- **Religion**
- **Other:** Environment + Law, advocacy and politics + Philanthropic intermediaries and promotion of volunteerism + International + Business and 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 Alberta Wage and Salary Survey 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**, including both partially and publically funded K-12 education (i.e., including private schools operating as nonprofits that receive public funding)
- **Public health**, i.e., employers under the payroll jurisdiction of Alberta Health Services
- **Government of Alberta**
- **Government of Canada**
- **Other government**, including First Nations, municipal, and regional government

For-profits include everything not classified as above.

¹ United Nations (2003). Handbook of National Accounting: *Handbook on Non-Profit Institutions in the System of National Accounts*. United Nations publication, Sales no. E.03.17.9.

It should be noted that the set of for-profit employers randomly selected for the Alberta Wage and Salary Survey excluded employers of fewer than 10 employees in Calgary and Edmonton economic regions and those with fewer than five employees in the other six economic regions in the province.

Methodology and survey completions

The survey results presented here for all sectors are based on data provided by 6,574 employers, of which 1,015 were nonprofits. The data analyzed include information on over 411,000 full-time and part-time employees, with approximately 37,128 employed by nonprofits.

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. What follows is a short summary of aspects of the methodology as they pertain to nonprofits.

In keeping with past cycles of the Alberta Wage and Salary Survey, the core sampling frame of the 2021 Alberta Wage and Salary Survey did not include very small employers (i.e., excluded those with less than 10 employees in Calgary and Edmonton or with less than five employees elsewhere in Alberta), in order to maximize the number of occupations and employees covered by the survey. It may be noted that the incidence of nonprofits in the employer population in the Alberta Wage and Salary Survey 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 Alberta Wage and Salary Survey main survey (with data weighting applied later to correct for this over-representation in the main survey results). Also, as the Alberta Wage and Salary Survey excludes smaller employers below the size thresholds mentioned above, and many nonprofits are small employers, a supplemental sample of small nonprofit employers was drawn for inclusion in the survey (with data weighting applied later to these employers to better represent the universe of smaller nonprofits). The Alberta Wage and Salary Survey employer listings from InfoCanada were supplemented by listings of nonprofits drawn by Alberta Labour and Immigration from the Business Register.

Nonprofits invited to participate in the survey were provided with a cover letter informing them that the wage and salary results for nonprofits would be reported separately as part of the Alberta Wage and Salary Survey. Interest in the survey amongst nonprofits was high, with the nonprofit portion of the sample furnishing a valid response rate of 65 per cent (after exclusion of non-qualifiers and duplicates). This compares to 28 per cent from the for-profit and public sectors portion of the sample. A total of 1,015 nonprofit employers participated, exceeding the target of 700 surveys. Of these, 814 nonprofits were part of the Alberta Wage and Salary Survey sample frame and 203 were from the supplemental sample of smaller nonprofits with fewer employees than the usual Alberta Wage and Salary Survey sampling thresholds. 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), three-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.² The following table illustrates the total number of surveys completed by sector and nonprofit subgroup.

² Since the total number of workers employed by smaller employers in the nonprofit sector which otherwise would not have been sampled for the Alberta Wage and Salary Survey is a relatively small proportion of the total survey data set, the inclusion of the data for smaller nonprofits does not affect the weighted survey results for the overall average wage across all NOCs, sectors, industries and regions. However, it may have an impact on some specific four-digit NOCs with high employment amongst small nonprofits (for example, religious occupations) and on other survey results for strata which include a large proportion of smaller nonprofits.

* 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.

The total weighted employment represented by the data were examined to provide further perspective on how nonprofits compare with other sectors within the survey dataset.

- Overall, nonprofits account for five per cent of weighted employment in the survey data, while the public sector accounts for 16 per cent and the for-profit sector accounts for 79 per cent.
- Nonprofits account for a significant share of weighted employment captured for the survey in the Other services (45 per cent) and Information, culture and recreation (23 per cent) industry groups.
- The data for nonprofits also accounts for 12 per cent of the weighted survey data in the Health care & social services industry. For the latter industry, it may be of interest to note that 51 per cent of weighted employment in the Health care & social services industry is associated with the public sector and the remaining 36 per cent 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 four per cent of the weighted employment captured by the survey for this industry group, with the public sector representing 90 per cent of the weighted employees represented by the survey data.

It is important to note that the above figures pertain to weighted survey data which may or may not necessarily represent the actual distribution of employment by sector.

Survey results for nonprofits

The Alberta Wage and Salary 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 nonprofit 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 by sector and nonprofit subsector in the following sections:

A. Basis for summary-level sector/subsector comparisons

Sample Size (n Employers Responding) and Reliability Code by NOC Group

| OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC) | 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 | 1,015 (A) | 317 (A) | 484 (A) | 84 (A) | 130 (A) | 305 (A) | 5,254 (A) |
| NOC Broad Classification (Skill Type) | | | | | | | |
| 0 Management occupations | 757 (A) | 236 (B) | 393 (A) | 16 (C) | 112 (B) | 263 (A) | 2,846 (A) |
| 1 Business, finance and administration occupations | 728 (A) | 192 (A) | 351 (A) | 71 (A) | 114 (A) | 288 (A) | 3,561 (A) |
| 2 Natural and applied sciences and related occupations | 119 (A) | 45 (A) | 39 (B) | | 31 (A) | 157 (A) | 1,153 (A) |
| 3 Health occupations | 130 (B) | | 123 (B) | | | 53 (B) | 358 (B) |
| 4 Occupations in education, law and social, community and government services | 568 (A) | 70 (B) | 367 (A) | 78 (A) | 53 (B) | 216 (A) | 421 (C) |
| 5 Occupations in art, culture, recreation and sport | 193 (B) | 143 (B) | 27 (B) | 14 (C) | | 101 (A) | 237 (A) |
| 6 Sales and service occupations | 481 (A) | 178 (A) | 203 (A) | 52 (A) | 48 (B) | 173 (A) | 2,538 (A) |
| 7 Trades, transport and equipment operators and related occupations | 120 (A) | 29 (B) | 47 (B) | | 44 (B) | 234 (A) | 2,482 (A) |
| 8 Natural resources, agriculture and related production occupations | 76 (B) | 53 (A) | 14 (C) | | | 77 (A) | 402 (A) |
| 9 Occupations in manufacturing and utilities | 23 (B) | | | | 14 (C) | 102 (A) | 625 (A) |
| NOC Major Group (2-Digit NOC) | | | | | | | |
| 00 Senior management occupations | 226 (A) | 34 (B) | 151 (A) | | 38 (B) | 189 (A) | 381 (A) |
| 01_05 Specialized middle management occupations | 650 (A) | 195 (B) | 365 (A) | 14 (C) | 76 (B) | 214 (A) | 1,079 (A) |
| 06 Middle management occupations in retail and wholesale trade and customer services | 101 (B) | 50 (B) | 30 (B) | | 17 (C) | 15 (C) | 1,349 (A) |
| 07_09 Middle management occupations in trades, transportation, production and utilities | 112 (A) | 36 (B) | 36 (A) | | 38 (B) | 100 (A) | 1,135 (A) |
| 11 Professional occupations in business and finance | 250 (A) | 55 (B) | 124 (A) | 15 (C) | 56 (B) | 137 (A) | 763 (A) |
| 12 Administrative and financial supervisors and administrative occupations | 516 (A) | 106 (B) | 270 (A) | 53 (A) | 87 (A) | 251 (A) | 1,998 (A) |
| 13 Finance, insurance and related business administrative occupations | 113 (A) | 34 (A) | 42 (B) | 16 (C) | 21 (B) | 69 (A) | 563 (A) |

2021 Alberta Wage and Salary Survey
A: 1-Digit, 2-Digit NOCs by Sector, Nonprofit Subsector

Sample Size (n Employers Responding) and Reliability Code by NOC Group

| OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC) | 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 | 331 (A) | 94 (B) | 160 (A) | 24 (B) | 53 (B) | 201 (A) | 1,676 (A) |
| 15 Distribution, tracking and scheduling co-ordination occupations | 32 (B) | | 19 (C) | | | 63 (A) | 1,012 (A) |
| 21 Professional occupations in natural and applied sciences | 46 (A) | 10 (C) | 19 (C) | | 16 (C) | 127 (A) | 418 (A) |
| 22 Technical occupations related to natural and applied sciences | 98 (A) | 40 (B) | 30 (B) | | 25 (B) | 126 (A) | 1,016 (A) |
| 30 Professional occupations in nursing | 30 (A) | | 30 (A) | | | 22 (B) | 35 (A) |
| 31 Professional occupations in health (except nursing) | 34 (A) | | 29 (B) | | | 40 (B) | 167 (B) |
| 32 Technical occupations in health | 56 (B) | | 50 (B) | | | 35 (A) | 258 (B) |
| 34 Assisting occupations in support of health services | 87 (A) | | 87 (A) | | | 18 (B) | 185 (A) |
| 40 Professional occupations in education services | 43 (B) | | 35 (B) | | | 91 (A) | 61 (B) |
| 41 Professional occupations in law and social, community and government services | 334 (A) | 41 (B) | 182 (A) | 73 (B) | 38 (C) | 132 (A) | 263 (B) |
| 42 Paraprofessional occupations in legal, social, community and education services | 392 (A) | 37 (B) | 289 (A) | 44 (A) | 22 (B) | 109 (A) | 137 (C) |
| 44 Care providers and educational, legal and public protection support occupations | 58 (B) | | 54 (B) | | | 139 (A) | 22 (B) |
| 51 Professional occupations in art and culture | 70 (B) | 56 (B) | | | | 38 (B) | 58 (B) |
| 52 Technical occupations in art, culture, recreation and sport | 157 (B) | 118 (B) | 23 (B) | | | 85 (A) | 205 (A) |
| 62 Retail sales supervisors and specialized sales occupations | 18 (C) | | | | | | 517 (A) |
| 63 Service supervisors and specialized service occupations | 205 (A) | 61 (A) | 129 (A) | | 10 (C) | 54 (A) | 603 (A) |
| 64 Sales representatives and salespersons - wholesale and retail trade | 39 (B) | 19 (C) | 10 (C) | | | | 942 (A) |
| 65 Service representatives and other customer and personal services occupations | 120 (B) | 64 (A) | 25 (B) | | 29 (B) | 49 (B) | 897 (A) |
| 66 Sales support occupations | 19 (C) | 10 (C) | | | | | 261 (A) |
| 67 Service support and other service occupations, n.e.c. | 352 (A) | 144 (B) | 144 (A) | 50 (A) | 14 (C) | 161 (A) | 1,015 (A) |
| 72 Industrial, electrical and construction trades | 34 (A) | | 12 (C) | | 18 (C) | 72 (A) | 906 (A) |
| 73 Maintenance and equipment operation trades | 27 (B) | 11 (C) | | | 12 (C) | 157 (A) | 1,169 (A) |
| 74 Other installers, repairers and servicers and material handlers | 40 (B) | | 15 (C) | | 20 (B) | 59 (B) | 477 (A) |
| 75 Transport and heavy equipment operation and related maintenance occupations | 51 (A) | 12 (C) | 25 (B) | | 14 (C) | 163 (B) | 999 (A) |
| 76 Trades helpers, construction labourers and related occupations | 16 (C) | | | | 10 (C) | 113 (A) | 474 (A) |
| 82 Supervisors and technical occupations in natural resources, agriculture and related production | 17 (C) | 10 (C) | | | | 42 (A) | 170 (B) |
| 84 Workers in natural resources, agriculture and related production | 12 (C) | | | | | 19 (C) | 183 (A) |

Sample Size (n Employers Responding) and Reliability Code by NOC Group

| OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC) | NON-PROFIT SECTOR TOTAL | Culture and recreation nonprofits | Social services, development & housing, health, education nonprofits | Religious nonprofits | Other nonprofits | PUBLIC SECTOR | FOR-PROFIT SECTOR |
|--------------------------------------------------------------------------------------|-------------------------|-----------------------------------|----------------------------------------------------------------------|----------------------|------------------|---------------|-------------------|
| 86 Harvesting, landscaping and natural resources labourers | 60 (B) | 46 (A) | 10 (C) | | | 50 (B) | 182 (A) |
| 92 Processing, manufacturing and utilities supervisors and central control operators | 15 (C) | | | | 10 (C) | 94 (A) | 182 (B) |
| 96 Labourers in processing, manufacturing and utilities | 10 (C) | | | | | 25 (B) | 222 (A) |

Excludes Major groups 43 (occupations in front-line public protection services), 94 (processing and manufacturing machine operators and related production workers), and 95 (assemblers in manufacturing), for which no survey results are available for nonprofits due to small employer sample sizes.

Results with lower levels of reliability (reliability codes C or D) are shaded.

B. Summary-level wage results by sector and subsector

C. Summary-level vacancy rates by sector and subsector

Summary-level results for average hours worked, 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 by industry in the following section:

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 58 occupations common to the nonprofit sector. These results are presented by sector and nonprofit subsector in the following sections:

E. Selected occupations: hourly wages by sector and subsector

F. Selected occupations: job vacancies & hiring difficulties by sector and subsector

A. Basis for summary-level sector/subsector 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 here, 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 all employment in cell (per 2016 Census 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 all employment

2021 Alberta Wage and Salary Survey
A: 1-Digit, 2-Digit NOCs by Sector, Nonprofit Subsector

Sample Size (n Employers Responding) and Reliability Code by NOC Group

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| 1 Business, finance and administration occupations | 728 (A) | 192 (A) | 351 (A) | 71 (A) | 114 (A) | 288 (A) | 3,561 (A) |
| 2 Natural and applied sciences and related occupations | 119 (A) | 45 (A) | 39 (B) | | 31 (A) | 157 (A) | 1,153 (A) |
| 3 Health occupations | 130 (B) | | 123 (B) | | | 53 (B) | 358 (B) |
| 4 Occupations in education, law and social, community and government services | 568 (A) | 70 (B) | 367 (A) | 78 (A) | 53 (B) | 216 (A) | 421 (C) |
| 5 Occupations in art, culture, recreation and sport | 193 (B) | 143 (B) | 27 (B) | 14 (C) | | 101 (A) | 237 (A) |
| 6 Sales and service occupations | 481 (A) | 178 (A) | 203 (A) | 52 (A) | 48 (B) | 173 (A) | 2,538 (A) |
| 7 Trades, transport and equipment operators and related occupations | 120 (A) | 29 (B) | 47 (B) | | 44 (B) | 234 (A) | 2,482 (A) |
| 8 Natural resources, agriculture and related production occupations | 76 (B) | 53 (A) | 14 (C) | | | 77 (A) | 402 (A) |
| 9 Occupations in manufacturing and utilities | 23 (B) | | | | 14 (C) | 102 (A) | 625 (A) |
| NOC Major Group (2-Digit NOC) | | | | | | | |
| 00 Senior management occupations | 226 (A) | 34 (B) | 151 (A) | | 38 (B) | 189 (A) | 381 (A) |
| 01_05 Specialized middle management occupations | 650 (A) | 195 (B) | 365 (A) | 14 (C) | 76 (B) | 214 (A) | 1,079 (A) |
| 06 Middle management occupations in retail and wholesale trade and customer services | 101 (B) | 50 (B) | 30 (B) | | 17 (C) | 15 (C) | 1,349 (A) |
| 07_09 Middle management occupations in trades, transportation, production and utilities | 112 (A) | 36 (B) | 36 (A) | | 38 (B) | 100 (A) | 1,135 (A) |
| 11 Professional occupations in business and finance | 250 (A) | 55 (B) | 124 (A) | 15 (C) | 56 (B) | 137 (A) | 763 (A) |
| 12 Administrative and financial supervisors and administrative occupations | 516 (A) | 106 (B) | 270 (A) | 53 (A) | 87 (A) | 251 (A) | 1,998 (A) |
| 13 Finance, insurance and related business administrative occupations | 113 (A) | 34 (A) | 42 (B) | 16 (C) | 21 (B) | 69 (A) | 563 (A) |
| 14 Office support occupations | 331 (A) | 94 (B) | 160 (A) | 24 (B) | 53 (B) | 201 (A) | 1,676 (A) |
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| 30 Professional occupations in nursing | 30 (A) | | 30 (A) | | | 22 (B) | 35 (A) |
| 31 Professional occupations in health (except nursing) | 34 (A) | | 29 (B) | | | 40 (B) | 167 (B) |
| 32 Technical occupations in health | 56 (B) | | 50 (B) | | | 35 (A) | 258 (B) |
| 34 Assisting occupations in support of health services | 87 (A) | | 87 (A) | | | 18 (B) | 185 (A) |

