



# 2022 COMPENSATION REPORT

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*Your source for insight into compensation trends  
for in-demand, professional-level jobs.*

As a leader in the professional search industry, the Specialized Recruiting Group, An Express Employment Professionals Company, 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:



“  
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.  
”

## 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:



“  
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 more detailed information about your local compensation trends, contact your Specialized Recruiting Group representative. All data within this report were provided via Emsi, a third-party, labor market data and analytics research company. More information about Emsi and their research methodology is available at [EconomicModeling.com](http://EconomicModeling.com).

## ACCOUNTING AND FINANCE

Job Title	Labour Code	25 <sup>th</sup> Pct.	Median	75 <sup>th</sup> Pct.
Financial Managers	0111	\$39.04/hr.	\$50.04/hr.	\$62.16/hr.
Banking, Credit, and other Investment Managers	0122	\$36.45/hr.	\$46.75/hr.	\$58.47/hr.
Auditors, Accountants, and Investment Professionals	111	\$27.39/hr.	\$35.19/hr.	\$46.48/hr.
Financial and Investment Analysts	1112	\$29.58/hr.	\$37.22/hr.	\$44.73/hr.
Other Financial Officers	1114	\$25.75/hr.	\$32.99/hr.	\$45.47/hr.
Statistical Officers and Related Research Support Occupations	1254	\$20.87/hr.	\$23.74/hr.	\$32.41/hr.
Accounting Technicians and Bookkeepers	1311	\$19.78/hr.	\$24.58/hr.	\$30.70/hr.
Assessors, Valuators, and Appraisers	1314	\$26.82/hr.	\$34.73/hr.	\$42.53/hr.
Financial, Insurance and Related Administrative Support Workers	143	\$19.43/hr.	\$23.23/hr.	\$28.04/hr.
Accounting and Related Clerks	1431	\$18.95/hr.	\$22.47/hr.	\$27.24/hr.
Collectors	1435	\$18.35/hr.	\$23.44/hr.	\$28.67/hr.
Economists and Economic Policy Researchers and Analysts	4162	\$36.95/hr.	\$46.89/hr.	\$57.12/hr.

## ENGINEERING

Job Title	Labour Code	25 <sup>th</sup> Pct.	Median	75 <sup>th</sup> Pct.
Aerospace Engineers	2146	\$37.53/hr.	\$46.73/hr.	\$57.53/hr.
Chemical Engineers	2134	\$32.86/hr.	\$44.18/hr.	\$58.50/hr.
Civil Engineers	2131	\$32.97/hr.	\$41.88/hr.	\$50.82/hr.
Drafting Technologists and Technicians	2253	\$24.34/hr.	\$29.12/hr.	\$35.65/hr.
Electrical and Electronics Engineers	2133	\$34.91/hr.	\$44.37/hr.	\$57.65/hr.
Industrial and Manufacturing Engineers	2141	\$32.57/hr.	\$41.40/hr.	\$49.14/hr.
Industrial Engineering and Manufacturing Technologists and Technician	2233	\$22.38/hr.	\$29.35/hr.	\$37.69/hr.
Land survey Technologists and Technicians	2254	\$27.24/hr.	\$36.20/hr.	\$41.94/hr.
Managers in Engineering, Architecture, Science and Information Systems	021	\$43.74/hr.	\$54.10/hr.	\$64.62/hr.
Mechanical Engineers	2132	\$34.25/hr.	\$41.74/hr.	\$51.33/hr.
Other Professional Engineers, n.e.c.	2148	\$31.56/hr.	\$41.76/hr.	\$54.98/hr.
Petroleum Engineers	2145	\$42.50/hr.	\$55.85/hr.	\$70.46/hr.

## HUMAN RESOURCES

Job Title	Labour Code	25 <sup>th</sup> Pct.	Median	75 <sup>th</sup> Pct.
Human Resources Managers	0112	\$37.53/hr.	\$49.24/hr.	\$59.79/hr.
Human Resources and Business Service Professionals	112	\$26.23/hr.	\$34.18/hr.	\$44.36/hr.
Human Resources Professionals	1121	\$28.64/hr.	\$36.18/hr.	\$46.31/hr.
Payroll Administrators	1432	\$22.17/hr.	\$27.00/hr.	\$31.64/hr.

## INFORMATION TECHNOLOGY

Job Title	Labour Code	25 <sup>th</sup> Pct.	Median	75 <sup>th</sup> Pct.
Computer and Information Systems Managers	0213	\$43.67/hr.	\$53.64/hr.	\$63.48/hr.
Computer and Information Systems Professionals	217	\$30.94/hr.	\$40.38/hr.	\$49.92/hr.
Database Analysts and Data Administrators	2172	\$28.19/hr.	\$37.73/hr.	\$48.95/hr.
Software Engineers and Designers	2173	\$36.92/hr.	\$48.07/hr.	\$57.53/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 Computer and Information Systems	228	\$23.25/hr.	\$30.15/hr.	\$38.57/hr.

## LEGAL

Job Title	Labour Code	25 <sup>th</sup> Pct.	Median	75 <sup>th</sup> Pct.
Legal Administrative Assistants	1242	\$19.49/hr.	\$24.05/hr.	\$30.46/hr.
Court Reporters and Related Occupations	1251	\$20.07/hr.	\$23.54/hr.	\$28.21/hr.
Lawyers	4112	\$33.83/hr.	\$49.42/hr.	\$67.46/hr.
Paralegal and Related Occupations	4211	\$23.15/hr.	\$28.05/hr.	\$35.56/hr.

