



2022 Compensation Report

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Your source for insight into current workforce compensation trends for top jobs in Light Industrial, Office Services, Skilled Trades, and Professional fields.

As a leader in the staffing industry, Express Employment Professionals makes a point of staying in tune with current employment market trends.

During 2021, many businesses began to find their stride in the wake of challenges brought on by the second year of the ongoing global pandemic. Although the business world is far from the pre-pandemic “normal,” economic momentum consistently increased throughout the last year, and there are encouraging signs that the needle will continue moving in the right direction in 2022.



Job Insights for 2022

To provide accurate and timely employment forecasts for business leaders, Express Employment International commissions The Harris Poll to conduct an ongoing Job Insights survey among more than 500 hiring decision-makers across Canada to track employment and hiring trends across a wide range of industries.

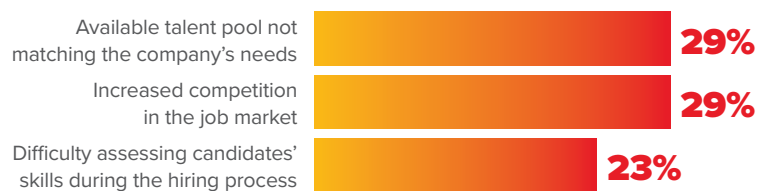
Here are some of the key findings from the survey.

The hiring outlook over the next year appears positive in the eyes of many hiring decision-makers. Regarding their companies' hiring outlook, most commonly they reported feeling:



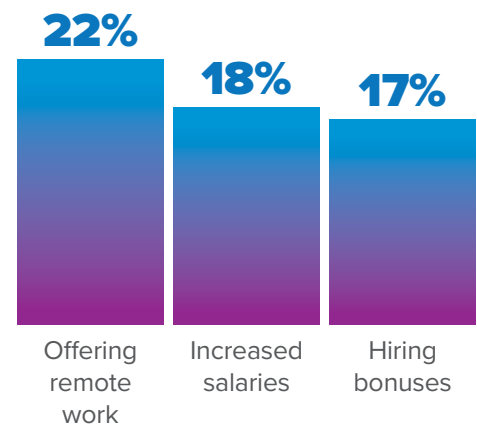
However ...

Despite a generally positive outlook by hiring decision-makers, most (80%) expect to face hiring challenges over the next year. Among the top challenges:



Compensation is a priority.

Compensating employees appropriately is a clear priority as many hiring decision-makers anticipate wage and benefit increases this year. In fact, due to the current labour shortage, 63% of hiring decision-makers say their company is taking steps to make hiring easier, including offering:



More than 2 in 5 hiring decision-makers

(43%)

plan to increase their number of employees in the first half of 2022.

33%

of hiring decision-makers say their company currently has open positions that they cannot fill.

60%

of hiring decision-makers expect the average wage at their company will increase in 2022 compared to 2021.

The Job Insights survey was conducted online within Canada by The Harris Poll on behalf of Express Employment International between Nov. 10 and Dec. 2, 2021 among 510 Canadian hiring decision-makers (defined as adults ages 18+ in Canada who are employed full-time or self-employed, work at companies with more than one employee, and have full/significant involvement in hiring decisions at their company). Data were weighted where necessary by company size to bring them into line with their actual proportions in the population.

2022 Compensation Report

The following data represents national averages for in-demand jobs across four key segments: Light Industrial, Office Services, Skilled Trades, and Professional. For more detailed information about your local compensation trends, contact your Express representative. All data within this report were provided via Emsi, a third-party, labour market data and analytics research company. More information about Emsi and their research methodology is available at [EconomicModeling.com](https://www.economicmodeling.com).

