

# LMI SOURCES

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## *Job Bank - Wage Data*

### WHAT IS IT?

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As part of its services, Employment and Social Development Canada's (ESDC) Job Bank provides a labour market information section on occupational wages. This resource provides hourly wage data for a large number of occupations, broken down into three wage categories: low, median, and high. Wage data are updated annually. There are also a small number of cases where annual wage estimates are given to better represent potential earnings (often for occupations with a large proportion of self-employed workers).

### REASONS TO USE (STRENGTHS)

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- **Wage data for very specific occupations** – Job Bank's Wages section provides data at the 5-digit NOC (National Occupational Classification 2021) which is the most precise and recent occupational category available. This means that you can be sure that the occupational wage data you are looking is directly applicable to the occupation you are interested in rather than a grouping of similar occupations with which your occupation is associated.
- **Wage data for multiple levels of geography** – Job Bank's Wages section provides wage data, where possible, for three different levels of geography: national, provincial/territorial, and regional (i.e., areas within provinces and territories). While this data is not always available when employment numbers are too low (most commonly for the smaller regional areas of geography), Job Bank strives to provide as much data as possible so you can be more certain that the occupational wages you are examining are applicable to the area you are most interested in – an important consideration since wages can vary a great deal even within a single province or territory.
- **Regular updates** – Wage data on Job Bank's site are updated late fall of each year. In addition, there are a few smaller updates throughout the year to account for minimum wage changes in various jurisdictions.

### AREAS OF CAUTION (WEAKNESSES)

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- **Different timeframes and sources for wage data** – Although Job Bank tries to use Statistics Canada’s Labour Force Survey as its main source for wage data, this is not always possible for certain occupations. In these cases, other sources are considered, including: Employment and Social Development Canada program data (e.g., EI data), provincial and territorial surveys and administrative data, other organizations’ administrative data and other applicable sources. In addition to not always being able to use a consistent source with a consistent degree of reliability, these sources may not capture the same timeframe, so the year to which data applies may not be always consistent, either. This sometimes makes comparison of wages over time for an occupation challenging. That said, applying a consistent methodology, validated by external experts to address gaps and reliability issues in LFS data, helps the user (particularly job seekers) benefit from the data source to the maximum degree possible.
- **Timeliness** – Most sources used for wage data are not current to the present time, meaning some of the wage data lags behind the current year. **Note:** the Government of Canada’s Open Data Portal does provide some information on specific timeframes for specific sources if you are interested in tracking it down (see link below).

### RELATED LINKS

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- **Job Bank’s Explore the Market (main wages page)** - <https://www.jobbank.gc.ca/trend-analysis/search-wages>
- **Job Bank’s wages methodology/FAQ** - <https://www.jobbank.gc.ca/trend-analysis/search-wages/wage-methodology>
- **Historical data on Job Bank wages (Government of Canada Open Data Portal)** – <https://open.canada.ca/data/en/dataset/adad580f-76b0-4502-bd05-20c125de9116>