2021 Alberta Wage and Salary Survey
A: 1-Digit, 2-Digit NOCs by Sector, Nonprofit Subsector

Sample Size (n Employers Responding) and Reliability Code by NOC Group

| OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC) | NON-PROFIT SECTOR TOTAL | Culture and recreation nonprofits | Social services, development & housing, health, education nonprofits | Religious nonprofits | Other nonprofits | PUBLIC SECTOR | FOR- PROFIT SECTOR |
|---------------------------------------------------------------------------------------------------|-------------------------------|--------------------------------------------|----------------------------------------------------------------------------------------|-------------------------|---------------------|------------------|--------------------------|
| 40 Professional occupations in education services | 43 (B) | | 35 (B) | | | 91 (A) | 61 (B) |
| 41 Professional occupations in law and social, community and government services | 334 (A) | 41 (B) | 182 (A) | 73 (B) | 38 (C) | 132 (A) | 263 (B) |
| 42 Paraprofessional occupations in legal, social, community and education services | 392 (A) | 37 (B) | 289 (A) | 44 (A) | 22 (B) | 109 (A) | 137 (C) |
| 44 Care providers and educational, legal and public protection support occupations | 58 (B) | | 54 (B) | | | 139 (A) | 22 (B) |
| 51 Professional occupations in art and culture | 70 (B) | 56 (B) | | | | 38 (B) | 58 (B) |
| 52 Technical occupations in art, culture, recreation and sport | 157 (B) | 118 (B) | 23 (B) | | | 85 (A) | 205 (A) |
| 62 Retail sales supervisors and specialized sales occupations | 18 (C) | | | | | | 517 (A) |
| 63 Service supervisors and specialized service occupations | 205 (A) | 61 (A) | 129 (A) | | 10 (C) | 54 (A) | 603 (A) |
| 64 Sales representatives and salespersons - wholesale and retail trade | 39 (B) | 19 (C) | 10 (C) | | | | 942 (A) |
| 65 Service representatives and other customer and personal services occupations | 120 (B) | 64 (A) | 25 (B) | | 29 (B) | 49 (B) | 897 (A) |
| 66 Sales support occupations | 19 (C) | 10 (C) | | | | | 261 (A) |
| 67 Service support and other service occupations, n.e.c. | 352 (A) | 144 (B) | 144 (A) | 50 (A) | 14 (C) | 161 (A) | 1,015 (A) |
| 72 Industrial, electrical and construction trades | 34 (A) | | 12 (C) | | 18 (C) | 72 (A) | 906 (A) |
| 73 Maintenance and equipment operation trades | 27 (B) | 11 (C) | | | 12 (C) | 157 (A) | 1,169 (A) |
| 74 Other installers, repairers and servicers and material handlers | 40 (B) | | 15 (C) | | 20 (B) | 59 (B) | 477 (A) |
| 75 Transport and heavy equipment operation and related maintenance occupations | 51 (A) | 12 (C) | 25 (B) | | 14 (C) | 163 (B) | 999 (A) |
| 76 Trades helpers, construction labourers and related occupations | 16 (C) | | | | 10 (C) | 113 (A) | 474 (A) |
| 82 Supervisors and technical occupations in natural resources, agriculture and related production | 17 (C) | 10 (C) | | | | 42 (A) | 170 (B) |
| 84 Workers in natural resources, agriculture and related production | 12 (C) | | | | | 19 (C) | 183 (A) |
| 86 Harvesting, landscaping and natural resources labourers | 60 (B) | 46 (A) | 10 (C) | | | 50 (B) | 182 (A) |
| 92 Processing, manufacturing and utilities supervisors and central control operators | 15 (C) | | | | 10 (C) | 94 (A) | 182 (B) |
| 96 Labourers in processing, manufacturing and utilities | 10 (C) | | | | | 25 (B) | 222 (A) |

Excludes Major groups 43 (occupations in front-line public protection services), 94 (processing and manufacturing machine operators and related production workers), and 95 (assemblers in manufacturing), for which no survey results are available for nonprofits due to small employer sample sizes.

Results with lower levels of reliability (reliability codes C or D) are shaded.

B. Summary-level wage results by sector and subsector

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).

Overall Average Hourly Wage by NOC Group

| OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC) | NON-PROFIT SECTOR TOTAL | Social services, development & housing, health, education nonprofits | | | | PUBLIC SECTOR | FOR-PROFIT SECTOR |
|-----------------------------------------------------------------------------------------|-------------------------------|----------------------------------------------------------------------|----------------------|------------------|----------------|------------------|----------------------|
| | | Culture and recreation nonprofits | Religious nonprofits | Other nonprofits | | | |
| TOTAL, ALL OCCUPATIONS | \$27.67 | \$24.10 | \$24.91 | \$28.96 | \$39.82 | \$39.52 | \$29.56 |
| NOC Broad Classification (Skill Type) | | | | | | | |
| 0 Management occupations | \$48.81 | \$38.36 | \$44.43 | \$33.68 | \$61.87 | \$60.10 | \$50.22 |
| 1 Business, finance and administration occupations | \$30.39 | \$26.31 | \$29.07 | \$24.72 | \$36.13 | \$32.86 | \$29.77 |
| 2 Natural and applied sciences and related occupations | \$37.55 | \$34.83 | \$34.47 | - | \$41.85 | \$47.81 | \$43.32 |
| 3 Health occupations | \$26.17 | - | \$26.04 | - | - | \$40.13 | \$32.47 |
| 4 Occupations in education, law and social, community and government services | \$25.01 | \$20.59 | \$22.54 | \$33.14 | \$46.26 | \$41.87 | \$33.72 |
| 5 Occupations in art, culture, recreation and sport | \$24.68 | \$23.51 | \$21.47 | \$28.89 | - | \$32.17 | \$27.16 |
| 6 Sales and service occupations | \$20.80 | \$17.99 | \$21.16 | \$20.92 | \$24.03 | \$23.38 | \$19.86 |
| 7 Trades, transport and equipment operators and related occupations | \$26.95 | \$24.98 | \$22.77 | - | \$29.82 | \$34.87 | \$30.79 |
| 8 Natural resources, agriculture and related production occupations | \$18.36 | \$19.69 | \$15.98 | - | - | \$30.69 | \$29.67 |
| 9 Occupations in manufacturing and utilities | \$34.38 | - | - | - | \$39.21 | \$37.84 | \$27.63 |
| NOC Major Group (2-Digit NOC) | | | | | | | |
| 00 Senior management occupations | \$80.22 | \$65.01 | \$67.60 | - | \$101.09 | \$79.81 | \$94.15 |
| 01_05 Specialized middle management occupations | \$44.43 | \$37.44 | \$40.54 | \$33.73 | \$54.47 | \$58.15 | \$54.13 |
| 06 Middle management occupations in retail and wholesale trade and customer services | \$33.85 | \$27.18 | \$35.59 | - | \$38.79 | \$36.04 | \$36.73 |
| 07_09 Middle management occupations in trades, transportation, production and utilities | \$38.34 | \$30.25 | \$40.94 | - | \$53.00 | \$54.75 | \$50.48 |
| 11 Professional occupations in business and finance | \$37.25 | \$30.18 | \$32.24 | \$23.98 | \$42.72 | \$45.84 | \$41.52 |
| 12 Administrative and financial supervisors and administrative occupations | \$29.78 | \$27.45 | \$29.64 | \$24.80 | \$33.24 | \$31.47 | \$30.71 |
| 13 Finance, insurance and related business administrative occupations | \$29.88 | \$27.46 | \$31.97 | \$27.45 | \$34.06 | \$46.26 | \$33.11 |
| 14 Office support occupations | \$27.15 | \$25.49 | \$24.98 | \$23.15 | \$33.33 | \$29.49 | \$24.46 |
| 15 Distribution, tracking and scheduling coordination occupations | \$24.84 | - | \$25.43 | - | - | \$31.54 | \$25.63 |
| 21 Professional occupations in natural and applied sciences | \$39.99 | \$35.82 | \$35.83 | - | \$45.17 | \$50.95 | \$49.96 |
| 22 Technical occupations related to natural and applied sciences | \$35.22 | \$34.38 | \$32.68 | - | \$38.16 | \$44.45 | \$37.97 |
| 30 Professional occupations in nursing | \$44.90 | - | \$44.90 | - | - | \$46.79 | \$43.88 |
| 31 Professional occupations in health (except nursing) | \$46.50 | - | \$45.25 | - | - | \$47.82 | \$55.09 |
| 32 Technical occupations in health | \$31.47 | - | \$32.12 | - | - | \$36.18 | \$36.50 |
| 34 Assisting occupations in support of health services | \$22.17 | - | \$22.17 | - | - | \$24.79 | \$22.90 |
| 40 Professional occupations in education services | \$36.70 | - | \$37.28 | - | - | \$44.29 | \$34.90 |

Overall Average Hourly Wage by NOC Group

| OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC) | NON-PROFIT SECTOR TOTAL | Social services, development & housing, health, education nonprofits | | | | PUBLIC SECTOR | FOR-PROFIT SECTOR |
|---------------------------------------------------------------------------------------------------|-------------------------------|----------------------------------------------------------------------|----------------------|------------------|---------|------------------|----------------------|
| | | Culture and recreation nonprofits | Religious nonprofits | Other nonprofits | | | |
| 41 Professional occupations in law and social, community and government services | \$36.10 | \$23.22 | \$29.22 | \$37.69 | \$53.60 | \$50.35 | \$55.79 |
| 42 Paraprofessional occupations in legal, social, community and education services | \$21.97 | \$18.97 | \$21.98 | \$23.76 | \$21.35 | \$37.99 | \$20.70 |
| 44 Care providers and educational, legal and public protection support occupations | \$18.99 | - | \$18.96 | - | - | \$26.79 | \$18.08 |
| 51 Professional occupations in art and culture | \$36.58 | \$35.92 | - | - | - | \$37.51 | \$35.71 |
| 52 Technical occupations in art, culture, recreation and sport | \$22.92 | \$22.20 | \$21.49 | - | - | \$28.88 | \$23.88 |
| 62 Retail sales supervisors and specialized sales occupations | \$23.97 | - | - | - | - | - | \$33.17 |
| 63 Service supervisors and specialized service occupations | \$24.89 | \$20.82 | \$23.21 | - | \$32.29 | \$27.44 | \$19.82 |
| 64 Sales representatives and salespersons - wholesale and retail trade | \$17.83 | \$16.51 | \$16.82 | - | - | - | \$22.57 |
| 65 Service representatives and other customer and personal services occupations | \$19.47 | \$15.92 | \$18.34 | - | \$23.17 | \$33.97 | \$18.41 |
| 66 Sales support occupations | \$17.41 | \$21.98 | - | - | - | - | \$16.91 |
| 67 Service support and other service occupations, n.e.c. | \$20.46 | \$18.99 | \$20.77 | \$21.27 | \$22.83 | \$21.69 | \$17.44 |
| 72 Industrial, electrical and construction trades | \$40.45 | - | \$34.74 | - | \$42.85 | \$41.97 | \$35.95 |
| 73 Maintenance and equipment operation trades | \$34.82 | \$29.34 | - | - | \$36.97 | \$42.73 | \$36.54 |
| 74 Other installers, repairers and servicers and material handlers | \$21.34 | - | \$19.50 | - | \$21.97 | \$32.20 | \$23.20 |
| 75 Transport and heavy equipment operation and related maintenance occupations | \$27.78 | \$24.59 | \$22.70 | - | \$34.86 | \$32.19 | \$28.28 |
| 76 Trades helpers, construction labourers and related occupations | \$21.09 | - | - | - | \$23.09 | \$30.50 | \$24.65 |
| 82 Supervisors and technical occupations in natural resources, agriculture and related production | \$29.62 | \$27.97 | - | - | - | \$37.54 | \$40.99 |
| 84 Workers in natural resources, agriculture and related production | \$25.61 | - | - | - | - | \$36.67 | \$25.89 |
| 86 Harvesting, landscaping and natural resources labourers | \$17.26 | \$19.37 | \$15.32 | - | - | \$23.53 | \$23.29 |
| 92 Processing, manufacturing and utilities supervisors and central control operators | \$34.69 | - | - | - | \$34.20 | \$39.01 | \$44.09 |
| 96 Labourers in processing, manufacturing and utilities | \$20.87 | - | - | - | - | \$27.88 | \$22.47 |

Excludes Major groups 43, 94, and 95, 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 and subsector

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, non-profits reported lower vacancy rates (positions unfilled for four months or more) than for-profit sector employers. However, nonprofits reported higher vacancy rates than employers in other sectors in two of the major NOC groups: management occupations and business, finance and administration occupations. 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. However, 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.

