



2021 Alberta Wage and Salary Survey

Transportation and warehousing industry summary report

Overview

The Alberta Wage and Salary Survey is undertaken by the Alberta government to provide current wage rates and skill shortage information on various occupations in Alberta, and in specific industries and economic regions. This labour market information helps Alberta employers to fine-tune their compensation and recruitment strategies, helps individuals make career and education choices, and aids the provincial government in developing effective policies and providing services.

Survey results

The survey was completed with 312 employers in the Transportation and warehousing sector who provided information on over 11,273 employees in various occupational classifications¹. Survey data were collected between January and August 2021. Alberta Wage and Salary Survey results by four-digit National Occupational Classification (NOC) for all of Alberta, by industry group, and by geographic area can be found at www.alis.alberta.ca/occinfo

Wages for selected occupations

The following table illustrates the wage survey results associated with some common occupations within this industry². The tables below present results for three-digit NOC minor groups and for four-digit NOCs.

¹The estimated sample error at the establishment level for overall results for this industry is estimated to be $\pm 5.5\%$ at a 95% confidence level (i.e., 19 times out of 20) taking into account the sample design effect associated with over/under sampling and data weighting.

²Occupations were selected as the top occupations in terms of number of employees as per Statistics Canada 2016 Census for this industry and supplemented by other occupations frequently reported by industry employers. Only occupations with a minimum number of reportable observations were selected. Some occupations common to this industry may not be listed if sufficient reliable data were not available.

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
Common Business, Managerial, Administrative, and Clerical Occupations							
001 Legislators and senior management	16	64	C	40.5	\$92.93	\$117.02	\$101.62
0016 Senior managers - construction, transportation, production and utilities	13	54	C	40.6	\$93.90	\$120.27	\$102.58
011 Administrative services managers	34	85	B	39.6	\$51.50	\$62.58	\$59.26
0111 Financial managers	20	39	B	40.4	\$51.71	\$69.32	\$64.36
0114 Other administrative services managers	13	21	C	38.0	\$48.06	\$53.17	\$51.75
062 Retail and wholesale trade managers	13	17	C	44.7	\$41.11	\$54.80	\$48.59
0621 Retail and wholesale trade managers	13	17	C	44.7	\$41.11	\$54.80	\$48.59
071 Managers in construction and facility operation and maintenance	24	35	B	41.8	\$43.94	\$49.66	\$47.80
0714 Facility operation and maintenance managers	24	31	B	42.0	\$41.01	\$47.25	\$45.29
073 Managers in transportation	119	238	A	42.8	\$39.21	\$50.52	\$45.06
0731 Managers in transportation	119	238	A	42.8	\$39.21	\$50.52	\$45.06
111 Auditors, accountants and investment professionals	22	154	B	39.5	\$43.34	\$52.39	\$48.66

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
1111 Financial auditors and accountants	20	110	B	39.3	\$43.15	\$50.89	\$47.45
112 Human resources and business service professionals	17	67	C	39.1	\$41.94	\$46.79	\$44.73
1121 Human resources professionals	9	38	D	39.6	\$41.17	\$45.78	\$43.45
1123 Professional occupations in advertising, marketing and public relations	9	20	D	38.0	\$39.04	\$43.55	\$42.13
121 Administrative services supervisors	37	175	B	41.5	\$29.67	\$39.07	\$33.91
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	34	155	B	41.8	\$29.00	\$38.72	\$33.20
122 Administrative and regulatory occupations	74	312	B	39.7	\$22.33	\$34.10	\$26.14
1221 Administrative officers	59	233	B	39.7	\$20.14	\$33.31	\$24.26
1223 Human resources and recruitment officers	11	23	B	39.9	\$29.21	\$34.86	\$31.34
1225 Purchasing agents and officers	9	37	D	39.5	\$42.61	\$51.54	\$46.01
124 Office administrative assistants - general, legal and medical	55	170	A	38.3	\$21.21	\$34.93	\$25.53
1241 Administrative assistants	55	169	A	38.3	\$21.23	\$34.98	\$25.54

