



## SASKATCHEWAN WAGE SURVEY 2013: CONSTRUCTION INDUSTRY SUMMARY

## BACKGROUND AND METHODOLOGY

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The Ministry of the Economy contracted Inshtrix Research Inc. to undertake the 2013 Saskatchewan Wage Survey to determine detailed wage information and job vacancy rates for common occupations in Saskatchewan. What follows is a summary report and detailed information provided by employers in the Construction Industry. Data collection began on September 25, 2013, and ended December 31, 2013. Of the 1,544 employers who completed the 2013 Saskatchewan Wage Survey 2013, 340 operate in the Construction Industry representing 3,182 employees.

**This report provides summary wage and job vacancy rate details for 35 occupations, based on data from *only* those employees who work within the Construction Industry. Detailed wage and job vacancy rate results for these occupations can be found in a separate supplementary Construction Industry report.**

The Construction Industry contains the following industry sectors and subsectors (and related industry codes) based on the North American Industry Classification System (NAICS 2007):

- 23 Construction
  - 236 Construction of Buildings
  - 237 Heavy and Civil Engineering Construction
  - 238 Specialty Trade Contractors

Details regarding the methodology and overall results for all occupations across all industries are contained in the *Saskatchewan Wage Survey Report 2013: Methodology* and the *Saskatchewan Wage Survey Report 2013: Provincial Wage Results*.

## HOW TO INTERPRET THE WAGE DATA

The following term definitions are used to report on the occupational wage data contained in the full 2013 Wage Survey report:

Label	Interpretation
Mean	Equally weighted mean (average) reported hourly wage for that occupation. The mean is calculated as the average of all employees reported on, regardless of the relative size of employers reporting within the category.
Median	Midpoint of observed values; 50% of reported hourly wages are below this value and 50% are above.

The table below illustrates the data grades for the wage and vacancy results.

Classification	Rating	Margin of Error Percentage
Excellent	A	0.0% – 4.9%
Good	B	5.0% - 9.9%
Fair	C	10.0% - 14.9%
Less Reliable	D	15.0% - 31.0%
Insufficient Data to Report	-	Greater than 31%

*Wages reported in the 2013 Saskatchewan Wage Survey are a reflection of the reported wages from participating employers at the time of the survey in September 2013 to December 2013. Other sources of wage information including the National Job Bank may list different wages for the same occupations. Employers applying for a Labour Market Impact Assessment (LMIA) in order to hire a Temporary Foreign Worker should use the National Job Bank median wage rate in any application (<http://www.jobbank.gc.ca/home-eng.do?lang=eng>), and not the wages reported in the 2013 Saskatchewan Wage Survey.*

## HOW TO INTERPRET THE JOB VACANCY DATA

Job vacancies include an absolute count (not full-time equivalents) of employees needed in positions that meet all three of the following conditions:

- i. A specific position exists;
- ii. Work may commence within 30 days; and
- iii. The employer is seeking employees from outside of this organization to fill the position.

The specific wording of the question was as follows:

- How many vacant positions do you currently have in this occupation, including both full and part-time positions?

If respondents did not hire any individuals in an occupation within the past two years, they were asked to indicate so. The vacancy rate for each occupation,  $R$ , is calculated using the formula  $= \frac{V}{V+F}$ , where  $V$  is the number of vacancies and  $F$  is the number of currently filled positions among all employers who completed the job vacancy section of the survey.

***Data may be suppressed within certain cells of the tables included in this report due to an insufficient data being provided by employers within this industry sector. In these cases, a "-" is inserted in the cell to indicate that the data has been suppressed.***

## SUMMARY OF OCCUPATIONS

The following table illustrates the wage and job vacancy rate results for occupations within the Construction Industry that met the minimum reporting requirements. Data are sorted by four-digit National Occupation Classification (NOC) 2011 code.

