



KINGSTONPROFILE2004

Labour Force





KEDCO
KINGSTON ECONOMIC
Development Corporation

Kingston Economic Development Corporation
67 Brock Street
Kingston Ontario
Telephone (613) 544-2725
Facsimile (613) 546-2882
Email: reception@kingstoncanada.com
Website: www.kingstoncanada.com

Kingston's Labour Force

According to the 2001 Census, almost two thirds of the Kingston Census Metropolitan Area (CMA) population are working or available for work – an experienced labour force of 74,920 persons.

Some key facts:

■ The Kingston area's labour force participation rate is 65% (the size of the labour force expressed as a percentage of the population 15 years of age and over). This compares closely with figures of 67% for Ontario and 66% for Canada.

■ A related statistic is the employment rate, which refers to the percentage of the total population 15 years of age and over that is employed (not simply in the labour force). In the Kingston area, that figure is 61%, compared to provincial and national figures of 63% and 62%.

■ In the 2001 Census, a total of 7% of the local labour force was unemployed. Unemployment rates for Ontario and Canada were 6% and 7% respectively.

■ Where people go to work in Kingston is very much identical to the provincial and national workplace profile: 7% work at home, 8% have no fixed address for their workplace, and the vast majority, 84%, work at their usual place of employment.

■ The mobility of the Kingston area population is also much the same as that for Ontario and Canada. Overall, in the 2001 Census, 83% of those surveyed had lived at the same address as the year before, and 53% had lived at the same address five years previously. This compares with figures of 86% and 57% at the provincial and national levels.

Labour Force Indicators

	Kingston CMA			Ontario	Canada
	Total	Male	Female		
Participation Rate	65%	70%	61%	67%	66%
Employment Rate	61%	66%	57%	63%	62%
Unemployment Rate	7%	7%	7%	6%	7%

Source: Statistics Canada, Census 2001

Mobility Status • Place of Residence

One Year Ago	Kingston	Kingston Total %	Ontario Total %	Canada Total %
Lived at the same address	116,630	83%	86%	86%
Lived within the same province/territory	21,235	15%	12%	12%
Lived in a different province/territory or country	3,355	2%	2%	2%
Total	141,215	100%	100%	100%

Five Years Ago	Kingston	Kingston Total %	Ontario Total %	Canada Total %
Lived at the same address	72,115	53%	57%	58%
Lived within the same province/territory	53,090	39%	36%	35%
Lived in a different province/territory or country	10,015	7%	7%	7%
Total	135,225	100%	100%	100%

Source: Statistics Canada, Census 2001

Place of Work Status

	Kingston CMA			Kingston Total %	Ontario Total %	Canada Total %
	Total	Male	Female			
Worked at home	5,305	2,710	2,595	7%	7%	8%
Worked outside Canada	355	230	130	1%	1%	0%
No fixed workplace address	5,845	4,335	1,510	8%	8%	9%
Worked at usual place	59,530	29,375	30,155	84%	84%	83%
Total employed labour force 15 years & over	71,040	36,650	34,390	100%	100%	100%

Source: Statistics Canada, Census 2001

Top Ten Industries of Employment in Kingston

Top 10 Industries of Employment	Kingston CMA
Hospitals	4,405
Universities	4,120
Defence Services	3,985
Elementary & Secondary Schools	3,470
Limited-service Eating Places	2,255
Full-service Restaurants	2,185
Other Federal Services	1,995
Grocery Stores	1,985
Provincial & Territorial Public Administration	1,735
Nursing & Residential Care	1,600

Source: Statistics Canada, 2001

Industry and Occupation Profiles:

For the Kingston labour force, the most active industry categories are Health and Education, employing 25% of the labour force (well above the provincial level of 15%) and the category of Other Services, which employs 26% (also well above the 18-19% level in Ontario and Canada).

A closer look at the 2001 Census statistics shows that the top areas of employment were:

- Hospitals, nursing and residential care
- Universities, elementary and secondary schools
- Defence services
- Other federal services and provincial public administration
- Grocery stores
- Limited-service eating places and full-service restaurants

Labour Force by Industry Division

	Kingston CMA			Kingston Total %	Ontario Total %	Canada Total %
	Total	Male	Female			
Agriculture & Other Resource Based Industries	1,590	1,090	500	2%	3%	5%
Manufacturing & Construction Industries	10,130	8,570	1,560	14%	22%	20%
Wholesale & Retail Trade	10,905	5,290	5,615	15%	16%	16%
Finance & Real Estate	3,440	1,580	1,860	5%	7%	6%
Health & Education	18,765	5,415	13,340	25%	15%	16%
Business Services	10,265	6,160	4,110	14%	19%	18%
Other Services	19,825	10,560	9,265	26%	18%	19%
Total Experienced Labour Force	74,920	38,660	36,255	100%	100%	100%