Vacancy Rates by NOC Group

| OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC) | 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 | 2.4% | 2.2% | 2.5% | 2.0% | 2.3% | n/a | 3.2% |
| NOC Broad Classification (Skill Type) | | | | | | | |
| 0 Management occupations | 2.2% | 1.8% | 1.9% | n/a | 2.9% | 1.4% | 1.4% |
| 1 Business, finance and administration occupations | 2.3% | 2.6% | 3.1% | n/a | 2.4% | 1.2% | 1.3% |
| 2 Natural and applied sciences and related occupations | n/a | 1.0% | n/a | - | n/a | 1.2% | 2.7% |
| 3 Health occupations | 1.0% | - | n/a | - | - | n/a | 4.1% |
| 4 Occupations in education, law and social, community and government services | 3.1% | 5.0% | 3.2% | 2.8% | n/a | n/a | 7.9% |
| 5 Occupations in art, culture, recreation and sport | 1.0% | n/a | n/a | 4.7% | - | 1.4% | 1.7% |
| 6 Sales and service occupations | 2.5% | 3.2% | 1.5% | 2.3% | 3.2% | n/a | 3.8% |
| 7 Trades, transport and equipment operators and related occupations | n/a | n/a | 1.2% | - | n/a | 1.2% | 3.3% |
| 8 Natural resources, agriculture and related production occupations | 1.1% | n/a | 1.8% | - | - | 2.3% | 6.5% |
| 9 Occupations in manufacturing and utilities | n/a | - | - | - | 1.6% | n/a | 1.6% |
| NOC Major Group (2-Digit NOC) | | | | | | | |
| 00 Senior management occupations | 3.0% | n/a | 1.8% | - | 5.2% | 3.3% | 1.3% |
| 01_05 Specialized middle management occupations | 1.4% | n/a | 2.0% | n/a | 1.3% | 1.1% | 1.3% |
| 06 Middle management occupations in retail and wholesale trade and customer services | 7.9% | 6.6% | 1.0% | - | n/a | n/a | 1.7% |
| 07_09 Middle management occupations in trades, transportation, production and utilities | 3.3% | 7.5% | n/a | - | n/a | 2.2% | 1.0% |
| 11 Professional occupations in business and finance | 1.6% | 2.4% | 2.2% | n/a | 1.3% | n/a | 1.5% |
| 12 Administrative and financial supervisors and administrative occupations | 3.3% | 1.7% | 4.5% | n/a | 4.3% | 1.6% | 1.2% |
| 13 Finance, insurance and related business administrative occupations | n/a | n/a | n/a | n/a | n/a | n/a | 1.4% |
| 14 Office support occupations | 1.6% | 3.3% | 1.1% | 1.3% | n/a | n/a | 1.0% |
| 15 Distribution, tracking and scheduling co-ordination occupations | n/a | - | n/a | - | - | n/a | 1.9% |
| 21 Professional occupations in natural and applied sciences | n/a | n/a | n/a | - | n/a | 1.7% | 3.2% |
| 22 Technical occupations related to natural and applied sciences | n/a | 1.2% | 2.0% | - | n/a | n/a | 2.3% |
| 30 Professional occupations in nursing | 3.4% | - | 3.4% | - | - | n/a | 5.1% |
| 31 Professional occupations in health (except nursing) | 2.3% | - | 2.8% | - | - | n/a | 7.8% |
| 32 Technical occupations in health | 2.4% | - | 1.5% | - | - | n/a | 4.9% |
| 34 Assisting occupations in support of health services | n/a | - | n/a | - | - | n/a | 2.2% |
| 40 Professional occupations in education services | 2.7% | - | 3.1% | - | - | n/a | n/a |

Vacancy Rates by NOC Group

| OCCUPATIONAL CLASSIFICATION (1- or 2-Digit NOC) | NON-PROFIT SECTOR TOTAL | Culture and recreation nonprofits | Social services, development & housing, health, education nonprofits | Religious nonprofits | Other nonprofits | PUBLIC SECTOR | FOR- PROFIT SECTOR |
|---------------------------------------------------------------------------------------------------|-------------------------------|--------------------------------------------|----------------------------------------------------------------------------------------|-------------------------|---------------------|------------------|--------------------------|
| 41 Professional occupations in law and social, community and government services | 2.4% | 5.4% | 2.1% | 3.3% | 1.0% | n/a | 1.7% |
| 42 Paraprofessional occupations in legal, social, community and education services | 2.7% | 5.2% | 2.7% | 2.0% | n/a | 1.3% | n/a |
| 44 Care providers and educational, legal and public protection support occupations | 4.4% | - | 4.4% | - | - | n/a | n/a |
| 51 Professional occupations in art and culture | 2.9% | 1.5% | - | - | - | 1.2% | n/a |
| 52 Technical occupations in art, culture, recreation and sport | n/a | n/a | n/a | - | - | 1.4% | 1.9% |
| 62 Retail sales supervisors and specialized sales occupations | 1.4% | - | - | - | - | - | 3.3% |
| 63 Service supervisors and specialized service occupations | 2.3% | 1.2% | 1.2% | - | 4.1% | n/a | 7.7% |
| 64 Sales representatives and salespersons - wholesale and retail trade | 3.1% | n/a | n/a | - | - | - | 1.9% |
| 65 Service representatives and other customer and personal services occupations | 2.0% | 3.0% | n/a | - | n/a | 3.1% | 4.0% |
| 66 Sales support occupations | 1.9% | 6.7% | - | - | - | - | 2.6% |
| 67 Service support and other service occupations, n.e.c. | 2.8% | 3.9% | 1.7% | 1.4% | n/a | n/a | 4.1% |
| 72 Industrial, electrical and construction trades | n/a | - | 3.3% | - | n/a | n/a | 3.3% |
| 73 Maintenance and equipment operation trades | n/a | n/a | - | - | n/a | n/a | 2.2% |
| 74 Other installers, repairers and servicers and material handlers | n/a | - | n/a | - | n/a | n/a | 1.1% |
| 75 Transport and heavy equipment operation and related maintenance occupations | 1.2% | n/a | 2.2% | - | 1.0% | n/a | 4.3% |
| 76 Trades helpers, construction labourers and related occupations | 1.4% | - | - | - | 3.0% | 4.6% | 4.6% |
| 82 Supervisors and technical occupations in natural resources, agriculture and related production | 3.2% | n/a | - | - | - | 1.6% | 3.1% |
| 84 Workers in natural resources, agriculture and related production | n/a | - | - | - | - | n/a | 6.8% |
| 86 Harvesting, landscaping and natural resources labourers | 1.1% | n/a | 1.7% | - | - | 2.9% | n/a |
| 92 Processing, manufacturing and utilities supervisors and central control operators | 2.1% | - | - | - | 2.8% | n/a | n/a |
| 96 Labourers in processing, manufacturing and utilities | n/a | - | - | - | - | n/a | 2.1% |

Excludes Major groups 43, 94, and 95, 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: $\text{Sum of Unfilled Vacancies} / (\text{Sum of Current Employees} + \text{Sum of Unfilled Vacancies})$, with data weighted by establishment for survey non-response.

D. Summary-level results by industry by sector

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) | 1,015 (A) | 305 (A) | 5,254 (A) | 31.5 | 34.0 | 36.5 | \$27.67 | \$39.52 | \$29.56 | 2.4% | n/a | 3.2% |
| Utilities | 32 (A) | - | 27 (B) | 38.2 | - | 39.6 | \$37.91 | - | \$55.60 | n/a | - | n/a |
| Information, Culture, Recreation | 247 (A) | - | 192 (A) | 26.1 | - | 32.0 | \$24.73 | - | \$23.31 | 1.6% | - | 3.5% |
| Finance, Insurance, Real Estate, Leasing | 61 (A) | - | 264 (A) | 33.0 | - | 37.1 | \$24.19 | - | \$34.56 | n/a | - | 1.8% |
| Professional, Scientific & Technical Svcs | 24 (B) | - | 459 (A) | 36.9 | - | 38.0 | \$39.72 | - | \$42.44 | 1.1% | - | 3.0% |
| Business, Building, and Other Support Svcs | 20 (B) | - | 201 (A) | 34.2 | - | 35.9 | \$30.67 | - | \$23.71 | n/a | - | 3.4% |
| Educational Services* | 74 (A) | 81 (A) | 84 (B) | 27.7 | 33.8 | 29.5 | \$31.05 | \$36.96 | \$27.64 | n/a | n/a | 1.3% |
| Health Care & Social Assistance | 328 (A) | 8 (B) | 312 (A) | 32.6 | 32.1 | 32.8 | \$24.66 | \$38.07 | \$26.74 | 3.2% | n/a | 4.8% |
| Accommodation & Food Services | 27 (B) | - | 509 (A) | 33.1 | - | 30.1 | \$19.59 | - | \$17.21 | n/a | - | 6.2% |
| Other Services (Repair, Personal, Related) | 177 (B) | - | 328 (A) | 31.9 | - | 36.9 | \$30.40 | - | \$28.44 | 2.1% | - | 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.

Summary results by industry by sector for 2-Digit NOC groups

| 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 | 24 (B) | | 14 (C) | 39.7 | | 41.4 | \$57.68 | | \$30.46 | n/a | | n/a |
| 12 Administrative and financial supervisors and administrative occupations | 20 (B) | 11 (C) | 40 (A) | 35.8 | 35.2 | 35 | \$31.77 | \$31.81 | \$27.20 | 2.6% | n/a | n/a |
| 14 Office support occupations | 79 (B) | 18 (C) | 128 (A) | 21.3 | 27.8 | 36.7 | \$26.02 | \$25.32 | \$24.03 | 1.1% | 2.2% | 2.2% |
| 72 Industrial, electrical and construction trades | 15 (C) | | 13 (C) | 39.8 | | 39.7 | \$41.43 | | \$30.48 | n/a | | n/a |
| 74 Other installers, repairers and servicers and material handlers | 16 (C) | | | 40 | | | \$37.32 | | | n/a | | |
| 75 Transport and heavy equipment operation and related maintenance occupations | 5 (D) | | 7 (D) | 41.4 | | 39.5 | \$31.36 | | \$21.44 | n/a | | n/a |
| Information, Culture, Recreation (incl. Tourism) | | | | | | | | | | | | |
| 00 Senior management occupations | 30 (C) | 13 (C) | 45 (B) | 40 | 40.2 | 39.9 | \$71.75 | \$55.10 | \$95.07 | n/a | n/a | n/a |
| 01_05 Specialized middle management occupations | 170 (A) | 52 (B) | 109 (A) | 36.9 | 34.4 | 37.6 | \$41.01 | \$40.25 | \$54.09 | n/a | 1.6% | 2.1% |
| 06 Middle management occupations in retail and wholesale trade and customer services | 31 (B) | | 54 (B) | 39.5 | | 42.6 | \$30.82 | | \$35.21 | 2.2% | | 1.0% |
| 07_09 Middle management occupations in trades, transportation, production and utilities | 30 (B) | | 16 (C) | 39.9 | | 40.1 | \$38.12 | | \$43.45 | n/a | | n/a |
| 11 Professional occupations in business and finance | 48 (A) | 14 (C) | 73 (B) | 35.9 | 36.8 | 38.2 | \$32.69 | \$33.83 | \$38.97 | 5.7% | 3.9% | 2.4% |
| 12 Administrative and financial supervisors and administrative occupations | 81 (A) | 38 (B) | 135 (A) | 33.4 | 28.7 | 37.6 | \$29.23 | \$26.12 | \$29.66 | 1.7% | n/a | 2.8% |
| 13 Finance, insurance and related business administrative occupations | 27 (B) | | 59 (B) | 35.5 | | 37.3 | \$28.05 | | \$43.75 | n/a | | n/a |
| 14 Office support occupations | 79 (B) | 18 (C) | 128 (A) | 21.3 | 27.8 | 36.7 | \$26.02 | \$25.32 | \$24.03 | 1.1% | 2.2% | 2.2% |
| 15 Distribution, tracking and scheduling co-ordination occupations | 9 (D) | | 13 (C) | 31.6 | | 40.9 | \$21.46 | | \$28.33 | n/a | | n/a |
| 21 Professional occupations in natural and applied sciences | 10 (C) | | 15 (C) | 35.3 | | 38 | \$39.26 | | \$41.58 | n/a | | 6.1% |
| 22 Technical occupations related to natural and applied sciences | 42 (B) | | 22 (B) | 37.6 | | 37.6 | \$34.22 | | \$34.88 | 1.2% | | n/a |
| 41 Professional occupations in law and social, community and government services | 37 (B) | 23 (B) | 13 (C) | 35.1 | 34.3 | 37.5 | \$25.82 | \$29.95 | \$44.25 | n/a | 1.0% | 5.9% |

Summary results by industry by sector for 2-Digit NOC groups

| 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 | |
| 42 Paraprofessional occupations in legal, social, community and education services | 26 (B) | 29 (B) | 14 (C) | 26.7 | 27.1 | 38.2 | \$17.59 | \$26.93 | \$24.69 | 3.3% | n/a | n/a | |
| 51 Professional occupations in art and culture | 53 (B) | | | 30.6 | | | \$36.20 | | | 1.8% | | | |
| 52 Technical occupations in art, culture, recreation and sport | 92 (B) | 18 (C) | | 21.4 | 19.3 | | \$24.32 | \$23.26 | | 1.2% | 1.1% | | |
| 63 Service supervisors and specialized service occupations | 47 (A) | | 11 (C) | 33.6 | 38.2 | | \$21.91 | \$28.08 | | 2.1% | | n/a | |
| 64 Sales representatives and salespersons - wholesale and retail trade | 21 (C) | | 27 (C) | 27.8 | 34.8 | | \$17.40 | \$29.76 | | n/a | | n/a | |
| 65 Service representatives and other customer and personal services occupations | 49 (B) | | 42 (B) | 19.6 | 37.6 | | \$16.35 | \$22.60 | | n/a | | 2.9% | |
| 66 Sales support occupations | 10 (C) | | | 21.1 | | | \$21.85 | | | 6.5% | | | |
| 67 Service support and other service occupations, n.e.c. | 119 (B) | 11 (C) | 46 (B) | 24.6 | 25.6 | 34.4 | \$19.63 | \$19.49 | \$21.76 | 4.4% | n/a | n/a | |
| 73 Maintenance and equipment operation trades | 12 (C) | | 31 (B) | 39.4 | | 39.9 | \$30.24 | \$36.46 | | n/a | | n/a | |
| 75 Transport and heavy equipment operation and related maintenance occupations | 12 (C) | | 21 (B) | 29.1 | 27.4 | | \$24.59 | \$18.12 | | n/a | | n/a | |
| 86 Harvesting, landscaping and natural resources labourers | 43 (A) | | | 36.8 | | | \$19.30 | | | n/a | | | |
| Finance, Insurance, Real Estate, Leasing | | | | | | | | | | | | | |
| 0 Senior management occupations | 27 (B) | 92 (A) | 53(B) | 39.1 | 38.3 | 39 | \$67.57 | \$62.91 | \$91.67 | 2.4% | 3.4% | n/a | |
| 01_05 Specialized middle management occupations | 34 (A) | 263 (A) | 179 (A) | 38.3 | 37.8 | 38.5 | \$44.74 | \$38.04 | \$58.37 | 3.1% | 1.1% | 2.0% | |
| 6 Middle management occupations in retail and wholesale trade and customer services | 15 (C) | | 23(B) | 38.5 | 39.8 | | \$35.17 | \$48.52 | | n/a | | 2.1% | |
| 07_09 Middle management occupations in trades, transportation, production and utilities | 12 (C) | 17 (C) | 28(B) | 38.8 | 38.5 | 39.5 | \$38.13 | \$40.49 | \$49.81 | n/a | | n/a | |
| 11 Professional occupations in business and finance | 11 (C) | 83 (A) | 135 (A) | 37.3 | 37.2 | 37.7 | \$37.97 | \$31.39 | \$41.45 | 5.4% | 1.7% | n/a | |
| 12 Administrative and financial supervisors and administrative occupations | 42 (A) | 173 (A) | 279 (B) | 36 | 35.8 | 36.4 | \$27.33 | \$26.04 | \$32.16 | n/a | | 3.1% | 1.5% |
| 14 Office support occupations | 20 (B) | 104 (A) | 205 (A) | 36.1 | 32.3 | 36.2 | \$25.37 | \$23.33 | \$25.54 | n/a | | 1.9% | n/a |
| 34 Assisting occupations in support of health services | 37 (A) | 49 (A) | | 28.9 | 26.3 | | \$20.80 | \$22.76 | | 0.6% | n/a | | |
| 42 Paraprofessional occupations in legal, social, community and education services | 8 (D) | 240 (A) | 18(C) | 33.6 | 33.6 | 35.4 | \$31.24 | \$22.10 | \$38.60 | 4.3% | 3.0% | 5.9% | |
| 52 Technical occupations in art, culture, recreation and sport | 5 (D) | 16 (C) | 29(B) | 38.4 | 24.2 | 36.8 | \$24.69 | \$20.44 | \$32.61 | n/a | | 1.1% | 3.8% |