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
131 Finance, insurance and related business administrative occupations	26	54	B	35.1	\$22.40	\$29.29	\$26.36
1311 Accounting technicians and bookkeepers	21	30	B	33.7	\$24.65	\$31.94	\$29.22
141 General office workers	44	153	A	38.1	\$20.71	\$28.24	\$24.26
1411 General office support workers	28	127	B	38.0	\$21.09	\$29.20	\$24.78
1414 Receptionists	17	26	C	38.4	\$18.93	\$23.58	\$21.84
143 Financial, insurance and related administrative support workers	68	191	A	37.1	\$22.18	\$31.85	\$26.79
1431 Accounting and related clerks	62	166	A	36.9	\$21.64	\$31.82	\$26.35
1432 Payroll administrators	18	25	C	38.6	\$26.23	\$32.04	\$30.22
152 Supply chain logistics, tracking and scheduling co-ordination occupations	138	643	B	40.6	\$22.55	\$28.91	\$26.57
1521 Shippers and receivers	22	207	B	39.4	\$19.25	\$23.67	\$22.43
1522 Storekeepers and partspersons	13	22	C	40.2	\$22.05	\$26.24	\$24.95
1523 Production logistics co-ordinators	8	27	D	40.1	\$31.95	\$41.25	\$36.66

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
1524 Purchasing and inventory control workers	9	44	D	39.9	\$21.20	\$26.00	\$24.48
1525 Dispatchers	104	295	A	41.7	\$23.76	\$31.27	\$28.13
1526 Transportation route and crew schedulers	13	48	C	39.8	\$26.73	\$35.16	\$32.44
Common Professional, Technical, Skilled, and Labour Occupations							
224 Technical occupations in electronics and electrical engineering	7	153	D	40.0	\$33.61	\$50.94	\$40.77
2244 Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	5	103	C	40.0	\$22.13	\$44.53	\$31.12
226 Other technical inspectors and regulatory officers	37	77	B	38.0	\$38.78	\$44.48	\$40.70
2263 Inspectors in public and environmental health and occupational health and safety	34	71	B	37.8	\$39.12	\$45.02	\$41.06
227 Transportation officers and controllers	17	182	C	47.7	\$23.13	\$56.16	\$35.20
2271 Air pilots, flight engineers and flying instructors	16	179	C	47.8	\$23.07	\$56.24	\$35.18

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
641 Sales and account representatives - wholesale trade (non-technical)	22	50	B	40.2	\$32.32	\$41.67	\$36.22
6411 Sales and account representatives - wholesale trade (non-technical)	22	50	B	40.2	\$32.32	\$41.67	\$36.22
655 Customer and information services representatives	23	97	B	37.1	\$18.94	\$24.15	\$21.24
6552 Other customer and information services representatives	23	97	B	37.1	\$18.94	\$24.15	\$21.24
673 Cleaners	24	84	B	33.1	\$21.38	\$26.08	\$24.65
6732 Specialized cleaners	9	57	C	34.3	\$19.16	\$23.54	\$22.51
6733 Janitors, caretakers and building superintendents	15	24	C	34.4	\$26.88	\$32.08	\$29.80
730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators	43	142	B	38.7	\$30.22	\$37.35	\$34.45
7301 Contractors and supervisors, mechanic trades	26	70	B	39.3	\$32.00	\$39.31	\$36.03
7302 Contractors and supervisors, heavy equipment operator crews	10	33	C	40.6	\$31.93	\$40.93	\$38.60

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
7305 Supervisors, motor transport and other ground transit operators	13	39	C	35.4	\$24.34	\$28.93	\$26.28
731 Machinery and transportation equipment mechanics (except motor vehicles)	70	437	A	40.8	\$30.10	\$44.31	\$35.79
7312 Heavy-duty equipment mechanics	47	180	A	41.3	\$33.53	\$44.21	\$37.86
7315 Aircraft mechanics and aircraft inspectors	19	171	C	40.2	\$26.02	\$44.16	\$32.51
732 Automotive service technicians	70	356	B	39.7	\$33.83	\$40.32	\$36.18
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	69	351	B	39.7	\$33.91	\$40.38	\$36.24
745 Longshore workers and material handlers	50	1,250	B	35.4	\$19.91	\$24.67	\$22.30
7452 Material handlers	50	1,250	B	35.4	\$19.91	\$24.67	\$22.30
751 Motor vehicle and transit drivers	222	4,552	A	42.4	\$24.46	\$30.74	\$27.22
7511 Transport truck drivers	198	3,387	A	47.7	\$25.14	\$32.93	\$28.68
7512 Bus drivers, subway operators and other transit operators	14	1,016	D	23.8	\$23.21	\$23.89	\$23.37
7514 Delivery and courier service drivers	9	114	D	42.8	\$18.58	\$30.28	\$21.02

