



SASKATCHEWAN WAGE SURVEY 2013: EDUCATIONAL SERVICES INDUSTRY SUMMARY

BACKGROUND AND METHODOLOGY

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 Educational Services 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, 304 operate in the Educational Services Industry representing 5,456 employees.

This report provides summary wage and job vacancy rate details for 52 occupations, based on data from *only* those employees who work within the Educational Services Industry. Detailed wage and job vacancy rate results for these occupations can be found in a separate supplementary Educational Services Industry report.

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

- 611 Educational Services
 - 6111 Elementary and Secondary Schools
 - 6112 Community Colleges and C.E.G.E.P.s
 - 6113 Universities
 - 6114 Business Schools and Computer and Management Training
 - 6115 Technical and Trade Schools
 - 6116 Other Schools and Instruction
 - 6117 Educational Support Services

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 Educational Services 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
0014	Senior managers – health, education, social and community services and membership organizations	18	77	C	\$59.68	\$53.93	C	1.6%
0111	Financial managers	5	16	D	\$55.44	\$49.64	D	0.0%
0112	Human resources managers	4	16	D	\$57.70	\$61.79	D	0.0%
0114	Other administrative services managers	3	38	D	\$43.57	\$44.69	-	-
0124	Advertising, marketing and public relations managers	3	8	D	\$50.70	\$48.55	-	-
0213	Computer and information systems managers	4	22	D	\$53.88	\$52.19	D	0.0%
0413	Government managers – education policy development and program administration	4	22	D	\$32.06	\$24.39	-	-
0421	Administrators – post-secondary education and vocational training	9	126	B	\$50.72	\$48.40	B	5.0%
0422	School principals and administrators of elementary and secondary education	8	32	D	\$51.86	\$44.32	-	-
0714	Facility operation and maintenance managers	10	24	D	\$42.42	\$45.99	D	6.3%
1121	Human resources professionals	4	28	D	\$43.33	\$43.90	D	68.8%
1123	Professional occupations in advertising, marketing and public relations	6	34	D	\$35.97	\$37.38	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
1212	Supervisors, finance and insurance office workers	3	8	D	\$28.16	\$26.14	-	-
1221	Administrative officers	5	55	C	\$28.74	\$30.31	C	0.0%
1222	Executive assistants	7	73	C	\$35.10	\$36.89	C	2.1%
1223	Human resources and recruitment officers	3	6	D	\$28.59	\$29.52	-	-
1241	Administrative assistants	17	674	A	\$24.59	\$23.96	A	0.8%
1411	General office support workers	8	260	B	\$21.97	\$22.24	B	0.4%
1414	Receptionists	8	15	D	\$21.65	\$23.27	D	0.0%
1415	Personnel clerks	3	15	D	\$28.56	\$28.34	-	0.0%
1431	Accounting and related clerks	7	29	D	\$24.90	\$24.00	D	4.3%
1432	Payroll clerks	7	20	D	\$26.66	\$26.51	D	0.0%
1451	Library assistants and clerks	6	93	C	\$22.07	\$20.15	B	0.0%
1522	Storekeepers and partspersons	3	19	D	\$23.47	\$24.13	-	-
2171	Information systems analysts and consultants	6	35	D	\$38.38	\$37.72	D	3.1%
2174	Computer programmers and interactive media developers	4	39	D	\$30.00	\$29.32	D	0.0%
2281	Computer network technicians	4	32	D	\$28.75	\$28.36	D	0.0%
2282	User support technicians	4	11	D	\$28.88	\$28.36	D	0.0%
3012	Registered nurses and registered psychiatric nurses	3	21	D	\$33.51	\$34.10	-	-
3132	Dietitians and nutritionists	3	22	D	\$21.69	\$20.15	-	-
4011	University professors and lecturers	4	1489	A	\$61.80	\$58.85	A	0.8%
4012	Post-secondary teaching and research assistants	3	268	B	\$18.25	\$18.23	B	6.3%
4021	College and other vocational instructors	6	173	B	\$46.74	\$41.63	B	6.1%

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
4031	Secondary school teachers	4	-	C	-	-	D	5.0%
4032	Elementary school and kindergarten teachers	5	-	B	-	-	C	0.0%
4033	Educational counsellors	9	152	B	\$31.24	\$29.93	B	1.4%
4152	Social workers	4	28	D	\$42.83	\$44.90	-	-
4166	Education policy researchers, consultants and program officers	8	53	C	\$26.98	\$28.16	D	0.0%
4212	Social and community service workers	4	24	D	\$19.77	\$18.92	D	10.0%
4214	Early childhood educators and assistants	10	125	B	\$16.33	\$15.23	B	4.2%
4215	Instructors of persons with disabilities	3	4	D	-	-	-	-
4216	Other instructors	4	133	B	\$20.89	\$19.23	D	0.0%
4413	Elementary and secondary school teacher assistants	8	570	A	\$21.36	\$22.31	A	1.1%
5211	Library and public archive technicians	3	26	D	\$20.90	\$21.65	D	0.0%
5252	Coaches	3	21	D	\$43.45	\$45.04	-	-
6322	Cooks	14	36	D	\$15.18	\$15.55	D	0.0%
6711	Food counter attendants, kitchen helpers and related support occupations	4	35	D	\$14.56	\$14.30	D	0.0%
6731	Light duty cleaners	3	9	D	\$16.68	\$17.25	-	-
6733	Janitors, caretakers and building superintendents	16	404	A	\$18.22	\$17.33	B	1.3%
7202	Contractors and supervisors, electrical trades and telecommunications occupations	3	4	D	-	-	-	-
7271	Carpenters	4	14	D	\$33.49	\$35.00	D	0.0%
7512	Bus drivers, subway operators and other transit operators	3	18	D	\$17.23	\$17.28	-	-