Summary results by industry by sector for 2-Digit NOC groups

| INDUSTRY/ | Sample size (n Employers) & Reliability Code | | | Avg. Hours Worked per Week | | | Overall Average Wage (Hourly) | | | Vacancy Rates | | | |
|------------------------------------------------------------------------------------|----------------------------------------------------|------------|---------------|-------------------------------|------------|---------------|----------------------------------|------------|---------------|---------------|------------|----------------|------------|
| | MAJOR OCCUPATIONAL GROUP (2-Digit NOC) | Non-profit | Public Sector | For-Profit | Non-profit | Public Sector | For-Profit | Non-profit | Public Sector | For-Profit | Non-profit | Public Sector* | For-Profit |
| 63 Service supervisors and specialized service occupations | 42 (A) | 82 (A) | | 34.5 | | 32 | | \$23.12 | \$22.55 | | 0.9% | 1.8% | |
| 67 Service support and other service occupations, n.e.c. | 53 (A) | 79 (A) | 13 (C) | 32.4 | 32.7 | 25.2 | \$20.30 | \$20.22 | \$20.78 | n/a | 1.3% | n/a | |
| Professional, Scientific & Technical Services | | | | | | | | | | | | | |
| 0 Senior management occupations | 14 (C) | | 13(C) | 38.5 | | 40 | \$73.15 | | \$79.70 | n/a | | | n/a |
| 01_05 Specialized middle management occupations | 20 (B) | | 39 (A) | 38.4 | | 38.9 | \$52.25 | | \$45.06 | n/a | | | n/a |
| 11 Professional occupations in business and finance | 15 (C) | | 20 (B) | 35.9 | | 35.3 | \$35.72 | | \$38.76 | 2.4% | | | 4.9% |
| 12 Administrative and financial supervisors and administrative occupations | 16 (C) | 11 (C) | 83 (A) | 37.5 | 36 | 37.2 | \$35.11 | \$22.89 | \$29.29 | n/a | n/a | | n/a |
| 22 Technical occupations related to natural and applied sciences | 10 (C) | | 41(B) | 37.7 | | 37.3 | \$33.48 | | \$26.08 | n/a | | | 1.9% |
| 41 Professional occupations in law and social, community and government services | 15 (C) | | 11 (C) | 37.2 | | 35.5 | \$56.90 | | \$29.29 | 1.4% | | | n/a |
| 65 Service representatives and other customer and personal services occupations | 8 (D) | | 24 (C) | 35.7 | | 36.5 | \$27.91 | | \$18.01 | 3.3% | | | 6.5% |
| Business, Building & Other Support Services | | | | | | | | | | | | | |
| 12 Administrative and financial supervisors and administrative occupations | 11 (C) | 112 (A) | 43(B) | 35.2 | 32.9 | 36.1 | \$31.81 | \$31.03 | \$24.76 | n/a | 3.9% | | n/a |
| Educational Services* | | | | | | | | | | | | | |
| 00 Senior management occupations | 13 (C) | 22 (B) | | 40.2 | | 31 | \$55.10 | \$74.35 | | n/a | 2.6% | | |
| 01_05 Specialized middle management occupations | 52 (B) | 60 (A) | 101 (B) | 34.4 | 37.9 | 37.5 | \$40.25 | \$58.62 | \$38.61 | 1.6% | n/a | | n/a |
| 11 Professional occupations in business and finance | 14 (C) | 42 (A) | 25 (B) | 36.8 | 36 | 37.5 | \$33.83 | \$42.20 | \$32.69 | 3.9% | 1.6% | | 2.0% |
| 12 Administrative and financial supervisors and administrative occupations | 38 (B) | 61 (A) | 152(A) | 28.7 | 33.4 | 35.2 | \$26.12 | \$28.05 | \$26.01 | n/a | n/a | | n/a |
| 14 Office support occupations | 18 (C) | 53 (A) | 182(A) | 27.8 | 30.8 | 32.6 | \$25.32 | \$25.98 | \$22.49 | 2.2% | n/a | | 1.2% |
| 40 Professional occupations in education services | 22 (B) | 74 (A) | | 26.1 | 36.5 | | \$38.71 | \$44.33 | | n/a | n/a | | |
| 41 Professional occupations in law and social, community and government services | 23 (B) | 37 (A) | 28(B) | 34.3 | 33.9 | 36.6 | \$29.95 | \$46.97 | \$28.69 | 1.0% | 1.9% | | 4.8% |
| 42 Paraprofessional occupations in legal, social, community and education services | 29 (B) | 37 (B) | 61(C) | 27.1 | 30.6 | 32.5 | \$26.93 | \$32.50 | \$17.31 | n/a | n/a | | n/a |
| 52 Technical occupations in art, culture, recreation and sport | 18 (C) | 25 (B) | | 19.3 | 30.8 | | \$23.26 | \$31.55 | | 1.1% | n/a | | |
| 67 Service support and other service occupations, n.e.c. | 11 (C) | 55 (B) | 52(A) | 25.6 | 35.8 | 30 | \$19.49 | \$22.32 | \$18.05 | n/a | n/a | | n/a |
| Health Care & Social Assistance | | | | | | | | | | | | | |
| 00 Senior management occupations | 92 (A) | 8 (C) | | 38.3 | 38.6 | | \$62.91 | \$75.12 | | 3.4% | n/a | | |

Summary results by industry by sector for 2-Digit NOC groups

| 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 |
| 01_05 Specialized middle management occupations | 263 (A) | 8 (C) | 24(B) | 37.8 | 38 | 39.2 | \$38.04 | \$54.66 | \$32.24 | 1.1% | n/a | 6.8% |
| 07_09 Middle management occupations in trades, transportation, production and utilities | 17 (C) | 2 (D) | 22(B) | 38.5 | 39.3 | 38 | \$40.49 | \$42.13 | \$29.07 | n/a | n/a | n/a |
| 11 Professional occupations in business and finance | 83 (A) | 8 (B) | 23(B) | 37.2 | 38.1 | 33.4 | \$31.39 | \$42.97 | \$26.50 | 1.7% | n/a | n/a |
| 12 Administrative and financial supervisors and administrative occupations | 173 (A) | 8 (B) | 21(B) | 35.8 | 33.7 | 27.5 | \$26.04 | \$29.59 | \$19.24 | 3.1% | n/a | n/a |
| 13 Finance, insurance and related business administrative occupations | 30 (A) | | 22(B) | 30.3 | | 28.6 | \$26.92 | | \$24.10 | n/a | | 3.9% |
| 14 Office support occupations | 104 (A) | 8 (D) | 32(B) | 32.3 | 29.8 | 33.5 | \$23.33 | \$28.82 | \$22.05 | 1.9% | n/a | n/a |
| 15 Distribution, tracking and scheduling co-ordination occupations | 16 (C) | 8 (B) | 6(D) | 35.6 | 34 | 39.6 | \$26.61 | \$26.46 | \$19.66 | n/a | n/a | 3.8% |
| 21 Professional occupations in natural and applied sciences | 10 (C) | 8 (B) | | 38 | 37.4 | | \$31.28 | \$47.43 | | n/a | n/a | |
| 22 Technical occupations related to natural and applied sciences | 13 (C) | 8 (A) | | 38 | 37.1 | | \$32.22 | \$43.56 | | 7.2% | n/a | |
| 30 Professional occupations in nursing | 28 (B) | 8 (B) | | 25.9 | 30.3 | | \$44.88 | \$46.76 | | 3.5% | n/a | |
| 31 Professional occupations in health (except nursing) | 23 (B) | 8 (C) | | 34.1 | 33 | | \$44.14 | \$47.30 | | 4.1% | n/a | |
| 32 Technical occupations in health | 48 (A) | 8 (B) | | 28.3 | 32.4 | | \$32.13 | \$36.12 | | 1.5% | n/a | |
| 34 Assisting occupations in support of health services | 49 (A) | 8 (B) | | 26.3 | 30.5 | | \$22.76 | \$24.77 | | n/a | n/a | |
| 40 Professional occupations in education services | 9 (D) | 8 (C) | | 33.6 | 34.1 | | \$36.08 | \$37.00 | | n/a | n/a | |
| 41 Professional occupations in law and social, community and government services | 130 (A) | 8 (B) | | 36 | 34.8 | | \$28.35 | \$47.81 | | 2.1% | n/a | |
| 42 Paraprofessional occupations in legal, social, community and education services | 240 (A) | 8 (D) | | 33.6 | 30.9 | | \$22.10 | \$34.18 | | 3.0% | n/a | |
| 44 Care providers and educational, legal and public protection support occupations | 44 (B) | 2 (D) | | 33.2 | 35.3 | | \$19.77 | \$27.68 | | n/a | n/a | |
| 52 Technical occupations in art, culture, recreation and sport | 16 (C) | 4 (D) | | 24.2 | 36.8 | | \$20.44 | \$37.34 | | 1.1% | n/a | |
| 63 Service supervisors and specialized service occupations | 82 (A) | 8 (D) | 346(A) | 32 | 31.7 | 33.9 | \$22.55 | \$25.03 | \$18.17 | 1.8% | n/a | n/a |
| 64 Sales representatives and salespersons - wholesale and retail trade | 7 (D) | | 26(B) | 30.4 | | 33 | \$16.45 | | \$18.68 | n/a | | n/a |
| 65 Service representatives and other customer and personal services occupations | 11 (C) | 7 (B) | 331(A) | 25.1 | 35.3 | 27.7 | \$18.70 | \$32.14 | \$15.94 | n/a | n/a | 5.0% |
| 67 Service support and other service occupations, n.e.c. | 79 (A) | 8 (B) | 383(A) | 32.7 | 29.2 | 28.5 | \$20.22 | \$20.63 | \$16.10 | 1.3% | n/a | 5.9% |

Summary results by industry by sector for 2-Digit NOC groups

| 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 |
| 72 Industrial, electrical and construction trades | 6 (D) | 8 (A) | 5 (D) | 39.8 | 38.5 | 34 | \$34.24 | \$43.50 | \$33.02 | 4.5% | n/a | n/a |
| 74 Other installers, repairers and servicers and material handlers | 10 (B) | | | 37.5 | | | \$20.68 | | | n/a | | |
| 75 Transport and heavy equipment operation and related maintenance occupations | 18 (C) | 5 (D) | 20(B) | 33.2 | 32.1 | 29.7 | \$23.14 | \$24.48 | \$17.03 | 2.8% | n/a | 1.0% |
| 86 Harvesting, landscaping and natural resources labourers | 6 (B) | | 10 (C) | 22.7 | | 34.1 | \$17.47 | | \$17.21 | 17.4% | | n/a |
| Accommodation & Food Services (incl. Tourism) | | | | | | | | | | | | |
| 06 Middle management occupations in retail and wholesale trade and customer services | 16 (C) | | 104 (B) | 38.7 | | 41.1 | \$28.67 | | \$38.98 | n/a | | n/a |
| 12 Administrative and financial supervisors and administrative occupations | 11 (C) | 13 (C) | 101 (B) | 36 | 37.7 | 36.7 | \$22.89 | \$37.96 | \$27.51 | n/a | n/a | n/a |
| 42 Paraprofessional occupations in legal, social, community and education services | 7 (C) | | | 25.4 | | | \$21.93 | | | n/a | | |
| 52 Technical occupations in art, culture, recreation and sport | 7 (D) | | | 32.1 | | | \$15.35 | | | n/a | | |
| 63 Service supervisors and specialized service occupations | 10 (C) | | 51(B) | 33.5 | | 34.6 | \$19.87 | | \$27.78 | n/a | | 5.5% |
| 67 Service support and other service occupations, n.e.c. | 15 (C) | | 89(B) | 33.6 | | 33.7 | \$16.07 | | \$17.52 | n/a | | 1.0% |
| Other Services (Repair, Personal, Related) | | | | | | | | | | | | |
| 00 Senior management occupations | 32 (B) | 12 (C) | 24(B) | 38.1 | 38.9 | 40.2 | \$89.62 | \$82.38 | \$59.66 | 3.6% | n/a | 2.1% |
| 01_05 Specialized middle management occupations | 79 (A) | 85 (B) | 28(B) | 37 | 39.5 | 39.9 | \$47.45 | \$44.69 | \$31.06 | 1.6% | n/a | n/a |
| 06 Middle management occupations in retail and wholesale trade and customer services | 16 (C) | 40 (B) | 295(A) | 37.8 | 41.1 | 39.2 | \$35.30 | \$35.65 | \$23.72 | n/a | 2.1% | 4.6% |
| 07_09 Middle management occupations in trades, transportation, production and utilities | 10 (C) | 14 (C) | 26(B) | 38.4 | 41.4 | 38.4 | \$32.44 | \$30.46 | \$26.32 | 6.7% | n/a | 1.2% |
| 11 Professional occupations in business and finance | 54 (B) | 29 (B) | 29(B) | 38.3 | 37.5 | 37.9 | \$38.74 | \$32.65 | \$26.73 | 1.2% | n/a | n/a |
| 12 Administrative and financial supervisors and administrative occupations | 112 (A) | 40 (A) | 36(B) | 32.9 | 35 | 38.9 | \$31.03 | \$27.20 | \$23.56 | 3.9% | n/a | 1.9% |
| 13 Finance, insurance and related business administrative occupations | 27 (B) | 21 (B) | 16(C) | 22.9 | 34.8 | 28.8 | \$29.74 | \$29.00 | \$21.20 | n/a | n/a | n/a |
| 14 Office support occupations | 62 (A) | 45 (B) | 39(B) | 32.3 | 31.7 | 34 | \$29.61 | \$19.28 | \$20.45 | 2.2% | 2.0% | 2.4% |
| 41 Professional occupations in law and social, community and government services | 104 (B) | 10 (C) | | 37.3 | 27.4 | | \$39.34 | \$38.53 | | 2.7% | n/a | |

Summary results by industry by sector for 2-Digit NOC groups

| 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 |
| 42 Paraprofessional occupations in legal, social, community and education services | 73 (B) | | | 29.8 | | | \$21.68 | | | 2.3% | | |
| 51 Professional occupations in art and culture | 10 (C) | 29 (B) | | 29.1 | 38.7 | | \$37.88 | \$36.35 | | 5.1% | n/a | |
| 52 Technical occupations in art, culture, recreation and sport | 15 (C) | 54 (B) | 7(D) | 16.4 | 22.9 | 29.8 | \$21.69 | \$21.54 | \$24.02 | n/a | 1.1% | 4.5% |
| 63 Service supervisors and specialized service occupations | 15 (C) | 32 (B) | 386 (A) | 31.6 | 37.2 | 34.7 | \$28.49 | \$20.00 | \$17.56 | 4.0% | 6.7% | 7.3% |
| 65 Service representatives and other customer and personal services occupations | 23 (B) | 44 (B) | 335 (A) | 25.8 | 30.7 | 27 | \$21.69 | \$17.36 | \$15.59 | n/a | 2.9% | 3.0% |
| 67 Service support and other service occupations, n.e.c. | 67 (A) | 54 (A) | 385 (A) | 23.3 | 27.3 | 28.3 | \$21.71 | \$16.76 | \$16.31 | 2.8% | 4.0% | 4.0% |

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. Selected occupations: hourly wages by sector and subsector

The following table illustrates the wage survey results associated with 58 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.

