



2021 Alberta wage and salary survey

Survey overview

The results of the 2021 Alberta Wage and Salary Survey are now available at www.alis.alberta.ca/wageinfo

The survey is commissioned by the Government of Alberta to provide information on wages and salaries for full- and part-time employees by occupation, region, and industry. The survey helps Albertans make career and education choices and helps organizations determine pay scales.

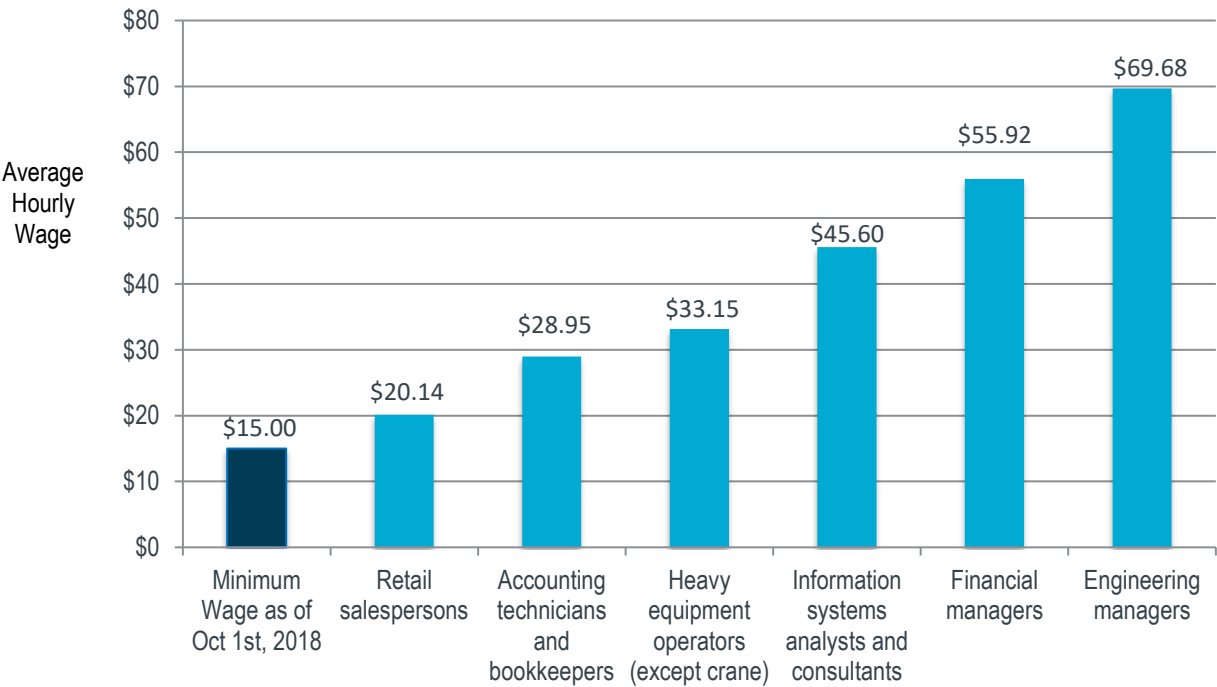
More than 6,500 employers employing more than 411,000 Albertans participated in the survey. Employers with 10 or more employees were surveyed in Calgary and Edmonton economic regions, and those with five or more employees were surveyed in other regions of the province. Survey data have been weighted by region, industry, and employer size.

Summary

- Alberta's overall average wage was **\$31.05** per hour. In 2019, the average wage was \$29.70, in 2017, it was \$28.39, and in 2015 it was \$29.96.
- **29%** of recruiting employers reported that they had difficulty in hiring for one or more occupational groups. In 2019, this percentage was 28% and in 2017, this percentage was 27%.

Selected survey results

Average Hourly Wages for Selected Occupations, 2021



All AWSS results by occupation can be found at www.alis.alberta.ca/wageinfo

Skill Shortages – occupations in demand

- Of employers who recruited over the previous two years, 29% indicated they had experienced hiring difficulties in one or more occupational groups.
- 2021 Alberta Wage and Salary Survey results identified those occupations that are most in demand across Alberta. The following table shows some common occupations with job vacancy rates higher than the provincial average (3.0%).