Source: Statistics Canada, Census 2001

Labour Force by Standard Occupational Classification

	Kingston CMA			Kingston Total %	Ontario Total %	Canada Total %
	Total	Male	Female			
Management	8,110	5,250	2,860	11%	11%	10%
Business, Finance & Administrative	11,160	2,665	8,495	15%	18%	18%
Natural & Applied Sciences	4,300	3,375	930	6%	7%	6%
Health	5,730	1,145	4,585	8%	5%	5%
Social Science, Education, Gov't Service & Religion	8,475	3,295	5,185	11%	8%	8%
Art, Culture, Recreation & Sport	2,045	875	1,165	3%	3%	3%
Sales & Service	21,400	9,985	11,550	29%	23%	24%
Trades, Transport & Equipment Operators	9,315	8,750	565	12%	14%	15%
Primary Industry	1,895	1,475	420	3%	8%	7%
Processing, Manufacturing & Utilities	2,485	1,980	505	3%	8%	7%
Total Occupation	74,920	38,660	36,255	100%	100%	100%

Source: Statistics Canada, Census 2001

With 11% of the work force employed in social science, education, and government service occupations, Kingston has a significantly higher proportion of its population working in this area, compared to only 8% for Ontario and Canada.

Kingston's largest occupational category, however, involves sales and service occupations – employing 29% of the labour force, well above the level for Ontario at 23% and Canada at 24% .

The particular occupations that are most numerous in the Kingston area include retail trade managers, salespersons and sales clerks, cashiers, light duty cleaners, food counter attendants, kitchen helpers and related food-service occupations. General office clerks and computer and information systems jobs are also “thick” occupational categories.

The presence of the Canadian Forces Base at Kingston is reflected in a top ten placement for the category of Commissioned Officers and Other Ranks in the armed forces. The active health sector in Kingston is indicated by Registered Nurses taking third place in the top ten list of occupations in the Kingston CMA.

Average Earnings:

■ In 2001, average earnings for full-time workers in the Kingston CMA came to \$42,875, just under the national average of \$43,298.

■ Average earnings for all income-earners – full-time or not – was \$30,497, compared to a national average of \$31,757.

Top Ten Occupations of Employment for Kingston CMA 2001

	2001	Compared with Ten Years Earlier	1991
Retail salespersons & sales clerks	3,510	Retail salespersons & sales clerks	3,145
Food counter attendants, kitchen helpers & related	2,250	Secretaries (except legal & medical)	1,995
Registered nurses	1,180	Registered nurses	1,995
Retail trade managers	1,850	Retail trade managers	1,850
General office clerks	1,525	Other ranks, armed forces	1,850
Computer & information systems occupations	1,525	Food counter attendants, kitchen helpers & related	1,700
Commissioned officers, armed forces	1,465	Food & beverage servers	1,460
Cashiers	1,360	Elementary school & kindergarten teachers	1,405
Other ranks, armed forces	1,355	Janitors, caretakers and building superintendents	1,375
Light duty cleaners	1,345	General office clerks	1,360

Earnings

	Kingston CMA			Ontario	Canada
	Total	Male	Female		
All persons with earnings (counts)	79,895	40,875	39,025	6,319,535	16,415,785
Average earnings (all persons with earnings)	\$30,497	\$35,974	\$24,759	\$35,185	\$31,757
Worked full year, full time (counts)	41,950	24,045	17,905	3,527,045	8,685,225
Average earnings (worked full year, full time)	\$42,875	\$47,786	\$36,279	\$47,299	\$43,298

Note: "All Persons with Earnings" refers to total income received by persons 15 years of age and over who received wages and salaries, net income from a non-farm unincorporated business and/or professional practice, and/or net farm self-employment income during calendar year 2000.
Source: Statistics Canada, Census 2001

Average Employment Income by Level of Education, 1995 to 2000

Kingston CMA	2000	1995
Less than high school	\$17,991	\$18,954
High school	\$23,542	\$21,329
Trade school	\$32,463	\$30,261
College	\$30,454	\$29,443
University	\$46,766	\$42,738

The 2001 Census shows that average income varies considerably according to level of education. For earners with less than a high school education, average income was \$17,991. This increased to more than \$30,000 for those with college or trade school education. University educated income earners averaged \$46,766.

A Top Community for Talent:

In May 2003, Meric S. Gertler and Tara Vinodrai, from the Munk Centre for International Studies and Department of Geography at the University of Toronto, completed an analysis of Kingston talent using the same set of indicators used for “Competing on Creativity: Placing Ontario’s Cities in North American Context.” That report assesses the performance of Canada’s 25 Census Metropolitan Areas (CMAs) as measured by a set of indicators reflecting talent, creativity, diversity and technology. (Kingston was not a CMA at that time, hence the need for a subsequent analysis by Gertler and Vinodrai.)