NOC Code (2011)	Job Title	Number of Employers Reporting	Number of Employees Included	Wage Data Reliability Code	Mean (average) Wage	Median Wage	Vacancy Rate Reliability Code	Vacancy Rate
0016	Senior managers – construction, transportation, production and utilities	17	41	D	\$49.54	\$50.48	D	0.0%
0111	Financial managers	5	6	D	\$44.12	\$43.00	-	-
0112	Human resources managers	5	6	D	\$29.71	\$29.50	-	-
0711	Construction managers	22	90	C	\$40.83	\$41.20	C	3.0%
1111	Financial auditors and accountants	6	13	D	\$40.38	\$31.00	-	-
1221	Administrative officers	17	46	C	\$31.06	\$32.10	C	4.5%
1241	Administrative assistants	23	52	C	\$21.63	\$20.65	C	6.1%
1311	Accounting technicians and bookkeepers	13	18	D	\$24.20	\$23.07	D	0.0%
1411	General office support workers	11	85	C	\$22.81	\$21.63	D	0.0%
1431	Accounting and related clerks	5	6	D	\$26.14	\$26.33	-	-
1522	Storekeepers and partspersons	2	3	D	-	-	-	-
2131	Civil engineers	3	8	D	\$40.56	\$30.00	-	-
2234	Construction estimators	12	30	D	\$41.87	\$42.00	D	13.0%
6421	Retail salespersons	8	25	D	\$22.43	\$21.47	D	5.0%
7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	3	6	D	\$34.84	\$30.00	-	-
7202	Contractors and supervisors, electrical	6	63	C	\$36.96	\$43.99	C	16.7%

NOC Code (2011)	Job Title	Number of Employers Reporting	Number of Employees Included	Wage Data Reliability Code	Mean (average) Wage	Median Wage	Vacancy Rate Reliability Code	Vacancy Rate
	trades and telecommunications occupations							
7204	Contractors and supervisors, carpentry trades	5	45	C	\$37.79	\$37.00	C	2.3%
7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	5	45	C	\$33.06	\$32.00	C	15.4%
7233	Sheet metal workers	7	42	D	\$32.72	\$35.00	D	27.3%
7237	Welders and related machine operators	5	38	D	\$27.84	\$27.00	D	4.8%
7241	Electricians (except industrial and power system)	15	393	A	\$28.43	\$26.78	B	3.3%
7251	Plumbers	9	89	C	\$31.24	\$33.00	C	11.3%
7252	Steamfitters, pipefitters and sprinkler system installers	3	265	B	\$39.77	\$39.86	-	-
7271	Carpenters	17	121	B	\$27.02	\$28.00	B	28.9%
7282	Concrete finishers	4	19	D	\$33.16	\$25.00	D	18.8%
7284	Plasterers, drywall installers and finishers and lathers	3	17	D	\$26.03	\$30.00	D	-
7294	Painters and decorators (except interior decorators)	2	15	D	\$21.10	\$18.50	-	-
7302	Contractors and supervisors, heavy equipment operator crews	10	163	B	\$27.87	\$28.00	B	4.5%
7311	Construction millwrights and industrial mechanics	3	15	D	\$36.82	\$40.74	-	-
7312	Heavy-duty equipment mechanics	9	51	C	\$34.37	\$34.63	D	25.0%
7452	Material handlers	4	13	D	\$21.99	\$16.00	D	57.1%
7511	Transport truck drivers	15	163	B	\$25.10	\$25.00	B	2.6%

NOC Code (2011)	Job Title	Number of Employers Reporting	Number of Employees Included	Wage Data Reliability Code	Mean (average) Wage	Median Wage	Vacancy Rate Reliability Code	Vacancy Rate
7521	Heavy equipment operators (except crane)	23	540	A	\$29.30	\$28.10	B	6.0%
7611	Construction trades helpers and labourers	36	596	A	\$21.05	\$20.00	A	8.9%
7612	Other trades helpers and labourers	7	54	C	\$18.72	\$17.00	C	0.0%