Selected occupations by job vacancy rates and average hourly wages, 2021

Occupation Title	Employers Responding (n)	Job Vacancy Rate	Average Hourly Wage
Social and community service workers	324	9.8%	\$23.98
Utilities managers	72	8.0%	\$63.00
Animal health technologists and veterinary technicians	53	7.2%	\$22.37
Cooks	404	7.1%	\$18.61
Landscaping and grounds maintenance labourers	177	6.9%	\$20.41
Contractors and supervisors, landscaping, grounds maintenance and horticulture services	59	6.8%	\$27.71
Bartenders	63	6.8%	\$15.78
Computer programmers and interactive media developers	82	6.6%	\$41.29
Food counter attendants, kitchen helpers and related support occupations	378	6.5%	\$16.05
Inspectors in public and environmental health and occupational health and safety	249	5.8%	\$42.25
Restaurant and food service managers	216	5.8%	\$25.13
Other labourers in processing, manufacturing and utilities	61	5.7%	\$21.55
Security guards and related security service occupations	56	5.1%	\$20.09
Insurance, real estate and financial brokerage managers	73	5.1%	\$57.07
Transport truck drivers	573	5.0%	\$28.79
Education policy researchers, consultants and program officers	53	5.0%	\$42.03
Advertising, marketing and public relations managers	124	5.0%	\$54.97
Bus drivers, subway operators and other transit operators	100	4.9%	\$24.20
Public works and maintenance labourers	97	4.7%	\$30.31

Retail sales supervisors	173	4.7%	\$22.52
Dental hygienists and dental therapists	61	4.6%	\$56.06
Food and beverage servers	260	4.5%	\$15.67
Construction trades helpers and labourers	310	4.4%	\$25.02
Heating, refrigeration and air conditioning mechanics	43	4.4%	\$38.22
Family, marriage and other related counsellors	55	4.3%	\$33.81
Bakers	54	4.3%	\$18.01
Conference and event planners	48	4.1%	\$22.33

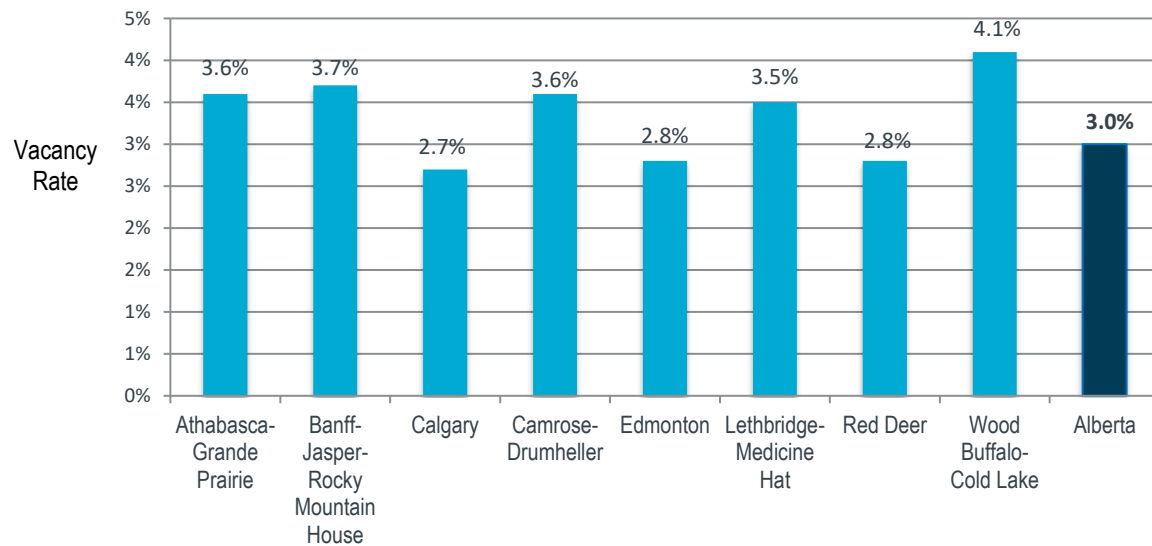
n = number of employers responding to the survey who answered questions as to whether they had vacancies