Light Industrial

Job Title	Labour Code	25 th Pct.	Median	75 th Pct.
Processing and Manufacturing Machine Operators and Related Production Workers	94	\$17.47/hr.	\$21.00/hr.	\$25.10/hr.
Assemblers in Manufacturing	95	\$17.82/hr.	\$21.36/hr.	\$26.08/hr.
Security Guards and Related Security Service Operations	654	\$15.59/hr.	\$17.31/hr.	\$21.83/hr.
Support Occupations in Accommodation, Travel, and Amusement Services	672	\$13.65/hr.	\$14.90/hr.	\$18.37/hr.
Cleaners	673	\$15.14/hr.	\$18.04/hr.	\$21.57/hr.
Couriers, Messengers, and Door-to-Door Distributors	1513	\$11.15/hr.	\$15.44/hr.	\$19.54/hr.
Shippers and Receivers	1521	\$15.86/hr.	\$18.55/hr.	\$23.04/hr.
Purchasing and Inventory Control Workers	1524	\$17.24/hr.	\$21.96/hr.	\$26.50/hr.
Dispatchers	1525	\$19.71/hr.	\$24.55/hr.	\$30.26/hr.
Cooks	6322	\$13.53/hr.	\$15.03/hr.	\$17.30/hr.
Food and Beverage Servers	6513	\$13.68/hr.	\$15.48/hr.	\$19.04/hr.
Service Station Attendants	6621	\$12.88/hr.	\$13.56/hr.	\$15.06/hr.
Store Shelf Stockers, Clerks, and Order Fillers	6622	\$13.45/hr.	\$14.22/hr.	\$15.81/hr.
Food Counter Attendants, Kitchen Helpers, and Related Support Occupations	6711	\$13.40/hr.	\$13.79/hr.	\$15.15/hr.
Janitors, Caretakers, and Building Superintendents	6733	\$15.99/hr.	\$19.87/hr.	\$24.00/hr.
Dry Cleaning, Laundry, and Related Occupations	6741	\$14.53/hr.	\$16.30/hr.	\$18.88/hr.
Material Handlers	7452	\$15.47/hr.	\$18.62/hr.	\$22.94/hr.
Taxi and Limousine Drivers and Chauffeurs	7513	\$13.23/hr.	\$15.98/hr.	\$22.43/hr.
Construction Trades Helpers and Labourers	7611	\$17.46/hr.	\$21.70/hr.	\$28.47/hr.
Public Works and Maintenance Workers	7621	\$21.09/hr.	\$25.13/hr.	\$29.64/hr.
General Farm Workers	8431	\$14.85/hr.	\$18.04/hr.	\$21.96/hr.
Landscaping and Grounds Maintenance Labourers	8612	\$15.13/hr.	\$18.08/hr.	\$22.16/hr.
Plastics Processing Machine Operators	9422	\$16.63/hr.	\$19.48/hr.	\$23.54/hr.
Electronics, Assemblers, Fabricators, Inspectors	9523	\$15.17/hr.	\$17.62/hr.	\$23.69/hr.
Industrial Painters, Coaters, and Metal Finishing Process Operators	9536	\$18.40/hr.	\$22.07/hr.	\$27.20/hr.

Skilled Trades

Job Title	Labour Code	25 th Pct.	Median	75 th Pct.
Maintenance and Equipment Operation trades	73	\$24.25/hr.	\$30.72/hr.	\$37.30/hr.
Machining, Metal Forming, Shaping, and Erecting Trades	723	\$23.37/hr.	\$28.89/hr.	\$34.59/hr.
Plumbers, Pipefitters, and Gas Fitters	725	\$24.97/hr.	\$33.73/hr.	\$39.62/hr.
Masonry and Plastering Trades	728	\$23.46/hr.	\$30.95/hr.	\$36.32/hr.
Mechanics and Related Repairers	733	\$22.24/hr.	\$26.39/hr.	\$30.73/hr.
Heavy-Duty Equipment Operators	752	\$23.51/hr.	\$27.54/hr.	\$32.59/hr.
Production Logistics Coordinators	1523	\$21.95/hr.	\$27.06/hr.	\$31.37/hr.
Drafting Technologists and Technicians	2253	\$24.34/hr.	\$29.12/hr.	\$35.65/hr.
Engineering Inspectors and Regulatory Officers	2262	\$30.27/hr.	\$38.77/hr.	\$47.76/hr.
Construction Inspectors	2264	27.60/hr.	\$34.33/hr.	\$41.92/hr.
Tool and Die Makers	7232	\$23.65/hr.	\$29.03/hr.	\$34.46/hr.
Sheet Metal Workers	7233	\$22.32/hr.	\$30.83/hr.	\$41.76/hr.
Welders and Related Machine Operators	7237	\$22.41/hr.	\$26.95/hr.	\$32.43/hr.
Electricians (except industrial and power system)	7241	\$23.57/hr.	\$31.62/hr.	\$37.39/hr.
Electrical Power Line and Cable Workers	7244	\$33.00/hr.	\$43.05/hr.	\$47.31/hr.
Carpenter	7271	\$22.09/hr.	\$27.54/hr.	\$33.90/hr.
Concrete Finishers	7282	\$25.68/hr.	\$30.72/hr.	\$36.67/hr.
Plasterers, Drywall Installers and Finishers, and Lathers	7284	\$20.81/hr.	\$27.83/hr.	\$33.24/hr.
Millwright	7311	\$25.36/hr.	\$32.20/hr.	\$38.32/hr.
Heavy-Duty Equipment Mechanics	7312	\$27.09/hr.	\$33.74/hr.	\$40.98/hr.
Heating, Refrigeration, and Air Conditioning Mechanics	7313	\$25.05/hr.	\$32.59/hr.	\$40.19/hr.
Crane Operators	7371	\$26.17/hr.	\$33.08/hr.	\$40.47/hr.
Transport Truck Drivers	7511	\$19.68/hr.	\$23.33/hr.	\$27.41/hr.
Heavy Equipment Operators (Except Crane)	7521	\$24.48/hr.	\$28.60/hr.	\$34.40/hr.
Foundry Workers	9412	\$19.83/hr.	\$25.11/hr.	\$31.74/hr.