“Kingston’s ability to assemble a critical mass of creative workers constitutes an important local asset that should be strengthened further as it moves forward.”
 Meric Gertler, University of Toronto

Using a talent index, defined as the proportion of the population over 18 years of age with a bachelor’s degree or higher, Gertler and Vinodrai rated Kingston an impressive 7th out of 26 city-regions in Canada. Kingston’s score on this index is just slightly lower than Victoria and Vancouver, and significantly ahead of Montreal, Winnipeg, Edmonton and other major Canadian centres. Gertler notes that this result reflects the presence of a highly-educated workforce in the post-secondary education sector, hospitals, government services, and other knowledge-intensive activities.

A Highly Educated Talent Pool:

Anchored by two world-class universities, the number one college in Ontario and some of the best public and private schools in the country, Kingston is home to several prestigious educational institutions including Queen’s University,



Queen’s University, a talent magnet!

the country’s Royal Military College, St. Lawrence College, and the Canadian Forces Base School of Microelectronics and Communications. These recognized institutions combine to produce a local labour force that is well educated and highly skilled.

In the prime labour force group that is 20 to 65 years of age, 73 percent or almost 64,000 residents have at least some post secondary education. (The national average is only 66 per cent for that age group). Virtually half of Kingston residents in the core 20-44 age group are graduates holding a university or college certificate, diploma or degree.

Active in Research and Development:

Kingston has an active research and development sector, pioneering research in several disciplines including fuel cells and new plant gene technologies. Local scientists, administrators, institutions and companies have created the fastest computer in Canada (HPCVL – the High Performance Computing Virtual Laboratory), developed synthetic bone tested in outer space, and performed Canada’s first computer-assisted knee surgery. An emerging alternative energy and biotech community is building on strengths combining biology, health sciences, information technology and advanced materials.

Queen’s University consistently ranks among the top universities in the country, while its School of Business has achieved exceptional rankings among top business magazines. In October 2004, “BusinessWeek” magazine ranked Queen’s MBA #1 in the world outside the U.S. – the highest ranking ever awarded to a Canadian business school. The University of Western Ontario’s Richard Ivey School of Business ranked sixth and the Rotman School of Business at the University of Toronto ranked ninth. The UK-based “Financial Times” 2004 MBA ranking rated Queen’s MBA for Science and Technology as best in the world at ensuring its graduates achieve their goals or “aims achieved.”

Queen’s University: 2003 Profile of Graduates

Undergraduate Programs	Graduates
Arts and Science	2,130
Business	498
Education	751
Applied Science	524
Law	167
Medicine	81
Nursing	82
Rehabilitation Therapy	78
Graduate Studies	690
Queen’s Theological College	20
Total Graduates	5,021

Source: Queen’s University 2003

Queen's excellence includes being at the forefront of research in biotechnology, life sciences, and social sciences. There are more than 30 laboratories on the Queen's campus with research being conducted in fields including solar power and robotics. The university has been integrally linked with the Kingston General Hospital (KGH)



The Royal Military College annual graduation parade.



A St. Lawrence College student in the photo lab.

for over 100 years, and together they facilitate the Kingston Regional Cancer Centre and the Clinical Trials Group. Ground-breaking research is being conducted in drug resistance and metabolism, tumor progression and the regulation of cell growth. The KGH and Queen's partnership provides a unique opportunity for health care professionals and students, giving them access to more training opportunities, and state of the art research facilities.

St. Lawrence College recently undertook a multi-million dollar expansion, sponsored primarily by the Ontario Superbuild Corporation. This major investment consolidated the college's leadership in applied sciences, business, and technology education, and laid the foundation for future growth as a research institution.

The Royal Military College is quickly emerging as one of Canada's premier research institutions, in addition to holding a long-standing reputation in cultivating men and women to serve in the nation's armed forces. The word "College" included in its name belies the fact that it is a strong research-focused institution, having engaged in ground-breaking studies in areas such as chemical and biological warfare, space surveillance, and advanced engineering materials.

Royal Military College: 2003 Profile of Graduates

Undergraduate Programs	Graduates
Arts	85
Engineering	85
Science	12
Military Arts & Science	29
Graduate Studies	62
Total Graduates	273

Source: Royal Military College 2003

The 2001 Census uses the North American Industry Classification System (NAICS) developed by the statistical agencies of Canada, Mexico and the United States. It is designed to produce industry statistics that are comparable among the three countries by providing common definitions of their industrial structure. In Canada, it replaces the Standard Industrial Classification (SIC) used to code industry data in the 1986, 1991 and 1996 Censuses.