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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 | 173 | 251 | A | 38.6 | \$57.24 | \$69.61 | \$64.49 |
| Culture and recreation | 24 | 39 | B | 38.7 | \$54.60 | \$73.64 | \$66.57 |
| Social services, development & housing, health, education & research | 137 | 197 | A | 38.8 | \$59.06 | \$71.60 | \$66.42 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 10 | 11 | C | 38.5 | n/a | \$71.62 | \$65.56 |
| PUBLIC SECTOR TOTAL | 30 | 451 | B | 37.1 | \$63.92 | \$89.36 | \$75.11 |
| FOR-PROFIT SECTOR TOTAL | 14 | 62 | C | 35.9 | \$49.13 | \$71.22 | \$59.59 |
| 0111 Financial managers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 114 | 127 | A | 36.3 | \$42.57 | \$50.07 | \$47.74 |
| Culture and recreation | 15 | 16 | C | 37 | \$35.70 | \$44.18 | \$41.09 |
| Social services, development & housing, health, education & research | 73 | 85 | A | 36.8 | \$40.78 | \$46.68 | \$44.02 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 23 | 23 | B | 35.7 | \$47.93 | \$57.75 | \$55.75 |
| PUBLIC SECTOR TOTAL | 93 | 234 | A | 35.8 | \$51.70 | \$69.81 | \$63.41 |
| FOR-PROFIT SECTOR TOTAL | 405 | 652 | A | 38.8 | \$48.24 | \$62.08 | \$56.09 |
| 0112 Human resources managers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 50 | 53 | B | 36.5 | \$44.43 | \$58.38 | \$54.03 |
| 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 | 35 | B | 36.6 | \$42.49 | \$51.84 | \$48.29 |
| 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 | 41 | 174 | A | 36.2 | \$52.44 | \$67.59 | \$63.23 |
| FOR-PROFIT SECTOR TOTAL | 180 | 315 | A | 38.7 | \$46.43 | \$63.05 | \$55.22 |
| 0114 Other administrative services managers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 100 | 177 | A | 37.5 | \$39.15 | \$49.91 | \$46.59 |
| Culture and recreation | 18 | 27 | C | 36.2 | \$37.39 | \$47.17 | \$45.17 |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|----------------------------------------------------------------------|-------------------------|----------------|-----------------------|----------------------------|---------------------------|----------------------|-----------------------------------------------|
| Social services, development & housing, health, education & research | 55 | 105 | A | 38 | \$37.40 | \$46.60 | \$42.24 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 25 | 43 | B | 37.4 | \$42.24 | \$54.72 | \$51.68 |
| PUBLIC SECTOR TOTAL | 47 | 391 | A | 36.2 | \$52.28 | \$68.92 | \$62.31 |
| FOR-PROFIT SECTOR TOTAL | 225 | 494 | B | 37.3 | \$37.73 | \$82.41 | \$49.19 |
| 0124 Advertising, marketing and public relations managers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 51 | 81 | B | 36.3 | \$41.60 | \$53.14 | \$48.02 |
| Culture and recreation | 11 | 16 | C | 37.8 | \$35.11 | \$40.43 | \$38.73 |
| Social services, development & housing, health, education & research | 23 | 39 | B | 36 | \$40.80 | \$53.07 | \$47.90 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 17 | 26 | C | 36.5 | \$43.44 | \$54.86 | \$49.36 |
| PUBLIC SECTOR TOTAL | 26 | 124 | B | 35.9 | \$51.23 | \$66.85 | \$61.65 |
| FOR-PROFIT SECTOR TOTAL | 74 | 157 | B | 38.7 | \$47.15 | \$66.03 | \$56.46 |
| 0213 Computer and information systems managers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 35 | 55 | B | 37.2 | \$44.63 | \$58.15 | \$51.47 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 12 | 15 | C | 37.7 | n/a | \$67.38 | \$59.00 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 14 | 27 | C | 37.3 | \$41.24 | \$53.79 | \$47.20 |
| PUBLIC SECTOR TOTAL | 48 | 311 | A | 37 | \$46.77 | \$65.57 | \$58.82 |
| FOR-PROFIT SECTOR TOTAL | 115 | 356 | A | 38.9 | \$50.50 | \$71.34 | \$60.84 |
| 0311 Managers in health care | | | | | | | |
| NONPROFIT SECTOR TOTAL | 40 | 76 | B | 35.6 | \$40.30 | \$71.63 | \$45.65 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 37 | 73 | B | 35.7 | \$40.36 | \$50.32 | \$45.91 |
| 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 | 15 | 3381 | C | 38 | \$35.91 | \$70.36 | \$54.35 |
| FOR-PROFIT SECTOR TOTAL | 58 | 246 | B | 37.5 | \$35.37 | \$50.96 | \$44.18 |
| 0423 Managers in social, community and correctional services | | | | | | | |
| NONPROFIT SECTOR TOTAL | 333 | 864 | A | 37.2 | \$34.92 | \$43.38 | \$38.95 |
| Culture and recreation | 22 | 30 | B | 36.7 | \$27.16 | \$33.88 | \$32.88 |
| Social services, development & housing, health, education & research | 275 | 780 | A | 37.9 | \$33.02 | \$41.91 | \$37.22 |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|--------------------------------------------------------------------------|-------------------------|----------------|-----------------------|----------------------------|---------------------------|----------------------|-----------------------------------------------|
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 28 | 42 | B | 37.3 | \$46.34 | \$55.08 | \$50.85 |
| PUBLIC SECTOR TOTAL | 56 | 497 | A | 36.2 | \$46.61 | \$61.28 | \$57.64 |
| FOR-PROFIT SECTOR TOTAL | 54 | 158 | B | 38.1 | \$27.76 | \$35.02 | \$30.79 |
| 0511 Library, archive, museum and art gallery managers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 71 | 146 | B | 35.5 | \$37.11 | \$47.12 | \$43.03 |
| Culture and recreation | 69 | 144 | B | 35.6 | \$37.17 | \$47.23 | \$43.12 |
| 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 | 18 | 62 | C | 35.6 | \$43.79 | \$58.02 | \$53.50 |
| FOR-PROFIT SECTOR TOTAL | 134 | 240 | A | 40.5 | \$25.40 | \$31.27 | \$28.45 |
| 0513 Recreation, sports and fitness program and service directors | | | | | | | |
| NONPROFIT SECTOR TOTAL | 89 | 176 | B | 37.4 | \$28.48 | \$37.25 | \$33.31 |
| Culture and recreation | 84 | 168 | B | 37.3 | \$28.37 | \$37.44 | \$33.32 |
| 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 | 38 | 54 | A | 37.4 | \$40.03 | \$50.38 | \$46.56 |
| FOR-PROFIT SECTOR TOTAL | 51 | 96 | B | 39.7 | \$29.16 | \$34.35 | \$32.33 |
| 0632 Accommodation service managers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 31 | 54 | B | 38.6 | \$31.09 | \$37.39 | \$34.62 |
| Culture and recreation | 12 | 17 | C | 39.6 | \$21.60 | \$25.46 | \$24.69 |
| Social services, development & housing, health, education & research | 16 | 33 | C | 38.2 | \$33.66 | \$42.22 | \$38.09 |
| 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 | 158 | 341 | A | 38.9 | \$27.76 | \$32.21 | \$30.34 |
| 0714 Facility operation and maintenance managers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 73 | 108 | B | 38.7 | \$32.56 | \$38.06 | \$35.74 |
| Culture and recreation | 31 | 48 | B | 40.9 | \$28.31 | \$31.48 | \$30.48 |
| Social services, development & housing, health, education & research | 33 | 47 | B | 38.6 | \$36.54 | \$43.05 | \$41.00 |
| 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 |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|---------------------------------------------------------------------------------------------|-------------------------------|-------------------|-----------------------------|-------------------------------------|---------------------------------|----------------------------|-----------------------------------------------------------|
| PUBLIC SECTOR TOTAL | 71 | 404 | A | 37 | \$43.83 | \$56.68 | \$53.08 |
| FOR-PROFIT SECTOR TOTAL | 244 | 523 | A | 40.2 | \$39.02 | \$50.84 | \$45.28 |
| 0912 Utilities managers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 26 | 33 | B | 38.9 | \$49.84 | \$61.41 | \$57.79 |
| 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 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 26 | 33 | B | 38.9 | \$49.84 | \$61.41 | \$57.79 |
| PUBLIC SECTOR TOTAL | 28 | 74 | B | 37.9 | \$48.03 | \$64.84 | \$59.59 |
| FOR-PROFIT SECTOR TOTAL | 26 | 41 | B | 40.6 | \$55.92 | \$71.19 | \$66.04 |
| 1111 Financial auditors and accountants | | | | | | | |
| NONPROFIT SECTOR TOTAL | 76 | 106 | A | 34 | \$34.68 | \$44.73 | \$40.12 |
| Culture and recreation | 14 | 22 | C | 31.9 | \$29.15 | \$39.11 | \$35.76 |
| Social services, development & housing, health, education & research | 41 | 54 | B | 34.3 | \$31.83 | \$41.45 | \$37.02 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 17 | 26 | C | 36.5 | \$39.47 | \$51.72 | \$45.94 |
| PUBLIC SECTOR TOTAL | 80 | 756 | A | 36.1 | \$36.87 | \$48.41 | \$46.15 |
| FOR-PROFIT SECTOR TOTAL | 500 | 1568 | A | 38.1 | \$32.32 | \$51.86 | \$40.59 |
| 1121 Human resources professionals | | | | | | | |
| NONPROFIT SECTOR TOTAL | 62 | 148 | B | 44.1 | \$31.82 | \$49.43 | \$44.83 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 38 | 70 | B | 38 | \$27.22 | \$42.24 | \$33.00 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 17 | 64 | C | 45.5 | \$33.07 | \$52.01 | \$48.04 |
| PUBLIC SECTOR TOTAL | 74 | 1761 | A | 37.3 | \$35.04 | \$54.34 | \$43.61 |
| FOR-PROFIT SECTOR TOTAL | 147 | 472 | B | 37.3 | \$38.85 | \$50.42 | \$43.41 |
| 1123 Professional occupations in advertising, marketing and public relations | | | | | | | |
| NONPROFIT SECTOR TOTAL | 181 | 359 | A | 34.8 | \$27.79 | \$35.55 | \$31.82 |
| Culture and recreation | 43 | 71 | B | 34.4 | \$26.79 | \$32.87 | \$29.43 |
| Social services, development & housing, health, education & research | 88 | 179 | A | 35.7 | \$27.11 | \$35.82 | \$31.46 |
| Religion | 12 | 15 | C | 30.1 | \$19.69 | \$22.98 | \$22.08 |
| Other nonprofits | 38 | 94 | A | 35.1 | \$31.25 | \$39.65 | \$35.59 |
| PUBLIC SECTOR TOTAL | 87 | 622 | A | 36.1 | \$35.87 | \$48.48 | \$44.23 |
| FOR-PROFIT SECTOR TOTAL | 258 | 568 | A | 37.3 | \$29.38 | \$44.36 | \$35.72 |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|----------------------------------------------------------------------|-------------------------|----------------|-----------------------|----------------------------|---------------------------|----------------------|-----------------------------------------------|
| 1221 Administrative officers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 194 | 663 | A | 34.6 | \$28.61 | \$42.32 | \$33.22 |
| Culture and recreation | 43 | 88 | B | 35.6 | \$24.54 | \$29.84 | \$26.95 |
| Social services, development & housing, health, education & research | 97 | 420 | B | 34.1 | \$30.83 | \$47.71 | \$36.31 |
| Religion | 16 | 39 | C | 31.2 | \$22.65 | \$35.31 | \$28.37 |
| Other nonprofits | 38 | 116 | B | 36.3 | \$30.48 | \$44.73 | \$35.07 |
| PUBLIC SECTOR TOTAL | 104 | 5505 | A | 36.8 | \$29.12 | \$39.37 | \$34.65 |
| FOR-PROFIT SECTOR TOTAL | 888 | 2216 | A | 38 | \$23.75 | \$40.80 | \$31.49 |
| 1222 Executive assistants | | | | | | | |
| NONPROFIT SECTOR TOTAL | 115 | 163 | A | 37 | \$29.41 | \$36.90 | \$33.08 |
| Culture and recreation | 21 | 26 | B | 36.1 | \$25.19 | \$32.28 | \$29.77 |
| Social services, development & housing, health, education & research | 68 | 93 | B | 36.7 | \$26.65 | \$32.01 | \$29.47 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 22 | 36 | B | 37.6 | \$35.01 | \$43.49 | \$38.90 |
| PUBLIC SECTOR TOTAL | 138 | 813 | A | 36.2 | \$31.35 | \$41.61 | \$37.77 |
| FOR-PROFIT SECTOR TOTAL | 99 | 186 | A | 37.4 | \$29.03 | \$38.74 | \$34.41 |
| 1223 Human resources and recruitment officers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 35 | 72 | B | 37.6 | \$32.72 | \$41.65 | \$36.17 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 22 | 46 | B | 38.3 | \$28.88 | \$34.05 | \$31.44 |
| 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 | 20 | 146 | B | 35.2 | \$37.10 | \$48.59 | \$44.50 |
| FOR-PROFIT SECTOR TOTAL | 67 | 162 | A | 37.8 | \$29.59 | \$39.72 | \$34.34 |
| 1226 Conference and event planners | | | | | | | |
| NONPROFIT SECTOR TOTAL | 28 | 52 | B | 33.9 | \$23.99 | \$27.69 | \$26.17 |
| Culture and recreation | 11 | 24 | C | 27.5 | \$21.21 | \$24.76 | \$23.75 |
| 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 | 10 | 18 | C | 35.4 | n/a | \$27.98 | \$26.29 |
| PUBLIC SECTOR TOTAL | 14 | 48 | C | 34.4 | \$31.38 | \$42.12 | \$38.77 |
| FOR-PROFIT SECTOR TOTAL | 16 | 47 | C | 27.2 | \$18.41 | \$19.83 | \$18.95 |
| 1241 Administrative assistants | | | | | | | |
| NONPROFIT SECTOR TOTAL | 266 | 774 | A | 31.1 | \$20.86 | \$30.82 | \$25.39 |
| Culture and recreation | 47 | 92 | A | 31.7 | \$20.39 | \$25.85 | \$23.32 |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|----------------------------------------------------------------------|-------------------------|----------------|-----------------------|----------------------------|---------------------------|----------------------|-----------------------------------------------|
| Social services, development & housing, health, education & research | 137 | 504 | A | 34.5 | \$20.54 | \$26.47 | \$23.79 |
| Religion | 40 | 74 | A | 24 | \$18.60 | \$31.22 | \$22.70 |
| Other nonprofits | 42 | 104 | B | 34.3 | \$23.30 | \$36.06 | \$30.05 |
| PUBLIC SECTOR TOTAL | 190 | 10194 | A | 32.7 | \$22.92 | \$30.54 | \$26.77 |
| FOR-PROFIT SECTOR TOTAL | 863 | 2512 | A | 37 | \$21.23 | \$30.71 | \$25.45 |
| 1311 Accounting technicians and bookkeepers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 110 | 130 | A | 25.9 | \$25.66 | \$30.79 | \$29.56 |
| Culture and recreation | 34 | 45 | A | 29.8 | \$22.53 | n/a | \$27.46 |
| Social services, development & housing, health, education & research | 41 | 44 | B | 26.2 | \$27.99 | \$34.78 | \$31.87 |
| Religion | 16 | 16 | C | 22.2 | \$24.06 | \$27.59 | \$27.45 |
| Other nonprofits | 19 | 25 | C | 28 | \$27.92 | \$34.49 | \$33.10 |
| PUBLIC SECTOR TOTAL | 48 | 214 | A | 34.7 | \$32.33 | \$43.12 | \$38.93 |
| FOR-PROFIT SECTOR TOTAL | 521 | 1057 | A | 34.7 | \$23.68 | \$33.23 | \$28.47 |
| 1411 General office support workers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 78 | 153 | A | 26.9 | \$20.09 | \$26.36 | \$22.17 |
| Culture and recreation | 11 | 31 | C | 16.4 | \$16.25 | \$20.91 | \$17.74 |
| Social services, development & housing, health, education & research | 46 | 91 | B | 31.7 | \$21.95 | \$30.32 | \$24.51 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 12 | 19 | C | 34.7 | \$22.35 | \$28.94 | \$24.82 |
| PUBLIC SECTOR TOTAL | 85 | 4122 | A | 32.6 | \$25.27 | \$30.87 | \$28.82 |
| FOR-PROFIT SECTOR TOTAL | 320 | 1270 | B | 37.8 | \$18.36 | \$47.96 | \$23.98 |
| 1414 Receptionists | | | | | | | |
| NONPROFIT SECTOR TOTAL | 102 | 266 | A | 31.4 | \$19.92 | \$24.20 | \$22.07 |
| Culture and recreation | 14 | 20 | C | 29.4 | \$18.16 | \$20.15 | \$18.95 |
| Social services, development & housing, health, education & research | 65 | 210 | A | 30.4 | \$19.32 | \$23.65 | \$21.49 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 16 | 29 | C | 33.4 | \$22.04 | \$27.83 | \$24.88 |
| PUBLIC SECTOR TOTAL | 71 | 324 | A | 31.9 | \$21.76 | \$27.25 | \$24.88 |
| FOR-PROFIT SECTOR TOTAL | 645 | 2009 | A | 33.1 | \$18.18 | \$24.59 | \$21.09 |
| 1431 Accounting and related clerks | | | | | | | |
| NONPROFIT SECTOR TOTAL | 134 | 226 | A | 32.5 | \$24.51 | \$44.23 | \$31.29 |
| Culture and recreation | 22 | 41 | B | 24.9 | \$21.09 | \$25.23 | \$23.74 |