Office Services

Job Title	Labour Code	25 th Pct.	Median	75 th Pct.
Executive Assistants	1222	\$24.94/hr.	\$29.89/hr.	\$36.15/hr.
Administrative Assistants	1241	\$18.94/hr.	\$23.69/hr.	\$28.01/hr.
General Office Assistant	1411	\$17.61/hr.	\$21.83/hr.	\$25.89/hr.
Receptionists	1414	\$15.54/hr.	\$18.47/hr.	\$22.07/hr.
Data Entry clerks	1422	\$16.51/hr.	\$20.76/hr.	\$24.98/hr.
Customer Service Representative	6552	\$15.37/hr.	\$19.08/hr.	\$24.02/hr.
Human Resources Professionals	1121	\$28.64/hr.	\$36.18/hr.	\$46.31/hr.
Property Administrators	1224	\$20.16/hr.	\$25.37/hr.	\$35.24/hr.
Legal Administrative Assistants	1242	\$19.49/hr.	\$24.05/hr.	\$30.46/hr.
Medical Administrative Assistants	1243	\$18.70/hr.	\$21.70/hr.	\$24.84/hr.
Court Reporters, Medical Transcriptionists, and Related Occupations	1251	\$20.07/hr.	\$23.54/hr.	\$28.21/hr.
Accounting Technicians and Bookkeepers	1311	\$19.78/hr.	\$24.58/hr.	\$30.70/hr.
Desktop Publishing Operators and Related Occupations	1423	\$16.73/hr.	\$20.26/hr.	\$25.01/hr.
Payroll Administrators	1432	\$22.17/hr.	\$27.00/hr.	\$31.64/hr.
Collectors	1435	\$18.35/hr.	\$23.44/hr.	\$28.67/hr.
Mail and Message Distribution	151	\$17.89/hr.	\$21.94/hr.	\$25.11/hr.
Mail, Postal, and Related Workers	1511	\$17.46/hr.	\$21.16/hr.	\$25.95/hr.
Shippers and Receivers	1521	\$15.86/hr.	\$18.55/hr.	\$23.04/hr.
Dispatchers	1525	\$19.71/hr.	\$24.55/hr.	\$30.26/hr.
Elementary and Secondary School Teacher Assistants	4413	\$19.12/hr.	\$22.91/hr.	\$25.67/hr.
Retail Salespersons	6421	\$13.56/hr.	\$14.69/hr.	\$17.83/hr.
Travel Agents	6521	\$15.70/hr.	\$19.66/hr.	\$24.13/hr.
Airline Ticket and Service Agents	6523	\$15.08/hr.	\$18.94/hr.	\$26.59/hr.
Financial Institution Customer Services Representatives	6551	\$16.68/hr.	\$18.97/hr.	\$21.91/hr.
Cashiers	6611	\$13.29/hr.	\$13.58/hr.	\$14.63/hr.