Top Ten Private Sector Employers

Company	# of Employees
StarTek	1,400
Invista Canada	1,100
Bell Canada	500
Assurant Group	400
Alcan (Rolled products & R&D)	373
Empire Financial Group	360
Dupont Canada Inc R&D Centre	173
Bombardier	150
Bosal Canada	150
Wal-Mart	150
Total	4,756

Top Ten Public Sector Employers

Organization	# of Employees
Canadian Forces Base, Kingston	5,277
Queen's University	4,200
Kingston General Hospital	3,085
Limestone District School Board ¹	2,794
Correctional Services of Canada	2,670
City of Kingston	1,500
Hotel Dieu Hospital	1,007
Providence Continuing Care Centre	1,000
Royal Military College	769
Ontario Ministry of Transportation	415
Total	22,717

1. While the Board office is located within the boundaries of the City of Kingston, many of the Limestone Board's schools are located outside the municipality.

Wages for 2003

*Source: Kingston/Pembroke Labour Market Information Services of Human Resources Development Canada

Management

NOC	Occupational Title	Count	Low	High	Average
111	Financial Managers	12	\$17.98	\$43.80	\$28.53
112	Human Resources Managers	11	\$9.90	\$43.45	\$24.48
113	Purchasing Managers	10	\$14.49	\$43.74	\$31.16
114	Other Administrative Services Managers	33	\$11.86	\$32.40	\$21.39
211	Engineering Managers	13	\$12.08	\$54.36	\$35.64
213	Computer and Information Systems Managers	22	\$19.41	\$51.40	\$37.28
611	Sales, Marketing and Advertising Managers	78	\$11.84	\$44.21	\$24.60
621	Retail Trade Managers	190	\$8.73	\$20.09	\$13.19
631	Restaurant and Food Service Managers	105	\$8.17	\$17.89	\$11.99
632	Accommodation Service Managers	17	\$8.83	\$17.97	\$12.28
711	Construction Managers	24	\$17.08	\$31.15	\$23.61
713	Transportation Managers	12	\$14.31	\$41.27	\$24.72
721	Facility Operation and Maintenance Managers	48	\$9.00	\$27.59	\$16.45
911	Manufacturing Managers	41	\$13.17	\$44.08	\$26.01

Business, Finance and Administration

NOC	Occupational Title	Count	Low	High	Average
1111	Financial Auditors and Accountants	32	\$13.99	\$34.42	\$23.14
1121	Specialists in Human Resources	32	\$18.37	\$42.25	\$25.77
1122	Professional Occupations in Business Services to Management	12	\$10.75	\$42.75	\$21.76
1211	Supervisors, General Office and Administrative Support Clerks	45	\$11.18	\$27.85	\$18.60
1212	Supervisors, Finance and Insurance Clerks	26	\$11.80	\$25.85	\$17.99
1213	Supervisors, Library, Correspondence and Related Information Clerks	12	\$9.29	\$22.43	\$14.79
1215	Supervisors, Recording, Distributing and Scheduling Occupations	25	\$8.52	\$23.07	\$14.65
1221	Administrative Officers	220	\$11.54	\$25.73	\$17.16
1223	Personnel and Recruitment Officers	17	\$9.91	\$30.80	\$19.23
1225	Purchasing Agents and Officers	33	\$13.51	\$30.48	\$21.14
1231	Bookkeepers	68	\$10.00	\$20.41	\$13.77
1241	Secretaries (Except Legal and Medical)	201	\$10.00	\$20.63	\$16.35
1242	Legal Secretaries	19	\$10.96	\$17.70	\$14.15
1243	Medical Secretaries	21	\$10.91	\$18.56	\$14.53
1411	General Office Clerks	378	\$9.50	\$22.52	\$15.58
1413	Records Management and Filing Clerks	11	\$11.00	\$22.83	\$17.56
1414	Receptionists and Switchboard Operators	177	\$8.51	\$19.38	\$13.02
1422	Data Entry Clerks	31	\$8.95	\$21.57	\$14.52

1423	Desktop Publishing Operators and Related Occupations	10	\$9.20	\$18.00	\$13.79
1424	Telephone Operators	41	\$10.00	\$19.25	\$13.00
1431	Accounting and Related Clerks	135	\$10.00	\$23.04	\$15.25
1433	Customer Service Representatives - Financial Services	41	\$9.00	\$17.05	\$12.75
1434	Banking, Insurance and Other Financial Clerks	25	\$10.80	\$20.83	\$14.75
1441	Administrative Clerks	193	\$10.00	\$21.32	\$15.62
1453	Customer Service, Information and Related Clerks	153	\$8.66	\$18.83	\$12.88
1461	Mail, Postal and Related Clerks	18	\$10.01	\$19.77	\$16.42
1471	Shippers and Receivers	93	\$8.24	\$17.94	\$12.26
1472	Storekeepers and Parts Clerks	39	\$9.40	\$20.47	\$13.44
1473	Production Clerks	40	\$9.33	\$28.61	\$18.47
1474	Purchasing and Inventory Clerks	21	\$11.81	\$23.46	\$16.18
1475	Dispatchers and Radio Operators	49	\$9.79	\$23.24	\$16.59