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	# of Employees	Data Reliability Code	Avg. Hours Worked per Week	Avg. Starting Pay	Avg. Top Pay	Overall Average Pay for All Employees
752 Heavy equipment operators	13	108	C	43.3	\$29.97	\$42.45	\$34.46
7521 Heavy equipment operators (except crane)	13	108	B	43.3	\$29.97	\$42.45	\$34.46
762 Public works and other labourers, n.e.c.	31	127	A	40.7	\$20.45	\$26.58	\$23.98
7622 Railway and motor transport labourers	31	127	A	40.7	\$20.45	\$26.58	\$23.98

“n” in the above table represents the number of employers who indicated at least one employee in an occupation. For example, 13 employers combined reported wages for 108 Heavy equipment operators (NOC 752).

Averages are calculated using data weighted by establishment to account for survey non-response (stratified by region, industry group and employer size) and by number of employees reported.

“n/a” indicates that results have been suppressed due to missing data for some employers or due to calculation anomalies.

Data Reliability Codes are based on coefficient of variation as an indicator of general reliability: “A”: coefficient of variation of less than or equal to ±6.00%, “B”: from ±6.01% to ±15.00%, “C”: from ± 15.01% to ±33.00%, “D”: more than ±33.01%.

Job vacancies and hiring difficulties – selected occupations

The following table illustrates the job vacancy survey results associated with some common occupations within the Transportation and warehousing industry as cited by survey respondents and confirmed through review of the data.

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
Common Business, Managerial, Administrative, and Clerical Occupations					
001 Legislators and senior management	15-16	9%	n/a	7%	4.8%
0016 Senior managers - construction, transportation, production and utilities	12-13	8%	n/a	9%	5.8%
011 Administrative services managers	31-33	23%	0%	0%	n/a
0111 Financial managers	18-20	29%	0%	0%	n/a
0114 Other administrative services managers	11-12	4%	n/a	0%	n/a
062 Retail and wholesale trade managers	11	31%	n/a	0%	n/a
0621 Retail and wholesale trade managers	11	31%	n/a	0%	n/a
071 Managers in construction and facility operation and maintenance	23-24	22%	0%	0%	n/a
0714 Facility operation and maintenance managers	23-24	24%	0%	0%	n/a
073 Managers in transportation	116-117	12%	20%	0%	n/a
0731 Managers in transportation	116-117	12%	20%	0%	n/a

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
111 Auditors, accountants and investment professionals	20-22	19%	n/a	0%	n/a
1111 Financial auditors and accountants	18-20	15%	n/a	0%	n/a
112 Human resources and business service professionals	14-16	35%	0%	0%	n/a
1121 Human resources professionals	7-9	34%	n/a	0%	n/a
1123 Professional occupations in advertising, marketing and public relations	8-9	39%	n/a	0%	n/a
121 Administrative services supervisors	33-36	37%	8%	4%	1.0%
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	30-33	39%	10%	4%	1.1%
122 Administrative and regulatory occupations	71-73	25%	24%	0%	n/a
1221 Administrative officers	57-58	20%	44%	0%	n/a
1223 Human resources and recruitment officers	9-11	51%	0%	0%	n/a
1225 Purchasing agents and officers	7-9	33%	n/a	0%	n/a

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
124 Office administrative assistants - general, legal and medical	53-55	49%	22%	0%	n/a
1241 Administrative assistants	53-55	49%	22%	0%	n/a
131 Finance, insurance and related business administrative occupations	23-24	11%	28%	2%	1.0%
1311 Accounting technicians and bookkeepers	19-20	9%	n/a	0%	n/a
141 General office workers	41-43	31%	12%	5%	3.1%
1411 General office support workers	26-27	24%	24%	4%	2.6%
1414 Receptionists	15-17	46%	0%	8%	4.9%
143 Financial, insurance and related administrative support workers	65-68	29%	9%	1%	n/a
1431 Accounting and related clerks	59-62	30%	11%	1%	n/a
1432 Payroll administrators	16-18	24%	0%	0%	n/a
152 Supply chain logistics, tracking and scheduling co-ordination occupations	133-134	39%	30%	5%	1.4%
1521 Shippers and receivers	21	47%	35%	0%	n/a

