



Labour Market Insights Special Vacancy Report

APRIL 2023



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Canada 

Note to readers: Trucking HR Canada's Labour Market Snapshots monitor and report on key labour market indicators that support industry stakeholders to identify areas of concern and develop strategies to build a skilled workforce.

Our quarterly labour market snapshots analyze a customized labour force survey and other data that is not available elsewhere. Readers are invited to share this information widely with their networks and are asked to reference Trucking HR Canada's LMI system as the source.



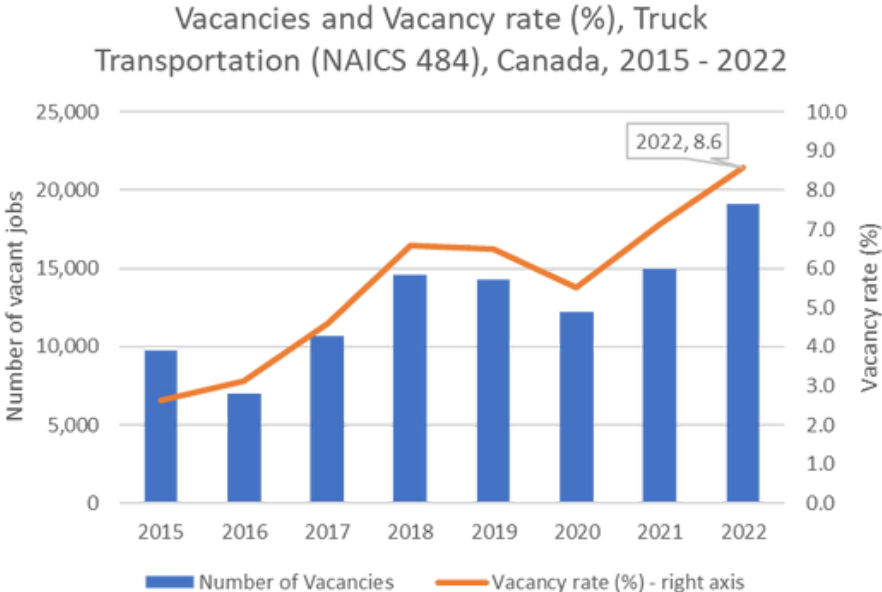
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New job vacancy data shows a shrinking driver workforce and growing gap between supply and demand

The number of job vacancies and the vacancy rate for an industry or occupation are important indicators of the health of the labour market. On the one hand, higher numbers of vacancies are good news for job seekers, indicating that there are opportunities for those who have the right skills, training and experience. On the other hand, higher vacancy rates - the proportion of all jobs in an industry or occupation that are vacant - indicate that employers are facing challenges in recruiting and retaining the workers that they need. For the trucking and logistics sector, the number of vacancies and vacancy rates have soared over the course of 2022, with the sector’s labour market struggling to keep up with the demand for trucking services to support an economy still in recovery from the pandemic and experiencing persistent supply chain challenges.