Natural and Applied Sciences

NOC	Occupational Title	Count	Low	High	Average
2131	Civil Engineers	18	\$17.78	\$38.35	\$26.74
2132	Mechanical Engineers	18	\$16.83	\$43.25	\$30.96
2133	Electrical and Electronics Engineers	33	\$22.40	\$66.19	\$42.96
2134	Chemical Engineers	10	\$13.65	\$40.51	\$30.80
2141	Industrial and Manufacturing Engineers	11	\$25.98	\$45.96	\$33.27
2211	Chemical Technologists and Technicians	19	\$12.68	\$28.25	\$17.74
2221	Biological Technologists and Technicians	16	\$10.45	\$19.72	\$15.46
2223	Forestry Technologists and Technicians	41	\$12.36	\$22.50	\$18.40
2224	Conservation and Fishery Officers	14	\$16.72	\$20.96	\$19.18
2225	Landscape and Horticulture Technicians and Specialists	115	\$8.93	\$18.69	\$12.42
2231	Civil Engineering Technologists and Technicians	24	\$12.00	\$24.26	\$18.06
2232	Mechanical Engineering Technologists and Technicians	24	\$17.00	\$33.08	\$24.35
2233	Industrial Engineering and Manufacturing Technologists and Technicians	58	\$11.75	\$28.70	\$18.70
2234	Construction Estimators	13	\$10.92	\$24.54	\$15.07
2241	Electrical and Electronics Engineering Technologists and Technicians	120	\$12.52	\$35.65	\$21.91
2242	Electronic Service Technicians (Household and Business Equipment)	29	\$10.76	\$23.80	\$16.27
2253	Drafting Technologists and Technicians	17	\$13.50	\$28.63	\$18.53
2254	Land Survey Technologists and Technicians	10	\$12.00	\$17.72	\$14.39
2264	Construction Inspectors	17	\$16.00	\$24.36	\$18.93
2273	Deck Officers, Water Transport	21	\$12.70	\$24.88	\$18.39

Health

NOC	Occupational Title	Count	Low	High	Average
3151	Head Nurses and Supervisors	10	\$19.00	\$36.54	\$27.05
3152	Registered Nurses	168	\$19.34	\$33.94	\$27.53
3212	Medical Laboratory Technicians	10	\$11.71	\$20.29	\$15.88
3213	Veterinary and Animal Health Technologists and Technicians	16	\$9.52	\$19.55	\$13.92
3233	Licensed Practical Nurses	72	\$14.05	\$21.78	\$18.22
3234	Ambulance Attendants and Other Paramedical Occupations	12	\$13.62	\$25.99	\$22.52
3411	Dental Assistants	37	\$11.19	\$18.72	\$15.22
3413	Nurse Aides, Orderlies and Patient Service Associates	126	\$10.07	\$18.19	\$14.76
3414	Other Assisting Occupations in Support of Health Services	24	\$9.48	\$20.89	\$13.70

Social Science, Education and Government

NOC	Occupational Title	Count	Low	High	Average
4121	University Professors	26	\$10.98	\$35.23	\$25.24
4122	Post-Secondary Teaching and Research Assistants	20	\$9.94	\$20.44	\$16.13
4131	College and Other Vocational Instructors	52	\$14.25	\$30.88	\$21.67
4141	Secondary School Teachers	97	\$16.37	\$36.01	\$25.30
4142	Elementary School and Kindergarten Teachers	207	\$16.75	\$32.54	\$24.12
4143	Educational Counsellors	19	\$22.32	\$31.18	\$25.99
4152	Social Workers	32	\$16.88	\$32.84	\$23.84
4153	Family, Marriage and Other Related Counsellors	30	\$15.79	\$25.25	\$20.24
4154	Ministers of Religion	12	\$9.24	\$26.95	\$17.01
4155	Probation and Parole Officers and Related Occupations	12	\$14.73	\$30.38	\$21.93
4163	Business Development Officers and Marketing Researchers and Consultants	11	\$11.58	\$34.10	\$24.12
4164	Social Policy Researchers, Consultants and Program Officers	10	\$16.46	\$41.03	\$28.26
4166	Education Policy Researchers, Consultants and Program Officers	10	\$15.82	\$27.15	\$21.19
4167	Recreation, Sports and Fitness Program Supervisors and Consultants	16	\$11.28	\$20.73	\$16.25
4211	Paralegal and Related Occupations	15	\$11.75	\$26.55	\$17.13
4212	Community and Social Service Workers	97	\$10.82	\$23.32	\$16.99
4213	Employment Counsellors	15	\$15.48	\$25.11	\$19.13
4214	Early Childhood Educators and Assistants	85	\$9.80	\$19.33	\$14.57