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
1522 Storekeepers and partspersons	13	29%	n/a	10%	6.0%
1523 Production logistics co-ordinators	6-8	34%	n/a	0%	n/a
1524 Purchasing and inventory control workers	9	0%	n/a	0%	n/a
1525 Dispatchers	101	40%	35%	3%	1.4%
1526 Transportation route and crew schedulers	10-12	63%	11%	24%	7.2%
Common Professional, Technical, Skilled, and Labour Occupations					
224 Technical occupations in electronics and electrical engineering	6-7	40%	5%	5%	1.1%
2244 Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	5	42%	n/a	5%	1.1%
226 Other technical inspectors and regulatory officers	34-37	21%	24%	2%	1.9%
2263 Inspectors in public and environmental health and occupational health and safety	31-34	23%	24%	3%	2.1%
227 Transportation officers and controllers	17	56%	47%	6%	2.0%

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
2271 Air pilots, flight engineers and flying instructors	16	56%	48%	6%	2.0%
641 Sales and account representatives - wholesale trade (non-technical)	21-22	50%	18%	7%	3.6%
6411 Sales and account representatives - wholesale trade (non-technical)	21-22	50%	18%	7%	3.6%
655 Customer and information services representatives	21-22	43%	4%	2%	n/a
6552 Other customer and information services representatives	21-22	43%	4%	2%	n/a
673 Cleaners	23-24	29%	0%	0%	n/a
6732 Specialized cleaners	8-9	63%	0%	0%	n/a
6733 Janitors, caretakers and building superintendents	15	16%	n/a	0%	n/a
730 Contractors and supervisors, maintenance trades and heavy equipment and transport operators	41-43	31%	27%	3%	1.7%
7301 Contractors and supervisors, mechanic trades	24-26	31%	36%	5%	3.2%

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
7302 Contractors and supervisors, heavy equipment operator crews	9-10	44%	15%	0%	n/a
7305 Supervisors, motor transport and other ground transit operators	12-13	15%	n/a	0%	n/a
731 Machinery and transportation equipment mechanics (except motor vehicles)	68-69	55%	42%	11%	3.9%
7312 Heavy-duty equipment mechanics	47	56%	49%	12%	4.3%
7315 Aircraft mechanics and aircraft inspectors	18	51%	18%	3%	n/a
732 Automotive service technicians	69	35%	32%	9%	3.6%
7321 Automotive service technicians, truck and bus mechanics and mechanical repairers	68	35%	33%	9%	3.7%
745 Longshore workers and material handlers	48	55%	27%	5%	n/a
7452 Material handlers	48	55%	27%	5%	n/a
751 Motor vehicle and transit drivers	215-217	63%	61%	19%	4.9%
7511 Transport truck drivers	192-193	63%	62%	20%	4.9%

TRANSPORTATION and WAREHOUSING INDUSTRY Selected Occupations (4-Digit NOC)	Employers Reporting (n)	% of Employers that Hired for this Occupation within the Last 2 Years	% of Employers Experiencing Hiring Difficulties (out of those hiring)	% of Employers with Vacancies of Greater than 4 Months	Job Vacancy Rate
7512 Bus drivers, subway operators and other transit operators	13-14	66%	83%	24%	5.5%
7514 Delivery and courier service drivers	9	58%	35%	5%	2.7%
752 Heavy equipment operators	12-13	49%	61%	20%	5.7%
7521 Heavy equipment operators (except crane)	12-13	49%	61%	20%	5.7%
762 Public works and other labourers, n.e.c.	29-30	72%	44%	14%	7.0%
7622 Railway and motor transport labourers	29-30	72%	44%	14%	7.0%

“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 (stratified by region, industry group and employer size).

Job Vacancy Rate for vacancies that had been unfilled for 4 months or more calculated as: $\text{Sum of Unfilled Vacancies} / (\text{Sum of Current Employees} + \text{Sum of Unfilled Vacancies})$, with data weighted by establishment for survey non-response (stratified by industry group and employer size).

Industry Definition as per North American Industry Classification System (NAICS)

Transportation and warehousing Sector (NAICS 48-49)

This sector comprises of establishments primarily engaged in transporting passengers and goods, warehousing and storing goods, and providing services to these establishments. The modes of transportation are road (trucking, transit and ground passenger), rail, water, air and pipeline.

These are further subdivided according to the way in which businesses in each mode organize their establishments. National post office and courier establishments, which also transport goods, are included in this sector. Warehousing and storage establishments are subdivided according to the type of service and facility that is operated.

Many of the establishments in this sector are structured as networks, with activities, workers, and physical facilities distributed over an extensive geographic area.

Exclusion(s): Establishments primarily engaged in:

- Renting and leasing transportation equipment without operator (532, Rental and leasing services)

Research conducted for the Alberta Government by R.A. Malatest and Associates Ltd.