Vacancies for truck transport industry overall

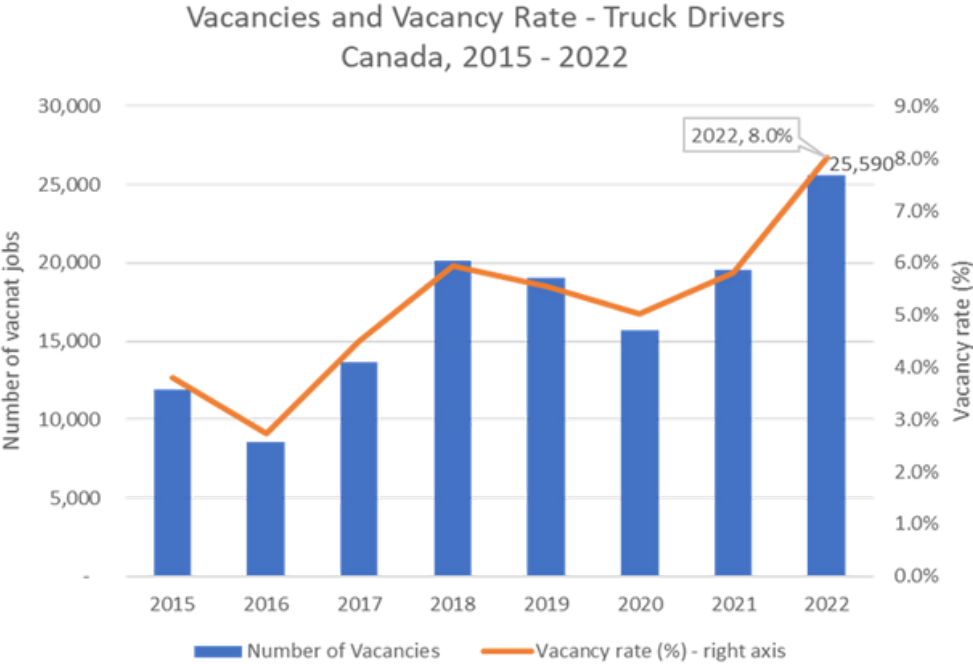
According to the newly published vacancy data for the fourth quarter of 2022, the vacancy rate in Truck Transportation (NAICS 484) dropped to 7.5% in Q4 compared with 8.7% in Q3. Despite this drop in the last quarter, the average vacancy rate for 2022 was 8.6%, much higher than in 2021 (7.1%). In fact, the vacancy rate in the truck transportation industry has more than tripled since Statistics Canada began collecting this data in 2015 and is more than two times higher than in 2019, prior to onset of COVID. At that time, Trucking HR Canada was already predicting serious shortages of workers in the coming years without more support to trucking sector employers (see The Road Ahead, March 2020).



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Vacancies for transport truck drivers

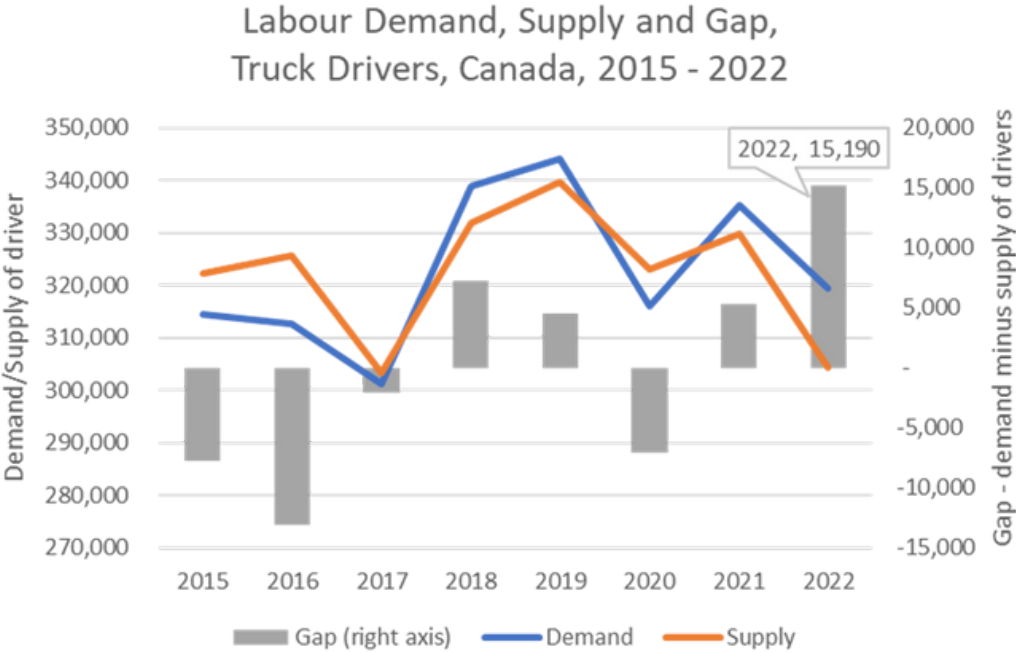
For Transport Truck Drivers (NOC 7511), the situation is similar, with the vacancy rate dropping from 7.9% in Q3 to 6.9% in Q4. The annual vacancy rate for 2022 stood at 8.0%, up significantly from 2021 (5.8%). The number of truck driver vacancies in 2022 stood at an all-time high with almost 25,600 vacant positions. This is an increase of 6,578 additional driver vacancies, up 35% over 2019, prior to the pandemic.