Art, Culture, Recreation and Sport

NOC	Occupational Title	Count	Low	High	Average
5123	Journalists	21	\$12.00	\$19.29	\$16.75
5124	Professional Occupations in Public Relations and Communications	20	\$13.69	\$31.60	\$21.10
5211	Library and Archive Technicians and Assistants	10	\$12.43	\$19.55	\$16.36
5212	Technical Occupations Related to Museums and Art Galleries	19	\$8.18	\$21.40	\$15.92

5227	Support Occupations in Motion Pictures, Broadcasting and the Performing Arts	12	\$9.18	\$20.31	\$13.82
5241	Graphic Designers and Illustrators	32	\$10.00	\$29.17	\$17.38
5254	Program Leaders and Instructors in Recreation and Sport	15	\$8.37	\$19.90	\$12.75

Sales and Service

NOC	Occupational Title	Count	Low	High	Average
6211	Retail Trade Supervisors	82	\$7.93	\$19.12	\$11.33
6212	Food Service Supervisors	68	\$7.55	\$16.91	\$11.08
6215	Cleaning Supervisors	26	\$8.00	\$16.18	\$11.03
6221	Technical Sales Specialists - Wholesale Trade	88	\$11.85	\$36.10	\$22.36
6231	Insurance Agents and Brokers	16	\$10.89	\$22.00	\$15.40
6233	Retail and Wholesale Buyers	14	\$8.95	\$25.38	\$14.65
6241	Chefs	46	\$9.89	\$20.38	\$14.69
6242	Cooks	269	\$7.44	\$13.97	\$9.64
6251	Butchers and Meat Cutters - Retail and Wholesale	19	\$10.00	\$15.00	\$12.83
6252	Bakers	40	\$6.94	\$13.77	\$9.53
6261	Police Officers (Except Commissioned)	47	\$16.27	\$31.40	\$26.64
6271	Hairstylists and Barbers	58	\$7.06	\$13.34	\$9.15
6411	Sales Representatives - Wholesale Trade (Non-Technical)	104	\$8.64	\$24.33	\$15.92
6421	Retail Salespersons and Sales Clerks	439	\$7.10	\$15.65	\$9.74
6431	Travel Counsellors	19	\$9.08	\$17.08	\$13.18
6433	Airline Sales and Service Agents	105	\$8.17	\$19.56	\$13.03
6434	Ticket Agents, Cargo Service Representatives and Related Clerks (Except Airline)	32	\$7.00	\$17.42	\$10.24
6435	Hotel Front Desk Clerks	46	\$7.00	\$13.14	\$9.53
6451	Maitres d'hôtel and Hosts/Hostesses	29	\$6.85	\$10.92	\$7.99
6452	Bartenders	45	\$5.95	\$10.52	\$7.72
6453	Food and Beverage Servers	213	\$5.95	\$10.01	\$7.27
6462	Correctional Service Officers	33	\$18.17	\$26.96	\$22.95
6471	Visiting Homemakers, Housekeepers and Related Occupations	81	\$7.50	\$17.34	\$12.10
6472	Elementary and Secondary School Teacher Assistants	585	\$14.88	\$19.73	\$17.21
6474	Babysitters, Nannies and Parents' Helpers	16	\$6.85	\$16.91	\$10.13
6482	Estheticians, Electrologists and Related Occupations	16	\$8.63	\$15.03	\$11.28
6483	Pet Groomers and Animal Care Workers	10	\$7.92	\$14.56	\$10.09
6611	Cashiers	223	\$6.85	\$11.27	\$8.17
6621	Service Station Attendants	33	\$6.88	\$10.48	\$8.17
6622	Grocery Clerks and Store Shelf Stockers	43	\$7.25	\$13.49	\$9.75
6623	Other Elemental Sales Occupations	23	\$7.45	\$15.10	\$10.28
6641	Food Counter Attendants, Kitchen Helpers and Related Occupations	180	\$6.85	\$15.03	\$9.67

6651	Security Guards and Related Occupations	50	\$7.78	\$17.02	\$10.93
6661	Light Duty Cleaners	158	\$7.11	\$16.02	\$9.97
6662	Specialized Cleaners	41	\$7.00	\$13.25	\$10.10
6663	Janitors, Caretakers and Building Superintendents	117	\$7.84	\$16.84	\$11.47
6671	Operators and Attendants in Amusement, Recreation and Sport	69	\$7.00	\$13.00	\$9.37
6681	Dry Cleaning and Laundry Occupations	22	\$6.96	\$15.11	\$10.60

