



SASKATCHEWAN WAGE SURVEY 2013: INFORMATION, CULTURE AND RECREATION 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 Information, Culture and Recreation 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, 196 operate in the Information, Culture and Recreation Industry representing 1,066 employees.

This report provides summary wage and job vacancy rate details for 39 occupations, based on data from *only* those employees who work within the Information, Culture and Recreation Industry. Detailed wage and job vacancy rate results for these occupations can be found in a separate supplementary Information, Culture and Recreation Industry report.

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

- 51 Information and Cultural Industries
 - 511 Publishing Industries (except Internet)
 - 512 Motion Picture and Sound Recording Industries
 - 515 Broadcasting (except Internet)
 - 517 Telecommunications
 - 518 Data Processing, Hosting, and Related Services
 - 519 Other Information Services
- 71 Arts, Entertainment and Recreation
 - 711 Performing Arts, Spectator Sports and Related Industries
 - 712 Heritage Institutions

- 713 Amusement, Gambling and Recreation Industries

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 Information, Culture and Recreation 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	11	16	D	\$33.17	\$32.30	D	0.0%
0111	Financial managers	7	19	D	\$37.02	\$33.32	D	5.6%
0124	Advertising, marketing and public relations managers	6	15	D	\$33.09	\$35.14	D	0.0%
0213	Computer and information systems managers	5	5	D	\$44.87	\$51.96	-	-
0511	Library, archive, museum and art gallery managers	4	6	D	\$27.81	\$22.39	-	-
0512	Managers – publishing, motion pictures, broadcasting and performing arts	7	12	D	\$38.17	\$38.97	D	9.1%
0513	Recreation, sports and fitness program and service directors	5	27	D	\$41.50	\$39.25	D	4.0%
0651	Managers in customer and personal services, n.e.c.	4	5	D	\$28.94	\$27.40	-	-
0714	Facility operation and maintenance managers	2	5	D	\$36.50	\$42.58	-	-
1111	Financial auditors and accountants	6	9	D	\$31.86	\$35.08	-	-
1123	Professional occupations in advertising,	3	5	D	\$27.97	\$25.64	-	-

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
	marketing and public relations							
1222	Executive assistants	3	4	D	-	-	-	-
1226	Conference and event planners	6	7	D	\$30.02	\$25.64	-	-
1241	Administrative assistants	15	34	D	\$19.19	\$18.30	D	7.1%
1411	General office support workers	9	33	D	\$20.73	\$18.76	D	6.9%
1414	Receptionists	7	8	D	\$16.77	\$16.22	-	-
1423	Desktop publishing operators and related occupations	3	15	D	\$17.51	\$17.15	D	0.0%
1431	Accounting and related clerks	10	41	D	\$19.48	\$17.42	D	0.0%
1451	Library assistants and clerks	3	34	D	\$15.94	\$15.67	D	0.0%
1521	Shippers and receivers	3	7	D	\$17.77	\$17.35	-	-
2282	User support technicians	4	31	D	\$24.72	\$21.49	D	6.9%
5111	Librarians	2	48	C	\$14.18	\$13.40	C	0.0%
5122	Editors	6	7	D	\$17.47	\$20.00	-	-
5123	Journalists	5	33	D	\$26.83	\$25.33	D	3.1%
5131	Producers, directors, choreographers and related occupations	3	15	D	\$27.94	\$28.35	D	0.0%
5224	Broadcast technicians	3	3	D	-	-	-	-
5231	Announcers and other broadcasters	3	33	D	\$20.66	\$18.46	D	0.0%
5241	Graphic designers and illustrators	3	6	D	\$30.83	\$37.65	-	0.0%
5252	Coaches	3	6	D	\$28.22	\$26.44	-	0.0%
5254	Program leaders and instructors in recreation, sport and fitness	4	37	D	\$13.34	\$12.00	D	42.3%
6322	Cooks	3	49	C	\$16.61	\$17.35	C	2.1%
6513	Food and beverage servers	5	147	B	\$14.32	\$16.18	B	5.8%

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	4	96	C	\$18.41	\$17.77	C	2.1%
6611	Cashiers	6	84	C	\$15.46	\$16.79	C	1.2%
6711	Food counter attendants, kitchen helpers and related support occupations	4	62	C	\$13.02	\$14.79	C	0.0%
6722	Operators and attendants in amusement, recreation and sport	3	20	D	\$14.14	\$15.00	D	0.0%
6733	Janitors, caretakers and building superintendents	7	20	D	\$18.54	\$20.00	D	5.3%
6742	Other service support occupations, n.e.c.	4	31	D	\$16.82	\$17.77	D	0.0%
8612	Landscaping and grounds maintenance labourers	5	31	D	\$12.86	\$12.50	D	14.8%