



## SASKATCHEWAN WAGE SURVEY 2013: MANUFACTURING 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 Manufacturing 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, 699 operate in the Manufacturing Industry representing 3,809 employees.

**This report provides summary wage and job vacancy rate details for 59 occupations, based on data from *only* those employees who work within the Manufacturing Industry. Detailed wage and job vacancy rate results for these occupations can be found in a separate supplementary Manufacturing Industry report.**

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

- 31-33 Manufacturing
  - 311 Food Manufacturing
  - 312 Beverage and Tobacco Product Manufacturing
  - 313 Textile Mills
  - 314 Textile Product Mills
  - 315 Clothing Manufacturing
  - 316 Leather and Allied Product Manufacturing
  - 321 Wood Product Manufacturing
  - 322 Paper Manufacturing
  - 323 Printing and Related Support Activities
  - 324 Petroleum and Coal Product Manufacturing

- 325 Chemical Manufacturing
- 326 Plastics and Rubber Products Manufacturing
- 327 Non-Metallic Mineral Product Manufacturing
- 331 Primary Metal Manufacturing
- 332 Fabricated Metal Product Manufacturing
- 333 Machinery Manufacturing
- 334 Computer and Electronic Product Manufacturing
- 335 Electrical Equipment, Appliance and Component Manufacturing
- 336 Transportation Equipment Manufacturing
- 337 Furniture and Related Product Manufacturing
- 339 Miscellaneous Manufacturing

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 Wage 2013 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 Manufacturing 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	28	58	C	\$48.15	\$45.66	C	8.0%
0111	Financial managers	9	10	D	\$46.49	\$43.74	-	-
0112	Human resources managers	4	5	D	\$48.47	\$46.15	-	-
0113	Purchasing managers	4	4	D	-	-	-	-
0114	Other administrative services managers	3	7	D	\$37.31	\$41.59	-	-
0124	Advertising, marketing and public relations managers	8	15	D	\$37.61	\$35.09	D	0.0%
0211	Engineering managers	7	12	D	\$47.93	\$48.07	-	-
0213	Computer and information systems managers	3	3	D	-	-	-	-
0601	Corporate sales managers	11	25	D	\$44.52	\$43.85	D	0.0%
0621	Retail and wholesale trade managers	7	11	D	\$33.55	\$27.00	D	10.0%
0714	Facility operation and maintenance managers	8	10	D	\$40.66	\$41.86	-	-
0911	Manufacturing managers	45	138	B	\$39.08	\$38.46	B	7.3%
1111	Financial auditors and accountants	11	15	D	\$39.12	\$40.87	D	7.7%
1121	Human resources professionals	6	10	D	\$24.74	\$22.99	-	-
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	4	7	D	\$25.67	\$20.52	-	-

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
1221	Administrative officers	10	15	D	\$24.04	\$23.24	D	0.0%
1225	Purchasing agents and officers	24	38	D	\$27.90	\$27.49	D	10.0%
1241	Administrative assistants	28	60	C	\$20.66	\$19.32	C	4.4%
1311	Accounting technicians and bookkeepers	11	13	D	\$24.25	\$24.00	D	30.0%
1411	General office support workers	19	36	D	\$19.52	\$19.50	D	6.5%
1414	Receptionists	3	3	D	-	-	-	-
1431	Accounting and related clerks	17	44	C	\$28.15	\$27.00	C	10.0%
1432	Payroll clerks	3	3	D	-	-	-	-
1521	Shippers and receivers	42	132	B	\$20.77	\$20.72	B	4.8%
1523	Production logistics co-ordinators	3	7	D	\$21.42	\$22.19	-	-
1524	Purchasing and inventory control workers	3	22	D	\$27.26	\$27.49	D	4.8%
2141	Industrial and manufacturing engineers	7	52	C	\$32.86	\$32.02	D	0.0%
2233	Industrial engineering and manufacturing technologists and technicians	23	99	B	\$31.45	\$30.50	C	7.8%
2241	Electrical and electronics engineering technologists and technicians	3	19	D	\$39.07	\$39.89	-	-
2253	Drafting technologists and technicians	17	36	D	\$28.17	\$25.04	D	20.7%
2262	Engineering inspectors and regulatory officers	3	84	C	\$29.54	\$28.77	C	0.0%
2263	Inspectors in public and environmental health and occupational health and safety	4	4	D	-	-	-	-
5241	Graphic designers and illustrators	7	16	D	\$21.02	\$20.00	D	0.0%
6221	Technical sales specialists – wholesale trade	11	25	D	\$31.33	\$30.60	D	9.5%
6411	Sales and account representatives – wholesale trade (non-technical)	13	43	C	\$29.89	\$31.90	D	2.7%
6421	Retail salespersons	8	20	D	\$27.60	\$25.00	D	0.0%

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
6552	Other customer and information services representatives	6	24	D	\$24.96	\$25.43	D	0.0%
6733	Janitors, caretakers and building superintendents	13	26	D	\$18.24	\$15.50	D	4.3%
7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	12	101	B	\$30.68	\$30.00	B	1.0%
7231	Machinists and machining and tooling inspectors	24	246	B	\$26.93	\$26.00	B	17.0%
7235	Structural metal and platework fabricators and fitters	6	54	C	\$31.82	\$33.00	C	0.0%
7237	Welders and related machine operators	43	860	A	\$24.43	\$22.93	A	9.7%
7242	Industrial electricians	7	52	C	\$38.68	\$42.62	C	13.0%
7311	Construction millwrights and industrial mechanics	19	143	B	\$31.53	\$33.04	B	8.6%
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	3	28	D	\$25.19	\$25.50	D	7.7%
7381	Printing press operators	3	9	D	\$23.19	\$24.00	-	-
7452	Material handlers	28	150	B	\$22.99	\$24.00	B	2.8%
7511	Transport truck drivers	13	39	D	\$25.89	\$26.63	D	5.4%
7611	Construction trades helpers and labourers	3	8	D	\$21.67	\$22.70	-	-
9213	Supervisors, food, beverage and associated products processing	3	27	D	\$33.09	\$32.02	-	-
9416	Metalworking and forging machine operators	8	30	D	\$20.27	\$20.00	D	13.0%
9461	Process control and machine operators, food, beverage and associated products processing	4	115	B	\$24.31	\$24.04	B	0.0%



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
9523	Electronics assemblers, fabricators, inspectors and testers	4	37	D	\$20.89	\$18.30	D	5.7%
9526	Mechanical assemblers and inspectors	9	139	B	\$21.71	\$20.72	B	15.0%
9533	Other wood products assemblers and inspectors	4	33	D	\$15.74	\$15.00	D	13.8%
9536	Industrial painters, coaters and metal finishing process operators	20	136	B	\$20.17	\$20.29	B	12.9%
9612	Labourers in metal fabrication	19	77	C	\$20.03	\$20.00	C	1.5%
9617	Labourers in food, beverage and associated products processing	2	127	B	\$22.83	\$23.24	B	0.0%
9619	Other labourers in processing, manufacturing and utilities	29	247	B	\$19.04	\$18.50	B	8.6%