Trades, Transport and Equipment Operators

NOC	Occupational Title	Count	Low	High	Average
7212	Contractors and Supervisors, Electrical Trades and Telecommunications Occupations	25	\$13.96	\$37.14	\$26.34
7215	Contractors and Supervisors, Carpentry Trades	49	\$11.00	\$24.00	\$16.18
7216	Contractors and Supervisors, Mechanic Trades	23	\$8.95	\$27.47	\$17.68
7217	Contractors and Supervisors, Heavy Construction Equipment Crews	102	\$10.18	\$24.33	\$17.46
7219	Contractors and Supervisors, Other Construction Trades, Installers, Repairers and Servicers	34	\$10.44	\$28.00	\$17.93
7222	Supervisors, Motor Transport and Other Ground Transit Operators	10	\$8.95	\$22.36	\$15.67
7231	Machinists and Machining and Tooling Inspectors	63	\$12.27	\$25.23	\$18.98
7232	Tool and Die Makers	10	\$18.15	\$24.66	\$21.06
7241	Electricians (Except Industrial and Power System)	235	\$12.50	\$33.74	\$25.78
7242	Industrial Electricians	11	\$18.73	\$32.91	\$26.40
7245	Telecommunications Line and Cable Workers	26	\$11.90	\$25.93	\$18.52
7246	Telecommunications Installation and Repair Workers	67	\$12.12	\$29.07	\$20.15
7251	Plumbers	120	\$11.50	\$32.29	\$22.48
7252	Steamfitters, Pipefitters and Sprinkler System Installers	54	\$18.52	\$35.59	\$29.19
7261	Sheet Metal Workers	80	\$12.05	\$32.04	\$23.88
7264	Ironworkers	30	\$21.59	\$34.97	\$29.71
7265	Welders and Related Machine Operators	121	\$10.00	\$28.68	\$17.59
7271	Carpenters	352	\$11.00	\$28.21	\$17.36
7272	Cabinetmakers	17	\$10.00	\$17.50	\$13.18
7281	Bricklayers	98	\$13.19	\$30.00	\$21.34
7282	Concrete Finishers	43	\$11.70	\$25.98	\$18.73
7284	Plasterers, Drywall Installers and Finishers and Lathers	62	\$11.00	\$29.86	\$21.48
7291	Roofers and Shinglers	81	\$11.45	\$21.90	\$14.87
7292	Glaziers	17	\$11.00	\$24.94	\$17.71
7293	Insulators	16	\$10.00	\$33.06	\$23.54
7294	Painters and Decorators	67	\$10.00	\$17.43	\$13.07
7311	Construction Millwrights and Industrial Mechanics (Except Textile)	114	\$12.81	\$32.44	\$22.84
7312	Heavy-Duty Equipment Mechanics	29	\$12.80	\$27.94	\$19.08
7315	Aircraft Mechanics and Aircraft Inspectors	24	\$12.09	\$27.74	\$21.79

7316	Machine Fitters	20	\$17.85	\$20.54	\$18.67
7321	Automotive Service Technicians, Truck Mechanics and Mechanical Repairers	120	\$9.00	\$21.20	\$14.86
7322	Motor Vehicle Body Repairers	36	\$9.55	\$18.25	\$14.01
7331	Oil and Solid Fuel Heating Mechanics	17	\$9.80	\$18.00	\$14.45
7335	Other Small Engine and Equipment Mechanics	16	\$9.41	\$19.54	\$13.92
7342	Tailors, Dressmakers, Furriers and Milliners	10	\$8.92	\$16.86	\$12.71
7371	Crane Operators	16	\$13.43	\$29.16	\$20.15
7372	Drillers and Blasters - Surface Mining, Quarrying and Construction	24	\$14.85	\$20.00	\$17.72
7381	Printing Press Operators	13	\$13.06	\$19.63	\$16.47
7411	Truck Drivers	549	\$11.52	\$19.42	\$15.11
7412	Bus Drivers, Subway Operators and Other Transit Operators	81	\$6.85	\$15.38	\$10.71
7414	Delivery and Courier Service Drivers	119	\$7.45	\$17.22	\$12.14
7421	Heavy Equipment Operators (Except Crane)	397	\$13.28	\$23.94	\$17.50
7422	Public Works Maintenance Equipment Operators	23	\$12.17	\$16.85	\$13.94
7432	Railway Track Maintenance Workers	14	\$14.50	\$22.67	\$18.99
7433	Deck Crew, Water Transport	15	\$7.08	\$18.77	\$11.41
7435	Lock and Cable Ferry Operators and Related Occupations	10	\$12.50	\$16.97	\$15.17
7441	Residential and Commercial Installers and Servicers	71	\$10.00	\$17.70	\$12.67
7442	Waterworks and Gas Maintenance Workers	10	\$9.36	\$17.50	\$12.69
7443	Automotive Mechanical Installers and Servicers	22	\$8.00	\$14.28	\$10.13
7452	Material Handlers	150	\$8.98	\$17.62	\$12.25
7611	Construction Trades Helpers and Labourers	1163	\$9.75	\$21.60	\$13.77
7612	Other Trades Helpers and Labourers	47	\$8.00	\$18.96	\$11.67
7621	Public Works and Maintenance Labourers	74	\$9.36	\$18.24	\$12.99
7622	Railway and Motor Transport Labourers	28	\$8.88	\$16.28	\$12.83