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Regional data

The following illustrates job vacancy rates among Alberta's eight economic regions

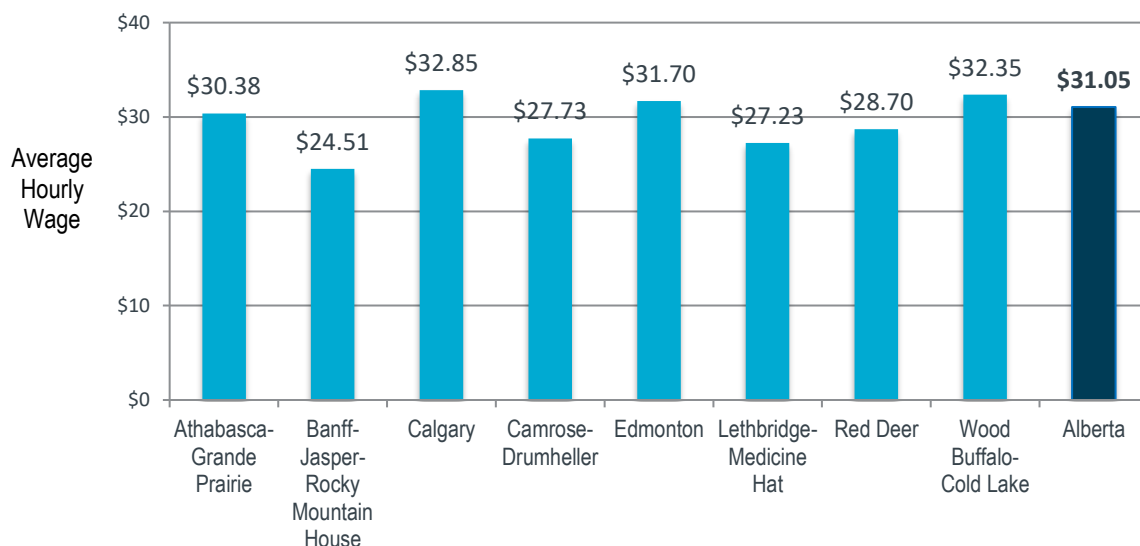
Job vacancy rates by economic region, 2021



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In 2021, the average overall hourly wage for the province was \$31.05. On a regional basis, the average hourly wage varied from \$24.51 in Banff-Jasper-Rocky Mountain House to \$32.85 in Calgary.

Average hourly wage by economic region, 2021



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Example occupation information by region

To illustrate the type and range of information available by region, wages and hiring difficulties for some common occupations are shown below.

Per cent of employers who hired in past two years who experienced hiring difficulties, by economic region, 2021

Economic Region	Cooks	Accounting and related clerks	Retail and wholesale trade managers
Athabasca-Grande Prairie	59%	0%	51%
Banff-Jasper-Rocky Mountain House	66%	35%	34%
Calgary	51%	8%	19%
Camrose-Drumheller	55%	18%	26%
Edmonton	40%	9%	26%
Lethbridge-Medicine Hat	53%	27%	27%
Red Deer	57%	13%	38%
Wood Buffalo-Cold Lake	59%	19%	18%
Alberta	57%	11%	25%
	n=453	n=1,081	n=978

Average hourly wages paid for selected occupations by economic region, 2021

Economic Region	Cooks	Accounting and related clerks	Retail and wholesale trade managers
Athabasca-Grande Prairie	18.99	26.90	37.38
Banff-Jasper-Rocky Mountain House	19.15	29.09	24.39
Calgary	18.30	27.15	41.60
Camrose-Drumheller	18.28	26.62	33.85
Edmonton	18.83	27.44	42.71
Lethbridge-Medicine Hat	17.41	28.02	32.93
Red Deer	19.67	25.19	36.16
Wood Buffalo-Cold Lake	17.55	27.93	35.22
Alberta	18.61	27.24	39.00
	n=457	n=1,092	n=999

n = number of employers surveyed who reported on this occupation for this issue
All AWSS results by occupation can be found at www.alis.alberta.ca/wageinfo

Research conducted for Alberta Labour & Immigration by R.A. Malatest & Associates Ltd.