| Social services, development & housing, health, education & research | 73 | 115 | A | 35.7 | \$23.71 | \$29.65 | \$26.82 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|------------------------------------------------------------------------|-------------------------|----------------|-----------------------|----------------------------|---------------------------|----------------------|-----------------------------------------------|
| Other nonprofits | 30 | 55 | B | 34.7 | \$27.08 | \$66.82 | \$38.22 |
| PUBLIC SECTOR TOTAL | 127 | 692 | A | 35.7 | \$27.88 | \$34.01 | \$32.34 |
| FOR-PROFIT SECTOR TOTAL | 831 | 2179 | A | 37.3 | \$21.73 | \$32.73 | \$26.69 |
| 1432 Payroll administrators | | | | | | | |
| NONPROFIT SECTOR TOTAL | 46 | 63 | A | 34.9 | \$28.91 | \$35.41 | \$33.28 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 31 | 46 | A | 35 | \$26.29 | \$32.40 | \$30.12 |
| 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 | 82 | 293 | A | 35.9 | \$29.89 | \$37.43 | \$35.49 |
| FOR-PROFIT SECTOR TOTAL | 154 | 272 | A | 36.7 | \$27.01 | \$34.48 | \$30.96 |
| 1451 Library assistants and clerks | | | | | | | |
| NONPROFIT SECTOR TOTAL | 52 | 1366 | B | 21.3 | \$23.27 | \$28.59 | \$26.39 |
| Culture and recreation | 50 | 1362 | B | 21.1 | \$23.18 | \$28.48 | \$26.24 |
| Social services, development & housing, health, | 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 | 19 | 160 | C | 26.8 | \$21.54 | \$26.64 | \$24.81 |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Common Professional, Technical, Skilled, and Labour Occupations | | | | | | | |
| 3012 Registered nurses and registered psychiatric nurses | | | | | | | |
| NONPROFIT SECTOR TOTAL | 27 | 304 | B | 25.4 | \$37.37 | \$50.32 | \$44.80 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 27 | 304 | B | 25.4 | \$37.37 | \$50.32 | \$44.80 |
| 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 | 22 | 24395 | B | 30 | \$36.83 | \$56.59 | \$46.39 |
| FOR-PROFIT SECTOR TOTAL | 33 | 316 | A | 35 | \$37.11 | \$49.54 | \$43.63 |
| 3233 Licensed practical nurses | | | | | | | |
| NONPROFIT SECTOR TOTAL | 38 | 647 | A | 26.2 | \$26.85 | \$34.49 | \$30.61 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 38 | 647 | A | 26.2 | \$26.85 | \$34.49 | \$30.61 |
| 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 | 19 | 6384 | A | 30.8 | \$26.52 | \$34.82 | \$31.48 |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|-----------------------------------------------------------------------|-------------------------------|-------------------|-----------------------------|-------------------------------------|---------------------------------|----------------------------|-----------------------------------------------------------|
| FOR-PROFIT SECTOR TOTAL | 38 | 699 | A | 31.5 | \$25.73 | \$31.02 | \$27.57 |
| 3413 Nurse aides, orderlies and patient service associates | | | | | | | |
| NONPROFIT SECTOR TOTAL | 61 | 2662 | A | 27 | \$19.61 | \$24.74 | \$22.05 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 61 | 2662 | A | 27 | \$19.61 | \$24.74 | \$22.05 |
| 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 | 9 | 8125 | B | 30 | \$20.15 | \$24.79 | \$23.14 |
| FOR-PROFIT SECTOR TOTAL | 33 | 2354 | A | 33.5 | \$18.81 | \$23.01 | \$20.74 |
| 3414 Other assisting occupations in support of health services | | | | | | | |
| NONPROFIT SECTOR TOTAL | 62 | 512 | A | 27.1 | \$20.10 | \$24.58 | \$22.88 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 62 | 512 | A | 27.1 | \$20.10 | \$24.58 | \$22.88 |
| 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 | 3100 | A | 31.9 | \$25.34 | \$31.37 | \$28.65 |
| FOR-PROFIT SECTOR TOTAL | 103 | 623 | A | 31.7 | \$17.42 | \$23.31 | \$19.95 |
| 4021 College and other vocational instructors | | | | | | | |
| NONPROFIT SECTOR TOTAL | 28 | 151 | B | 18.6 | \$25.45 | \$31.17 | \$28.45 |
| 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 | 138 | B | 18.5 | \$25.87 | \$31.48 | \$28.72 |
| 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 | 27 | 2117 | B | 36.6 | \$31.05 | \$53.71 | \$48.95 |
| FOR-PROFIT SECTOR TOTAL | 55 | 631 | B | 30 | \$24.23 | \$60.05 | \$34.21 |
| 4152 Social workers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 74 | 667 | A | 37.4 | \$26.32 | \$31.88 | \$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 | 72 | 665 | A | 37.4 | \$26.36 | \$31.98 | \$28.87 |
| 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 | 27 | 1195 | B | 33.8 | \$33.55 | \$52.43 | \$47.69 |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a | n/a | n/a |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|-------------------------------------------------------------------------------------|-------------------------------|-------------------|-----------------------------|-------------------------------------|---------------------------------|----------------------------|-----------------------------------------------------------|
| 4153 Family, marriage and other related counsellors | | | | | | | |
| NONPROFIT SECTOR TOTAL | 50 | 686 | A | 36 | \$24.97 | \$29.75 | \$27.25 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 48 | 667 | A | 36 | \$24.78 | \$29.58 | \$27.11 |
| 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 | 18 | 787 | C | 34.1 | \$36.79 | \$49.57 | \$46.91 |
| 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 | 78 | 273 | B | 36.3 | \$27.70 | \$58.52 | \$37.74 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Religion | 71 | 241 | B | 36.4 | \$27.66 | \$58.88 | \$37.78 |
| 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 |
| 4156 Employment counsellors | | | | | | | |
| NONPROFIT SECTOR TOTAL | 22 | 249 | B | 33.1 | \$21.30 | \$26.28 | \$23.34 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 19 | 191 | C | 32.8 | \$22.07 | \$26.61 | \$24.55 |
| 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 | 388 | C | 35.5 | \$35.92 | \$47.09 | \$45.69 |
| FOR-PROFIT SECTOR TOTAL | 10 | 141 | C | 36.5 | \$22.32 | \$30.60 | \$25.27 |
| 4163 Business development officers and marketing researchers and consultants | | | | | | | |
| NONPROFIT SECTOR TOTAL | 28 | 59 | B | 36.4 | \$31.82 | \$38.73 | \$34.22 |
| 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 | 22 | C | 34.8 | \$35.73 | \$45.64 | \$39.38 |
| 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 | 45 | 673 | A | 36.7 | \$38.12 | \$50.21 | \$47.60 |
| FOR-PROFIT SECTOR TOTAL | 105 | 287 | B | 38.3 | \$43.63 | \$65.90 | \$52.11 |
| 4164 Social policy researchers, consultants and program officers | | | | | | | |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|-------------------------------------------------------------------------------------------------|-------------------------------|-------------------|-----------------------------|-------------------------------------|---------------------------------|----------------------------|-----------------------------------------------------------|
| NONPROFIT SECTOR TOTAL | 63 | 219 | B | 38.2 | \$28.45 | \$35.73 | \$32.20 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 50 | 195 | B | 38.8 | \$27.92 | \$34.90 | \$31.50 |
| 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 | 38 | 1738 | A | 36.7 | \$37.85 | \$48.28 | \$46.45 |
| FOR-PROFIT SECTOR TOTAL | 10 | 20 | C | 38.3 | n/a | \$43.22 | \$38.65 |
| 4166 Education policy researchers, consultants and program officers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 39 | 78 | B | 36.7 | \$27.65 | \$31.88 | \$29.28 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 26 | 61 | B | 36.9 | \$25.77 | \$27.96 | \$26.77 |
| 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 | 527 | B | 35 | \$36.79 | \$51.83 | \$48.61 |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| 4167 Recreation, sports and fitness policy researchers, consultants and program officers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 31 | 79 | B | 38.9 | \$21.29 | \$26.59 | \$23.59 |
| Culture and recreation | 23 | 53 | C | 39.1 | \$21.12 | \$24.81 | \$22.97 |
| 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 | 42 | 223 | A | 36.3 | \$34.66 | \$44.57 | \$43.00 |
| FOR-PROFIT SECTOR TOTAL | 14 | 37 | C | 26.7 | \$20.26 | \$26.30 | \$23.95 |
| 4212 Social and community service workers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 252 | 6784 | A | 31.8 | \$19.77 | \$24.99 | \$22.12 |
| Culture and recreation | 22 | 46 | C | 26.3 | \$19.37 | \$23.91 | \$21.94 |
| Social services, development & housing, health, education & research | 206 | 6676 | A | 32.3 | \$19.76 | \$25.07 | \$22.16 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 21 | 59 | B | 20.3 | \$20.27 | \$23.01 | \$21.28 |
| PUBLIC SECTOR TOTAL | 93 | 5132 | A | 35.1 | \$31.42 | \$40.64 | \$38.47 |
| FOR-PROFIT SECTOR TOTAL | 19 | 1045 | C | 30.2 | \$15.99 | \$20.81 | \$17.06 |
| 4214 Early childhood educators and assistants | | | | | | | |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|--------------------------------------------------------------------------------|-------------------------------|-------------------|-----------------------------|-------------------------------------|---------------------------------|----------------------------|-----------------------------------------------------------|
| NONPROFIT SECTOR TOTAL | 136 | 1795 | A | 33.2 | \$16.72 | \$22.60 | \$18.95 |
| Culture and recreation | 16 | 276 | C | 27.7 | \$16.32 | \$20.94 | \$18.26 |
| Social services, development & housing, health, education & research | 115 | 1486 | A | 34.7 | \$17.04 | \$22.66 | \$19.28 |
| 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 | 196 | B | 29.2 | \$21.41 | \$27.05 | \$24.34 |
| FOR-PROFIT SECTOR TOTAL | 60 | 700 | A | 37.6 | \$16.28 | \$21.27 | \$17.95 |
| 4217 Other religious occupations | | | | | | | |
| NONPROFIT SECTOR TOTAL | 47 | 91 | A | 26.8 | \$22.82 | \$31.10 | \$26.57 |
| 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 | 40 | 80 | A | 26.7 | \$22.81 | \$31.17 | \$26.56 |
| 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 |
| 4412 Home support workers, housekeepers and related occupations | | | | | | | |
| NONPROFIT SECTOR TOTAL | 40 | 2677 | B | 34.4 | \$16.85 | \$20.91 | \$18.55 |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 38 | 2669 | B | 34.5 | \$16.85 | \$20.56 | \$18.55 |
| 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 | 12 | 94 | C | 24.8 | \$21.80 | \$25.71 | \$24.24 |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| 5111 Librarians | | | | | | | |
| NONPROFIT SECTOR TOTAL | 31 | 160 | B | 32.4 | \$32.75 | \$42.16 | \$39.15 |
| Culture and recreation | 27 | 154 | B | 32.2 | \$32.48 | \$41.78 | \$38.69 |
| 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 | 30 | 285 | C | 26.6 | \$21.94 | \$28.39 | \$26.20 |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| 5211 Library and public archive technicians | | | | | | | |
| NONPROFIT SECTOR TOTAL | 31 | 150 | A | 30.6 | \$27.29 | \$33.30 | \$30.98 |
| Culture and recreation | 30 | 149 | B | 30.5 | \$27.31 | \$33.30 | \$30.99 |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|------------------------------------------------------------------------------|-------------------------------|-------------------|-----------------------------|-------------------------------------|---------------------------------|----------------------------|-----------------------------------------------------------|
| 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 | 33 | 167 | B | 30.6 | \$23.24 | \$31.36 | \$29.22 |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| 5252 Coaches | | | | | | | |
| NONPROFIT SECTOR TOTAL | 17 | 201 | C | 27 | \$18.91 | \$35.41 | \$26.13 |
| Culture and recreation | 17 | 201 | C | 27 | \$18.91 | \$35.41 | \$26.13 |
| 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 | 7 | 93 | D | 12.5 | \$17.28 | \$42.94 | \$23.98 |
| 5254 Program leaders and instructors in recreation, sport and fitness | | | | | | | |
| NONPROFIT SECTOR TOTAL | 63 | 908 | C | 21.5 | \$16.62 | \$25.09 | \$19.47 |
| Culture and recreation | 42 | 802 | C | 21 | \$16.53 | \$25.41 | \$19.56 |
| Social services, development & housing, health, education & research | 19 | 101 | C | 26.5 | \$18.00 | \$22.32 | \$19.75 |
| 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 | 52 | 570 | A | 25.6 | \$21.91 | \$27.24 | \$24.44 |
| FOR-PROFIT SECTOR TOTAL | 36 | 471 | B | 21.4 | \$17.15 | \$22.85 | \$19.38 |
| 6321 Chefs | | | | | | | |
| NONPROFIT SECTOR TOTAL | 42 | 82 | B | 37.9 | \$23.87 | \$29.95 | \$28.42 |
| Culture and recreation | 17 | 31 | C | 36.4 | \$24.35 | \$29.76 | \$28.49 |
| Social services, development & housing, health, education & research | 22 | 39 | C | 38.5 | \$22.38 | \$30.45 | \$28.36 |
| 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 | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 83 | 253 | B | 38 | \$24.72 | \$28.34 | \$26.63 |
| 6322 Cooks | | | | | | | |
| NONPROFIT SECTOR TOTAL | 140 | 623 | A | 31.8 | \$18.74 | \$23.77 | \$20.70 |
| Culture and recreation | 31 | 139 | A | 30.5 | \$15.61 | \$25.47 | \$17.65 |
| Social services, development & housing, health, education & research | 104 | 458 | A | 32.1 | \$20.07 | \$23.84 | \$22.00 |
| Religion | n/a | n/a | n/a | n/a | n/a | n/a | n/a |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|----------------------------------------------------------------------------------------------|-------------------------------|-------------------|-----------------------------|-------------------------------------|---------------------------------|----------------------------|-----------------------------------------------------------|
| Other nonprofits | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 29 | 354 | B | 32.1 | \$23.08 | \$26.41 | \$25.10 |
| FOR-PROFIT SECTOR TOTAL | 288 | 1927 | A | 32.1 | \$16.72 | \$20.99 | \$18.31 |
| 6421 Retail salespersons | | | | | | | |
| NONPROFIT SECTOR TOTAL | 29 | 273 | B | 27.2 | \$15.38 | \$16.92 | \$15.79 |
| Culture and recreation | 15 | 68 | C | 27 | \$15.49 | \$17.05 | \$15.91 |
| 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 | 599 | 10398 | A | 29.1 | \$16.59 | \$29.39 | \$20.17 |
| 6512 Bartenders | | | | | | | |
| NONPROFIT SECTOR TOTAL | 20 | 186 | B | 14.5 | \$15.00 | \$17.05 | \$15.07 |
| Culture and recreation | 19 | 141 | C | 14.6 | \$15.00 | \$17.19 | \$15.04 |
| 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 | 49 | 186 | A | 28.2 | \$15.42 | \$16.95 | \$16.12 |
| 6513 Food and beverage servers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 33 | 505 | A | 21.1 | \$15.24 | \$19.19 | \$15.67 |
| Culture and recreation | 27 | 226 | B | 24.5 | \$15.00 | \$22.26 | \$15.52 |
| 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 | 248 | 2916 | A | 26.1 | \$15.09 | \$18.38 | \$15.67 |
| 6711 Food counter attendants, kitchen helpers and related support occupations | | | | | | | |
| NONPROFIT SECTOR TOTAL | 80 | 973 | A | 30.4 | \$17.09 | \$20.71 | \$19.12 |
| Culture and recreation | 28 | 175 | B | 28.5 | \$15.39 | \$19.21 | \$17.51 |
| Social services, development & housing, health, education & research | 49 | 783 | A | 31.2 | \$17.10 | \$20.65 | \$18.98 |
| 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 | 32 | 2087 | B | 26.1 | \$18.18 | \$22.79 | \$19.41 |