Primary Industry

NOC	Occupational Title	Count	Low	High	Average
8241	Logging Machinery Operators	22	\$13.68	\$25.44	\$17.89
8255	Landscaping and Grounds Maintenance Contractors and Managers	17	\$9.50	\$18.91	\$13.69
8256	Supervisors, Landscape and Horticulture	23	\$8.90	\$17.83	\$13.37
8421	Chainsaw and Skidder Operators	75	\$12.52	\$22.67	\$17.70
8422	Silviculture and Forestry Workers	14	\$14.70	\$22.46	\$17.81
8431	General Farm Workers	45	\$7.50	\$14.50	\$10.48
8432	Nursery and Greenhouse Workers	28	\$8.29	\$13.78	\$9.71
8612	Landscaping and Grounds Maintenance Labourers	233	\$8.01	\$15.50	\$11.18
8616	Logging and Forestry Labourers	40	\$8.74	\$18.78	\$13.36

Processing, Manufacturing and Utilities

NOC	Occupational Title	Count	Low	High	Average
9213	Supervisors, Food, Beverage and Tobacco Processing	16	\$13.05	\$29.58	\$21.13
9231	Central Control and Process Operators, Mineral and Metal Processing	10	\$18.10	\$22.99	\$19.74
9232	Petroleum, Gas and Chemical Process Operators	12	\$12.79	\$23.06	\$16.53
9411	Machine Operators, Mineral and Metal Processing	11	\$10.02	\$22.62	\$18.21
9414	Concrete, Clay and Stone Forming Operators	29	\$11.00	\$19.39	\$14.98
9422	Plastics Processing Machine Operators	33	\$8.48	\$19.38	\$13.75
9431	Sawmill Machine Operators	31	\$8.72	\$15.63	\$12.09
9436	Lumber Graders and Other Wood Processing Inspectors and Graders	12	\$10.35	\$16.53	\$13.27
9441	Textile Fibre and Yarn Preparation Machine Operators	18	\$12.97	\$16.90	\$15.67
9442	Weavers, Knitters and Other Fabric-Making Occupations	27	\$8.00	\$15.82	\$9.89
9451	Sewing Machine Operators	39	\$6.85	\$10.00	\$8.17
9482	Motor Vehicle Assemblers, Inspectors and Testers	17	\$7.74	\$28.37	\$15.45
9483	Electronics Assemblers, Fabricators, Inspectors and Testers	320	\$10.92	\$25.43	\$19.31
9484	Assemblers & Inspectors, Electrical Appliance, Apparatus & Equipment Manufacturing	31	\$9.00	\$20.30	\$12.86
9493	Other Wood Products Assemblers and Inspectors	25	\$8.83	\$14.00	\$11.31
9495	Plastic Products Assemblers, Finishers and Inspectors	26	\$11.83	\$15.64	\$13.87
9496	Painters and Coaters - Industrial	27	\$8.50	\$19.63	\$12.79
9498	Other Assemblers and Inspectors	13	\$7.30	\$13.71	\$10.13
9511	Machining Tool Operators	17	\$10.52	\$18.41	\$14.46
9513	Woodworking Machine Operators	14	\$9.46	\$13.84	\$11.93
9514	Metalworking Machine Operators	33	\$10.27	\$24.90	\$17.39
9611	Labourers in Mineral and Metal Processing	25	\$10.00	\$19.17	\$14.67
9612	Labourers in Metal Fabrication	19	\$8.00	\$20.12	\$12.79
9613	Labourers in Chemical Products Processing and Utilities	19	\$8.31	\$27.10	\$15.06
9614	Labourers in Wood, Pulp and Paper Processing	93	\$9.70	\$14.49	\$11.67
9615	Labourers in Rubber and Plastic Products Manufacturing	10	\$9.53	\$15.66	\$11.83
9617	Labourers in Food, Beverage and Tobacco Processing	257	\$9.15	\$24.08	\$15.83
9619	Other Labourers in Processing, Manufacturing and Utilities	803	\$9.00	\$17.30	\$12.79



KEDCO
KINGSTON ECONOMIC
Development Corporation

This publication copyright 2004
Kingston Economic Development Corporation

Prepared by Arvind Muthiah, Queen's University
and Rob Wood, 8020INFO Inc.
Design and Layout by SUGARMAN DESIGN
Photography by Jonathan Sugarman

Also available on-line at: www.kingstoncanada.com