## MARKETING, ADVERTISING, AND CREATIVE

Job Title	Labour Code	25 <sup>th</sup> Pct.	Median	75 <sup>th</sup> Pct.
Senior Managers - Communications and Other Business Services	0013	\$44.51/hr.	\$60.72/hr.	\$80.88/hr.
Advertising, Marketing and Public Relations Managers	0124	\$32.62/hr.	\$43.05/hr.	\$56.37/hr.
Managers in Art and Culture	051	\$29.20/hr.	\$38.23/hr.	\$51.02/hr.
Professional Occupations in Advertising, Marketing, and Public Relations	1123	\$22.61/hr.	\$30.82/hr.	\$40.95/hr.
Survey Interviewers and Statistical Clerk	1454	\$15.55/hr.	\$19.54/hr.	\$25.28/hr.
Business Development Officers and Marketing Researchers and Consultants	4163	\$26.87/hr.	\$35.42/hr.	\$44.40/hr.
Graphic Designers and Illustrators	5241	\$20.97/hr.	\$27.41/hr.	\$34.50/hr.

## MEDICAL/HEALTH CARE

Job Title	Labour Code	25 <sup>th</sup> Pct.	Median	75 <sup>th</sup> Pct.
Registered Nurses and Registered Psychiatric Nurses	3012	\$33.46/hr.	\$39.70/hr.	\$44.53/hr.
Pharmacists, Dietitians and Nutritionists	313	\$41.77/hr.	\$47.76/hr.	\$52.29/hr.
Pharmacists	3131	\$44.95/hr.	\$50.64/hr.	\$55.12/hr.
Other Professional Occupations in Therapy and Assessment	3144	\$19.69/hr.	\$23.70/hr.	\$29.09/hr.
Medical Laboratory Technologists	3211	\$30.06/hr.	\$36.30/hr.	\$40.40/hr.
Medical Laboratory Technicians and Pathologists' Assistants	3212	\$23.11/hr.	\$29.48/hr.	\$41.98/hr.
Medical Radiation Technologists	3215	\$31.48/hr.	\$36.93/hr.	\$41.36/hr.
Cardiology Technologists and Electrophysiological Diagnostic Technologists, n.e.c.	3217	\$24.92/hr.	\$32.84/hr.	\$39.18/hr.
Licensed Practical Nurses	3233	\$25.24/hr.	\$28.21/hr.	\$30.35/hr.
Assisting Occupations in Support of Health Services	341	\$18.48/hr.	\$20.96/hr.	\$23.25/hr.
Dental Assistants	3411	\$21.01/hr.	\$23.95/hr.	\$26.58/hr.
Other Assisting Occupations in Support of Health Services	3414	\$16.54/hr.	\$19.94/hr.	\$23.89/hr.

## SALES

Job Title	Labour Code	25 <sup>th</sup> Pct.	Median	75 <sup>th</sup> Pct.
Middle Management Occupations in Retail and Wholesale Trade and Customer Services	06	\$23.44/hr.	\$33.00/hr.	\$45.57/hr.
Corporate Sales Managers	0601	\$35.42/hr.	\$49.27/hr.	\$62.41/hr.
Retail and Wholesale Trade Managers	062	\$23.93/hr.	\$34.58/hr.	\$48.34/hr.
Retail and Wholesale Trade Managers	0621	\$23.93/hr.	\$34.58/hr.	\$48.34/hr.
Managers in Customer and Personal Services, n.e.c.	065	\$21.29/hr.	\$29.77/hr.	\$41.03/hr.
Purchasing Agents and Officers	1225	\$25.32/hr.	\$32.73/hr.	\$41.51/hr.
Conference and Event Planners	1226	\$18.93/hr.	\$23.63/hr.	\$31.29/hr.
Business Development Officers and Marketing Researchers and Consultants	4163	\$26.87/hr.	\$35.42/hr.	\$44.40/hr.
Retail Sales Supervisors	6211	\$15.81/hr.	\$19.48/hr.	\$24.96/hr.
Technical Sales Specialists - Wholesale Trade	6221	\$20.90/hr.	\$27.05/hr.	\$34.22/hr.
Insurance, Real Estate and Financial Sales Occupations	623	\$20.64/hr.	\$25.43/hr.	\$32.09/hr.
Financial Sales Representatives	6235	\$21.53/hr.	\$25.62/hr.	\$32.76/hr.
Sales and Account Representatives - Wholesale Trade (non-technical)	6411	\$20.48/hr.	\$26.08/hr.	\$33.58/hr.





# ***ABOUT THE SPECIALIZED RECRUITING GROUP***

The Specialized Recruiting Group, an Express Employment Professionals Company, takes an individualized approach to professional placement.

We provide personalized service as unique as the companies and talented candidates we serve. Whether providing highly skilled project staff or filling a critical role on your team, we offer workforce solutions that help build local business communities.

***Key industries we serve include:***

- Accounting and Finance
- Engineering and Manufacturing
- Information Technology
- Legal
- Sales
- Marketing, Advertising, and Creative
- Human Resources

All Specialized Recruiting Group offices are locally owned and operated. For more information, visit [SRGExpress.com](http://SRGExpress.com).