Hourly wages for selected nonprofit occupations (4-Digit NOC) by subsector

| 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) |
|-------------------------------------------------------------------------|-------------------------------|-------------------|-----------------------------|-------------------------------------|---------------------------------|----------------------------|-----------------------------------------------------------|
| FOR-PROFIT SECTOR TOTAL | 309 | 5732 | A | 27.7 | \$14.95 | \$17.78 | \$15.84 |
| 6722 Operators and attendants in amusement, recreation and sport | | | | | | | |
| NONPROFIT SECTOR TOTAL | 90 | 643 | B | 24.2 | \$17.28 | \$20.46 | \$18.60 |
| Culture and recreation | 87 | 620 | B | 24.5 | \$17.29 | \$20.50 | \$18.61 |
| 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 | 61 | 319 | A | 35.5 | \$23.39 | \$28.25 | \$26.06 |
| FOR-PROFIT SECTOR TOTAL | 46 | 604 | B | 27.4 | \$15.40 | \$18.24 | \$16.55 |
| 6731 Light duty cleaners | | | | | | | |
| NONPROFIT SECTOR TOTAL | 85 | 704 | A | 29.5 | \$16.58 | \$20.69 | \$18.86 |
| Culture and recreation | 11 | 57 | C | 24.1 | \$16.09 | \$19.51 | \$17.01 |
| Social services, development & housing, health, education & research | 64 | 602 | A | 32.3 | \$17.02 | \$20.74 | \$18.95 |
| 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 | 18 | 3661 | C | 30.9 | \$18.61 | \$22.05 | \$19.81 |
| FOR-PROFIT SECTOR TOTAL | 309 | 4265 | A | 30.5 | \$16.20 | \$19.56 | \$17.42 |
| 6733 Janitors, caretakers and building superintendents | | | | | | | |
| NONPROFIT SECTOR TOTAL | 237 | 800 | A | 28 | \$20.28 | \$26.82 | \$23.21 |
| Culture and recreation | 61 | 155 | B | 25.2 | \$19.07 | \$25.98 | \$22.18 |
| Social services, development & housing, health, education & research | 119 | 551 | A | 35.1 | \$21.33 | \$27.97 | \$24.88 |
| Religion | 48 | 73 | A | 20.9 | \$19.28 | \$25.89 | \$21.57 |
| Other nonprofits | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 119 | 2373 | A | 36 | \$22.79 | \$28.64 | \$25.97 |
| FOR-PROFIT SECTOR TOTAL | 397 | 2149 | A | 33.8 | \$19.59 | \$29.14 | \$23.22 |
| 8612 Landscaping and grounds maintenance labourers | | | | | | | |
| NONPROFIT SECTOR TOTAL | 59 | 516 | B | 28.4 | \$16.33 | \$23.11 | \$17.26 |
| Culture and recreation | 46 | 407 | A | 37 | \$17.62 | \$32.65 | \$19.37 |
| 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 | 50 | 247 | B | 39.6 | \$21.30 | \$25.62 | \$23.53 |
| FOR-PROFIT SECTOR TOTAL | 100 | 996 | A | 39.5 | \$17.82 | \$24.05 | \$20.68 |

2021 Alberta Wage and Salary Survey
E: Wages for 4-Digit NOCs by Sector, Nonprofit Subsector

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 100 employers combined reported wages for 996 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. Selected occupations: job vacancies & hiring difficulties by sector and subsector

The following table illustrates the job vacancy survey results associated with 58 common occupations within the nonprofit sector. Results are presented by 4-digit NOC for the nonprofit sector and subsectors, with comparison to the public sector and for-profit sector. Note: a number of large public sector employers were unable to provide information on hiring and vacancies; therefore, interpret public sector results with caution as they are based on a subsample of smaller employers.

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 | 166-168 | 22% | 25% | 1% | 1.0% |
| Culture and recreation | 23 | 13% | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 131-133 | 20% | 16% | 2% | 1.7% |
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 10 | 14% | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 19 | 21% | n/a | 5% | 2.7% |
| FOR-PROFIT SECTOR TOTAL | 11 | 20% | n/a | 2% | n/a |
| 0111 Financial managers | | | | | |
| NONPROFIT SECTOR TOTAL | 109-110 | 9% | n/a | 1% | n/a |
| Culture and recreation | 14 | 18% | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 70-71 | 14% | n/a | 1% | 1.2% |
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 22 | 4% | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 78 | 24% | 16% | 3% | 2.6% |
| FOR-PROFIT SECTOR TOTAL | 377-383 | 19% | 20% | 1% | n/a |
| 0112 Human resources managers | | | | | |
| NONPROFIT SECTOR TOTAL | 47 | 36% | 2% | n/a | n/a |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 32 | 34% | 6% | 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 | 28-31 | 27% | 8% | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 153-161 | 18% | 12% | 1% | n/a |
| 0114 Other administrative services managers | | | | | |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 |
|----------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------|------------------|
| NONPROFIT SECTOR TOTAL | 97 | 25% | 17% | 3% | 2.1% |
| Culture and recreation | 17 | 8% | n/a | 3% | n/a |
| Social services, development & housing, health, education & research | 53-54 | 34% | 5% | 1% | n/a |
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 24-25 | 24% | n/a | 5% | 4.7% |
| PUBLIC SECTOR TOTAL | 27-28 | 22% | 11% | 2% | n/a |
| FOR-PROFIT SECTOR TOTAL | 211-215 | 14% | 11% | 1% | n/a |
| 0124 Advertising, marketing and public relations managers | | | | | |
| NONPROFIT SECTOR TOTAL | 47-48 | 12% | n/a | 0% | n/a |
| Culture and recreation | 10 | 27% | n/a | 7% | 6.3% |
| Social services, development & housing, health, education & research | 21-22 | 13% | n/a | n/a | n/a |
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 16 | 9% | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 15-18 | 32% | n/a | 15% | n/a |
| FOR-PROFIT SECTOR TOTAL | 61-65 | 18% | 6% | 5% | 6.7% |
| 0213 Computer and information systems managers | | | | | |
| NONPROFIT SECTOR TOTAL | 33 | 27% | n/a | n/a | n/a |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 11-12 | 8% | n/a | n/a | n/a |
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 13-14 | 40% | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 31-32 | 9% | n/a | 5% | 4.7% |
| FOR-PROFIT SECTOR TOTAL | 98-103 | 17% | 13% | 2% | 1.3% |
| 0311 Managers in health care | | | | | |
| NONPROFIT SECTOR TOTAL | 40 | 29% | 13% | 4% | 2.6% |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 37 | 33% | 13% | 5% | 2.8% |
| 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 | 2 | n/a | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 56-58 | 22% | 18% | n/a | n/a |
| 0423 Managers in social, community and correctional services | | | | | |
| NONPROFIT SECTOR TOTAL | 319-323 | 31% | 10% | 3% | 2.0% |
| Culture and recreation | 22 | 25% | 4% | n/a | n/a |
| Social services, development & housing, health, education & research | 262-265 | 36% | 12% | 4% | 2.9% |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 |
|--------------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------|------------------|
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 27-28 | 22% | 2% | n/a | n/a |
| PUBLIC SECTOR TOTAL | 40-41 | 27% | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 51 | 26% | 23% | n/a | n/a |
| 0511 Library, archive, museum and art gallery managers | | | | | |
| NONPROFIT SECTOR TOTAL | 70 | 16% | 12% | 1% | n/a |
| Culture and recreation | 68 | 16% | 13% | 1% | 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 | 9 | 29% | n/a | 10% | n/a |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a |
| 0513 Recreation, sports and fitness program and service directors | | | | | |
| NONPROFIT SECTOR TOTAL | 83 | 30% | 11% | 1% | n/a |
| Culture and recreation | 79 | 33% | 11% | 1% | 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 | 29-32 | 24% | 17% | 5% | 4.3% |
| FOR-PROFIT SECTOR TOTAL | 50-51 | 13% | 5% | n/a | n/a |
| 0632 Accommodation service managers | | | | | |
| NONPROFIT SECTOR TOTAL | 28 | 40% | n/a | n/a | n/a |
| Culture and recreation | 11 | 41% | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 14 | 61% | 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 | 151-152 | 23% | 26% | 1% | 3.7% |
| 0714 Facility operation and maintenance managers | | | | | |
| NONPROFIT SECTOR TOTAL | 68-70 | 27% | 2% | 5% | 4.1% |
| Culture and recreation | 27-28 | 37% | n/a | 12% | n/a |
| Social services, development & housing, health, education & research | 33 | 33% | 5% | 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 | 49-51 | 29% | 9% | n/a | n/a |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 | 219-226 | 19% | 17% | 0% | n/a |
| 0912 Utilities managers | | | | | |
| NONPROFIT SECTOR TOTAL | 26 | 9% | n/a | n/a | n/a |
| 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 | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 26 | 9% | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 23-24 | 16% | n/a | 12% | n/a |
| FOR-PROFIT SECTOR TOTAL | 23-25 | 12% | n/a | 6% | n/a |
| 1111 Financial auditors and accountants | | | | | |
| NONPROFIT SECTOR TOTAL | 74 | 30% | 21% | 6% | 4.9% |
| Culture and recreation | 13-14 | 9% | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 39-40 | 45% | 41% | 20% | n/a |
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 17 | 35% | 5% | n/a | n/a |
| PUBLIC SECTOR TOTAL | 49-50 | 39% | 3% | 1% | n/a |
| FOR-PROFIT SECTOR TOTAL | 465-471 | 26% | 15% | 1% | 1.3% |
| 1121 Human resources professionals | | | | | |
| NONPROFIT SECTOR TOTAL | 58-60 | 27% | 2% | n/a | n/a |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 36-38 | 24% | 6% | n/a | n/a |
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 16 | 24% | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 45-46 | 43% | n/a | 1% | n/a |
| FOR-PROFIT SECTOR TOTAL | 121-131 | 24% | 6% | 3% | 1.7% |
| 1123 Professional occupations in advertising, marketing and public relations | | | | | |
| NONPROFIT SECTOR TOTAL | 175-176 | 40% | 7% | 1% | 1.0% |
| Culture and recreation | 41 | 58% | 6% | 4% | 3.1% |
| Social services, development & housing, health, education & research | 86 | 30% | 8% | 1% | n/a |
| Religion | 12 | 39% | n/a | n/a | n/a |
| Other nonprofits | 36-37 | 48% | 8% | 1% | n/a |
| PUBLIC SECTOR TOTAL | 65-66 | 43% | 5% | 1% | n/a |
| FOR-PROFIT SECTOR TOTAL | 235-243 | 28% | 4% | 2% | 1.2% |
| 1221 Administrative officers | | | | | |
| NONPROFIT SECTOR TOTAL | 185-186 | 20% | 12% | 5% | 1.7% |
| Culture and recreation | 40 | 15% | 67% | 1% | n/a |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 |
|----------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------|------------------|
| Social services, development & housing, health, education & research | 93 | 24% | 7% | 6% | 1.9% |
| Religion | 16 | n/a | n/a | n/a | n/a |
| Other nonprofits | 36-37 | 31% | n/a | 10% | 3.0% |
| PUBLIC SECTOR TOTAL | 63-66 | 35% | 19% | 5% | 1.7% |
| FOR-PROFIT SECTOR TOTAL | 846-855 | 20% | 19% | 1% | n/a |
| 1222 Executive assistants | | | | | |
| NONPROFIT SECTOR TOTAL | 111-112 | 22% | 8% | 1% | 1.2% |
| Culture and recreation | 20-21 | 29% | n/a | 8% | 6.6% |
| Social services, development & housing, health, education & research | 65 | 23% | 22% | 1% | 1.3% |
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 22 | 23% | n/a | 1% | n/a |
| PUBLIC SECTOR TOTAL | 106 | 30% | 32% | 5% | 4.5% |
| FOR-PROFIT SECTOR TOTAL | 80-87 | 25% | 4% | 3% | 3.9% |
| 1223 Human resources and recruitment officers | | | | | |
| NONPROFIT SECTOR TOTAL | 32-33 | 41% | 7% | 18% | 7.0% |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 20-21 | 58% | 6% | 10% | 7.1% |
| 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 | 50% | 24% | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 56-63 | 40% | 3% | 1% | n/a |
| 1226 Conference and event planners | | | | | |
| NONPROFIT SECTOR TOTAL | 27 | 34% | 23% | 17% | n/a |
| Culture and recreation | 11 | 18% | n/a | 10% | 5.9% |
| 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 | 9 | 36% | n/a | 19% | n/a |
| PUBLIC SECTOR TOTAL | 6 | 30% | n/a | 16% | n/a |
| FOR-PROFIT SECTOR TOTAL | 15 | 45% | 12% | n/a | n/a |
| 1241 Administrative assistants | | | | | |
| NONPROFIT SECTOR TOTAL | 253 | 34% | 11% | 5% | 3.7% |
| Culture and recreation | 45-46 | 46% | 3% | 2% | 2.0% |
| Social services, development & housing, health, education & research | 129 | 39% | 11% | 5% | 6.2% |
| Religion | 38-39 | 22% | 16% | 0% | n/a |
| Other nonprofits | 40 | 44% | 10% | 12% | 4.8% |
| PUBLIC SECTOR TOTAL | 151-152 | 39% | 2% | 4% | 1.0% |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 | 805-816 | 33% | 12% | 2% | n/a |
| 1311 Accounting technicians and bookkeepers | | | | | |
| NONPROFIT SECTOR TOTAL | 107 | 11% | n/a | n/a | n/a |
| Culture and recreation | 34 | 18% | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 40 | 27% | n/a | n/a | n/a |
| Religion | 16 | n/a | n/a | n/a | n/a |
| Other nonprofits | 17 | 15% | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 36-38 | 21% | 9% | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 496-500 | 22% | 25% | 3% | 2.0% |
| 1411 General office support workers | | | | | |
| NONPROFIT SECTOR TOTAL | 73-74 | 30% | 14% | 1% | n/a |
| Culture and recreation | 9 | 43% | n/a | 4% | 2.2% |
| Social services, development & housing, health, education & research | 43-44 | 40% | 10% | 2% | n/a |
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 12 | 25% | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 52 | 36% | 8% | 3% | n/a |
| FOR-PROFIT SECTOR TOTAL | 296-300 | 35% | 20% | 3% | 1.1% |
| 1414 Receptionists | | | | | |
| NONPROFIT SECTOR TOTAL | 96-97 | 34% | 2% | 7% | 5.1% |
| Culture and recreation | 13 | 32% | n/a | 30% | n/a |
| Social services, development & housing, health, education & research | 62 | 43% | 4% | 4% | 1.6% |
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 14-15 | 34% | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 55-56 | 43% | 13% | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 609-618 | 48% | 16% | 3% | 1.2% |
| 1431 Accounting and related clerks | | | | | |
| NONPROFIT SECTOR TOTAL | 124 | 19% | 16% | 2% | 1.0% |
| Culture and recreation | 18 | 12% | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 69-70 | 16% | 27% | 2% | 1.1% |
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 28-29 | 17% | 5% | n/a | n/a |
| PUBLIC SECTOR TOTAL | 104-106 | 27% | 6% | 2% | 1.6% |
| FOR-PROFIT SECTOR TOTAL | 781-791 | 28% | 11% | 1% | n/a |
| 1432 Payroll administrators | | | | | |
| NONPROFIT SECTOR TOTAL | 44 | 27% | 5% | 1% | 1.2% |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 |
|----------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------|------------------|
| Social services, development & housing, health, education & research | 30 | 42% | 6% | 3% | 2.1% |
| 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 | 65-66 | 12% | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 133-140 | 31% | 1% | n/a | n/a |
| 1451 Library assistants and clerks | | | | | |
| NONPROFIT SECTOR TOTAL | 50-51 | 39% | 9% | 4% | 1.0% |
| Culture and recreation | 48-49 | 45% | 10% | 5% | 1.0% |
| 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 | 14 | 53% | 11% | 5% | 2.0% |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a |