Professional

Job Title	Labour Code	25 th Pct.	Median	75 th Pct.
Human Resources Managers	0112	\$37.53/hr.	\$49.24/hr.	\$59.79/hr.
Advertising, Marketing, and Public Relations Managers	0124	\$32.62/hr.	\$43.05/hr.	\$56.37/hr.
Computer and Information Systems Managers	0213	\$43.67/hr.	\$53.64/hr.	\$63.48/hr.
Sales Managers	0601	\$35.42/hr.	\$49.27/hr.	\$62.41/hr.
Managers in Construction and Facility Operation and Related	071	\$30.58/hr.	\$39.46/hr.	\$51.04/hr.
Financial Auditors and Accountants	1111	\$27.39/hr.	\$35.55/hr.	\$47.46/hr.
Financial and Investment Analysts	1112	\$29.58/hr.	\$37.22/hr.	\$44.73/hr.
Supply Chain, Tracking, and scheduling Co-ordination Supervisors	1215	\$20.65/hr.	\$25.94/hr.	\$32.65/hr.
Insurance Underwriters	1313	\$25.97/hr.	\$31.87/hr.	\$41.66/hr.
Professional Engineers, N.E.C.	2148	\$31.56/hr.	\$41.76/hr.	\$54.98/hr.
Land Surveyors	2154	\$24.80/hr.	\$30.05/hr.	\$39.66/hr.
Database Analysts and Data Administrators	2172	\$28.19/hr.	\$37.73/hr.	\$48.95/hr.
Computer Programmers and Interactive Media Developers	2174	\$29.87/hr.	\$38.66/hr.	\$48.57/hr.
Web Designers and Developers	2175	\$25.24/hr.	\$30.95/hr.	\$39.07/hr.
Technical Occupations in Architecture, Drafting, Surveying, Geomatics, and Meteorology	225	\$24.55/hr.	\$30.30/hr.	\$37.14/hr.
Inspectors in Public and Environment Health and Occupational Health and Safety	2263	\$27.75/hr.	\$36.58/hr.	\$46.37/hr.
Computer Network Technicians	2281	\$25.52/hr.	\$32.29/hr.	\$39.39/hr.
Medical Laboratory Technologists	3211	\$30.06/hr.	\$36.30/hr.	\$40.40/hr.
Dental Assistants	3411	\$21.01/hr.	\$23.95/hr.	\$26.58/hr.
Lawyers	4112	\$33.83/hr.	\$49.42/hr.	\$67.46/hr.
Business Development Officers and Marketing Researchers and Consultants	4163	\$26.87/hr.	\$35.42/hr.	\$44.40/hr.
Paralegal	4211	\$23.15/hr.	\$28.05/hr.	\$35.56/hr.
Writing, Translating, and Related Communications Professionals	512	\$23.74/hr.	\$30.78/hr.	\$37.50/hr.
Graphic Designers and Illustrators	5241	\$20.97/hr.	\$27.41/hr.	\$34.50/hr.
Retail and Wholesale Buyers	6222	\$19.53/hr.	\$23.57/hr.	\$29.45/hr.

The Workforce Playbook

Your guide to assessing the benefits of using a staffing company to build a stronger, more efficient workforce.

Never-ending government regulations, multi-generational workforces, a global pandemic—today's business leaders contend with a wider variety of disruptive forces than ever before! So, how do you respond while maintaining a productive workplace?

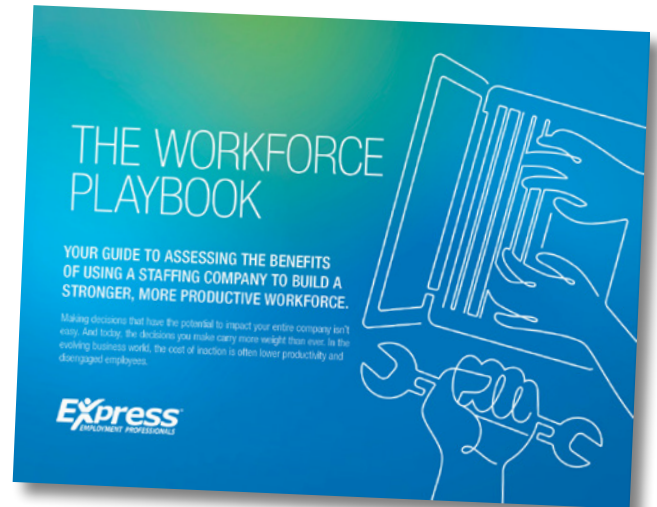
One option is partnering with a staffing company, like Express Employment Professionals.

- How do staffing companies benefit businesses?
- When is the right time to partner with a staffing company?
- What type of companies utilize staffing services?
- Why Express Employment Professionals?

Learn the answers to these questions, and more!

Download the Workforce Playbook today!

ExpressPros.com/WorkforcePlaybook



About Express Employment Professionals

Express Employment Professionals puts people to work. It generated \$4.16 Billion in Sales and employed a record 586,000 associates in 2021. Its long-term goal is to put a million people to work annually. For more information, visit ExpressPros.ca.

Contact your [local Express office](#) for more information about staffing solutions to fit your specific needs, including:

- Flexible Staffing
- Temporary and Contract Staffing
- Evaluation Hire
- Direct Hire

All Express offices are locally owned and operated. For more information about franchise opportunities, visit ExpressFranchising.com.



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