Source: Trucking HR Canada, Statistics Canada, Labour Force Survey, custom data request and Statistics Canada, Table 14-10-0328-01, 2023

Combined with a very low unemployment rate of 3.4% among Transport Truck Drivers in 2022, the gap between the demand for workers and the supply of trained, experienced drivers stood at almost 15,200 drivers in 2022. This gap represents the minimum number of drivers that still need to be recruited, trained and on-boarded, even if every single unemployed driver in the labour market were available and suitable to the vacant positions. Even though the total demand for drivers fell by 4.7% between 2021 and 2022, the supply of experienced drivers fell even farther, dropping by 7.7% between 2021 and 2022. In fact, the total number of transport truck drivers in the Canadian labour force declined by 25,550 workers in 2022.

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Source: Trucking HR Canada, Statistics Canada, Labour Force Survey, custom data request and Statistics Canada, Table 14-10-0328-01, 2023

These newly available vacancy data suggest that an “all hands-on deck” approach to labour supply management strategies is needed.

Resources

While existing funded programs are starting to make an impact – Trucking HR Canada sees many more opportunities for government to support our work. Let's take a look:

Sectoral Workforce Solutions Program:

Just five months in and THRC has over 300 employers accessing hundreds of training grants and wage subsidies that are supporting the onboarding of new drivers and other in-demand occupations in our sector.

Youth Employment Skills Strategy:

This hugely successful program has now helped bring in over 500 new younger workers to our sector – every time we open new spots, we end up with a waiting list from employers. This is clearly a program that is working.

Student Work Placement Program:

Helping to expose the non-driving roles our industry offers, and helping employers build a pipeline of talent – this program is moving the needle on addressing supply issues in non-driving roles, gender parity, and more. Our sector will benefit from a larger investment into THRC's program.

Labour Canada supports:

As one of the largest federally regulated sectors with a large number of smaller and medium sized employers, continued investments in supporting employers with Canada Labour Code compliance is an important contributor to more effective business operations that supports supply chain competitiveness. We are doing great things, and here no support is too much in terms of supporting strong workplaces for all.

Resources

Women and gender equality Canada:

As one of the largest male-dominated sectors, our work in supporting employers with practical tools and resources for women in the workplace is important work. Our national “Women with Drive” initiative is making a difference, and work continues to ensure we maintain momentum.

And there is more we can do. We are a large workforce, and our HR challenges are felt across every other key economic sector. Investing in THRC programs is a sound investment in Canada’s supply chain.

Consider also joining us for an upcoming webinar, visit the Events section of our website (<https://truckinghr.com/events/>) to register today:

- Predictability and Transparency in Compensation: A Best Practice Guide (April 12)

Looking for more?

Trucking HR Canada's labour market information initiative has the following reports available:

1. [Labour Market Snapshot January 2023](#)
2. [Labour Market Snapshot November 2022](#)
3. [Special Report: Canada's supply chain woes continue- Trucking and Logistics sector faced with escalating labour shortages- September 2022](#)
4. [Special Report: Treats to the supply chain and economic recovery- June 2022](#)
5. [Special Report: Driving Economic Recovery- May 2022](#)
6. [Labour Market Snapshot April 2022](#)

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