Common professional, technical, skilled, and labour occupations

| | | | | | |
|----------------------------------------------------------------------|--------------|------------|------------|------------|-------------|
| 3012 Registered nurses and registered psychiatric nurses | | | | | |
| NONPROFIT SECTOR TOTAL | 25-26 | 76% | 42% | 22% | 3.6% |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 25-26 | 76% | 42% | 22% | 3.6% |
| 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 | 2 | n/a | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 29-31 | 53% | 31% | 14% | 5.1% |
| 3233 Licensed practical nurses | | | | | |
| NONPROFIT SECTOR TOTAL | 34-36 | 74% | 56% | 13% | 1.1% |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 34-36 | 74% | 56% | 13% | 1.1% |
| 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 | 2-3 | n/a | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 34-36 | 61% | 54% | 16% | 2.9% |
| 3413 Nurse aides, orderlies and patient service associates | | | | | |
| NONPROFIT SECTOR TOTAL | 57-61 | 75% | 23% | 6% | n/a |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 57-61 | 75% | 23% | 6% | n/a |
| Religion | n/a | n/a | n/a | n/a | n/a |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 |
|-----------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------|------------------|
| Other nonprofits | n/a | n/a | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 0-1 | n/a | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 32 | 76% | 35% | 21% | 1.9% |
| 3414 Other assisting occupations in support of health services | | | | | |
| NONPROFIT SECTOR TOTAL | 59-61 | 46% | 10% | n/a | n/a |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 59-61 | 46% | 10% | 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 | 3-4 | n/a | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 95-96 | 59% | 19% | 5% | 2.5% |
| 4021 College and other vocational instructors | | | | | |
| NONPROFIT SECTOR TOTAL | 25-26 | 28% | n/a | n/a | n/a |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 21-22 | 31% | 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 | 10 | 69% | 13% | 8% | n/a |
| FOR-PROFIT SECTOR TOTAL | 50-52 | 23% | 32% | 1% | n/a |
| 4152 Social workers | | | | | |
| NONPROFIT SECTOR TOTAL | 68-69 | 69% | 13% | 6% | 1.5% |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 66-67 | 67% | 15% | 6% | 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 | 4-5 | 44% | 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 | 44-46 | 56% | 29% | 11% | 2.7% |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 42-44 | 61% | 30% | 13% | 2.9% |
| 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 | 50% | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 |
|-------------------------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------|------------------|
| 4154 Professional occupations in religion | | | | | |
| NONPROFIT SECTOR TOTAL | 75-76 | 27% | 9% | 6% | 3.2% |
| 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 | 69 | 27% | 9% | 6% | 3.3% |
| 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 |
| 4156 Employment counsellors | | | | | |
| NONPROFIT SECTOR TOTAL | 21 | 51% | 12% | n/a | n/a |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 18 | 61% | 14% | 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 | 5 | 17% | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 9-10 | 47% | 42% | n/a | n/a |
| 4163 Business development officers and marketing researchers and consultants | | | | | |
| NONPROFIT SECTOR TOTAL | 27 | 40% | 3% | 14% | n/a |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 15 | 34% | 7% | 5% | 3.6% |
| 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 | 19-21 | 35% | n/a | 3% | 1.2% |
| FOR-PROFIT SECTOR TOTAL | 93-96 | 36% | 18% | 2% | 1.0% |
| 4164 Social policy researchers, consultants and program officers | | | | | |
| NONPROFIT SECTOR TOTAL | 57-58 | 20% | 11% | 1% | n/a |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 44-45 | 18% | 17% | 1% | 1.1% |
| 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 | 47% | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 6-9 | 61% | n/a | n/a | n/a |
| 4166 Education policy researchers, consultants and program officers | | | | | |
| NONPROFIT SECTOR TOTAL | 34-36 | 41% | n/a | 11% | 7.0% |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 |
|-------------------------------------------------------------------------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|---------------------------------|
| Social services, development & housing, health, education & research | 22-24 | 15% | n/a | 22% | 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 | 14-15 | 33% | n/a | 5% | 3.2% |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a |
| 4167 Recreation, sports and fitness policy researchers, consultants and program officers | | | | | |
| NONPROFIT SECTOR TOTAL | 28-30 | 54% | 7% | 4% | 1.5% |
| Culture and recreation | 21-22 | 56% | 8% | 2% | 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 | 24-25 | 44% | 15% | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 14 | 32% | n/a | n/a | n/a |
| 4212 Social and community service workers | | | | | |
| NONPROFIT SECTOR TOTAL | 239-242 | 56% | 18% | 7% | 2.3% |
| Culture and recreation | 22 | 30% | 6% | 15% | n/a |
| Social services, development & housing, health, education & research | 194-196 | 63% | 22% | 7% | 2.3% |
| Religion | n/a | n/a | n/a | n/a | n/a |
| Other nonprofits | 20-21 | 49% | 2% | 1% | n/a |
| PUBLIC SECTOR TOTAL | 66-67 | 40% | 9% | 1% | n/a |
| FOR-PROFIT SECTOR TOTAL | 17-18 | 59% | 32% | 18% | n/a |
| 4214 Early childhood educators and assistants | | | | | |
| NONPROFIT SECTOR TOTAL | 129-131 | 57% | 41% | 15% | 4.0% |
| Culture and recreation | 16 | 53% | 39% | 3% | 1.8% |
| Social services, development & housing, health, education & research | 108-110 | 55% | 44% | 21% | 5.4% |
| 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 | 24 | 44% | 21% | 5% | 5.5% |
| FOR-PROFIT SECTOR TOTAL | 57 | 70% | 66% | 19% | 3.9% |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 |
|------------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------|------------------|
| 4217 Other religious occupations | | | | | |
| NONPROFIT SECTOR TOTAL | 46-47 | 23% | n/a | 4% | 2.8% |
| 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 | 39-40 | 23% | n/a | 4% | 2.9% |
| 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 |
| 4412 Home support workers, housekeepers and related occupations | | | | | |
| NONPROFIT SECTOR TOTAL | 36-38 | 69% | 62% | 25% | 1.5% |
| Culture and recreation | n/a | n/a | n/a | n/a | n/a |
| Social services, development & housing, health, education & research | 35-36 | 79% | 61% | 26% | 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 | 10 | 52% | 43% | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a |
| 5111 Librarians | | | | | |
| NONPROFIT SECTOR TOTAL | 30 | 23% | 7% | 3% | 1.2% |
| Culture and recreation | 26 | 27% | 7% | 4% | 1.3% |
| 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 | 18 | 21% | n/a | 5% | 1.3% |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a |
| 5211 Library and public archive technicians | | | | | |
| NONPROFIT SECTOR TOTAL | 30-31 | 37% | 10% | 8% | 2.7% |
| Culture and recreation | 29-30 | 38% | 10% | 8% | 2.7% |
| 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 | 16 | 51% | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | n/a | n/a | n/a | n/a | n/a |
| 5252 Coaches | | | | | |
| NONPROFIT SECTOR TOTAL | 16 | 40% | 33% | 8% | 1.0% |
| Culture and recreation | 16 | 40% | 33% | 8% | 1.0% |
| Social services, development & housing, health, education & research | n/a | n/a | n/a | n/a | n/a |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 |
|------------------------------------------------------------------------------|--------------------------------|------------------------------------------------------------------------------|------------------------------------------------------------------------------|---------------------------------------------------------------|-------------------------|
| 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 | 6 | 62% | n/a | n/a | n/a |
| 5254 Program leaders and instructors in recreation, sport and fitness | | | | | |
| NONPROFIT SECTOR TOTAL | 59-61 | 57% | 25% | 3% | n/a |
| Culture and recreation | 39-40 | 66% | 30% | 4% | n/a |
| Social services, development & housing, health, education & research | 18-19 | 48% | 10% | 5% | 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 | 41-43 | 65% | 23% | 6% | 1.7% |
| FOR-PROFIT SECTOR TOTAL | 34 | 62% | 43% | 8% | 1.0% |
| 6321 Chefs | | | | | |
| NONPROFIT SECTOR TOTAL | 40-42 | 34% | 27% | 2% | 1.2% |
| Culture and recreation | 16-17 | 19% | 19% | n/a | n/a |
| Social services, development & housing, health, education & research | 22 | 63% | 29% | 4% | 2.3% |
| 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 | 78-79 | 26% | 36% | 2% | 1.8% |
| 6322 Cooks | | | | | |
| NONPROFIT SECTOR TOTAL | 131-135 | 46% | 17% | 7% | 2.1% |
| Culture and recreation | 27-28 | 73% | 21% | 2% | n/a |
| Social services, development & housing, health, education & research | 100-102 | 45% | 18% | 4% | 1.1% |
| 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 | 7-8 | 44% | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 266-272 | 64% | 60% | 20% | 7.5% |
| 6421 Retail salespersons | | | | | |
| NONPROFIT SECTOR TOTAL | 27 | 57% | 21% | 2% | n/a |
| Culture and recreation | 14 | 65% | 25% | 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 | n/a | n/a | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 570-573 | 62% | 27% | 8% | 2.1% |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 |
|--------------------------------------------------------------------------------------|----------------------------------------|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|---------------------------------|
| 6512 Bartenders | | | | | |
| NONPROFIT SECTOR TOTAL | 17-18 | 48% | 35% | 2% | n/a |
| Culture and recreation | 17-18 | 48% | 35% | 2% | 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 | n/a | n/a | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 45-47 | 51% | 47% | 17% | n/a |
| 6513 Food and beverage servers | | | | | |
| NONPROFIT SECTOR TOTAL | 30-31 | 81% | 32% | 2% | 7.9% |
| Culture and recreation | 25 | 82% | 35% | 3% | 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 | n/a | n/a | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 230-234 | 62% | 38% | 12% | 4.5% |
| 6711 Food counter attendants, kitchen helpers and related support occupations | | | | | |
| NONPROFIT SECTOR TOTAL | 76-77 | 48% | 31% | 2% | n/a |
| Culture and recreation | 25-26 | 60% | 48% | 4% | 1.9% |
| Social services, development & housing, health, education & research | 48-49 | 63% | 24% | 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 | 12 | 50% | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 289-296 | 67% | 49% | 22% | 6.7% |
| 6722 Operators and attendants in amusement, recreation and sport | | | | | |
| NONPROFIT SECTOR TOTAL | 85 | 45% | 15% | 10% | 5.0% |
| Culture and recreation | 82 | 45% | 15% | 8% | 4.3% |
| 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 | 51-53 | 38% | 17% | 7% | 2.6% |
| FOR-PROFIT SECTOR TOTAL | 44 | 74% | 21% | 7% | 1.6% |

Vacancies & hiring difficulties for selected nonprofit occupations (4-Digit NOC)

| 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 |
|----------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------|------------------|
| 6731 Light duty cleaners | | | | | |
| NONPROFIT SECTOR TOTAL | 82-85 | 40% | 31% | 5% | 2.0% |
| Culture and recreation | 10-11 | 81% | 12% | 15% | n/a |
| Social services, development & housing, health, education & research | 63-64 | 49% | 21% | 7% | 1.2% |
| 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 | 49% | n/a | n/a | n/a |
| FOR-PROFIT SECTOR TOTAL | 293-300 | 59% | 36% | 8% | 1.3% |
| 6733 Janitors, caretakers and building superintendents | | | | | |
| NONPROFIT SECTOR TOTAL | 226-228 | 35% | 23% | 2% | 1.2% |
| Culture and recreation | 57 | 42% | 22% | 2% | 1.0% |
| Social services, development & housing, health, education & research | 115-116 | 41% | 9% | 1% | n/a |
| Religion | 46-47 | 32% | 31% | 3% | 1.8% |
| Other nonprofits | n/a | n/a | n/a | n/a | n/a |
| PUBLIC SECTOR TOTAL | 92-94 | 37% | 8% | 1% | n/a |
| FOR-PROFIT SECTOR TOTAL | 378-379 | 38% | 26% | 3% | 1.0% |
| 8612 Landscaping and grounds maintenance labourers | | | | | |
| NONPROFIT SECTOR TOTAL | 58 | 51% | 20% | 5% | 1.1% |
| Culture and recreation | 45 | 54% | 20% | 3% | 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 | 31-34 | 56% | n/a | 2% | 2.9% |
| FOR-PROFIT SECTOR TOTAL | 88-92 | 62% | 51% | 19% | 8.0% |

"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 Labour and Immigration by R.A. Malatest & Associates Ltd.