



Special Report: Vacancies in Trucking and Logistics

January 2022



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For more information about this briefing or Trucking HR Canada, please contact us:

(613) 244-4800

104-720 Belfast Rd.

Ottawa, Ontario

K1G 0Z5

theteam@truckinghr.com

truckinghr.com

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We also want to recognize our partner The Canadian Trucking Alliance (CTA).



Labour market information (LMI) is actionable intelligence about the supply and demand of labour. It puts raw data into context and facilitates **better, evidence-based decisions** by employers, workers, job seekers, policymakers, educators, career practitioners, academics, students, parents, and more.

LMI at Trucking HR Canada includes publicly available sources, including Statistics Canada's census and other labour force surveys, and qualitative research and quantitative data directly from employers to fill in the gaps that are lacking.

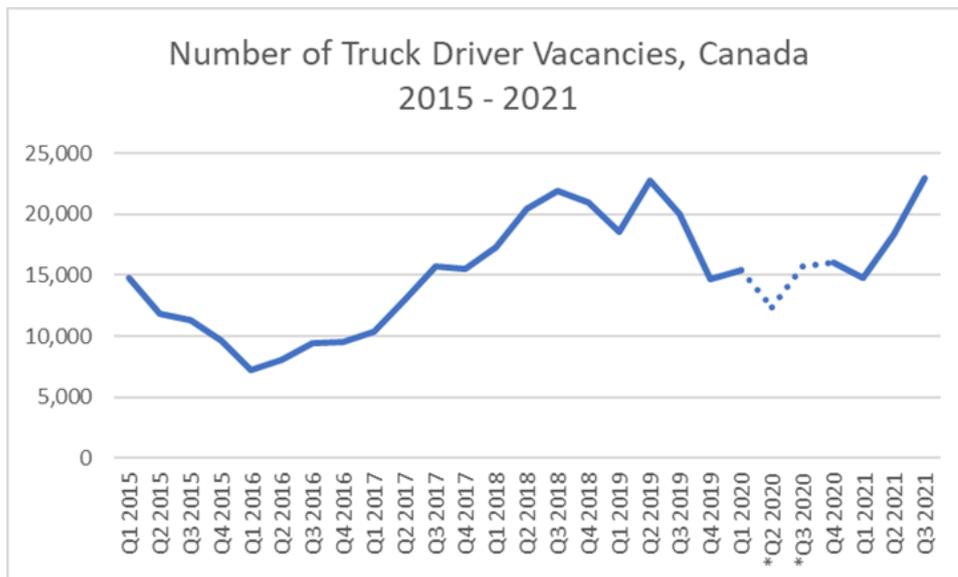


Vacancies in Trucking Reach Historic Highs

In late December Statistics Canada published new vacancy data for the Canadian economy covering the third quarter of 2021. This new data shows an intensification of labour market pressure for the Trucking and Logistics sector, especially among truck drivers.

The vacancy rate in truck transportation is 8% in the third quarter of 2021, compared to 5.4% across the economy. This represents the second highest vacancy rate in the economy after the accommodation and food services sector with 12.9%.

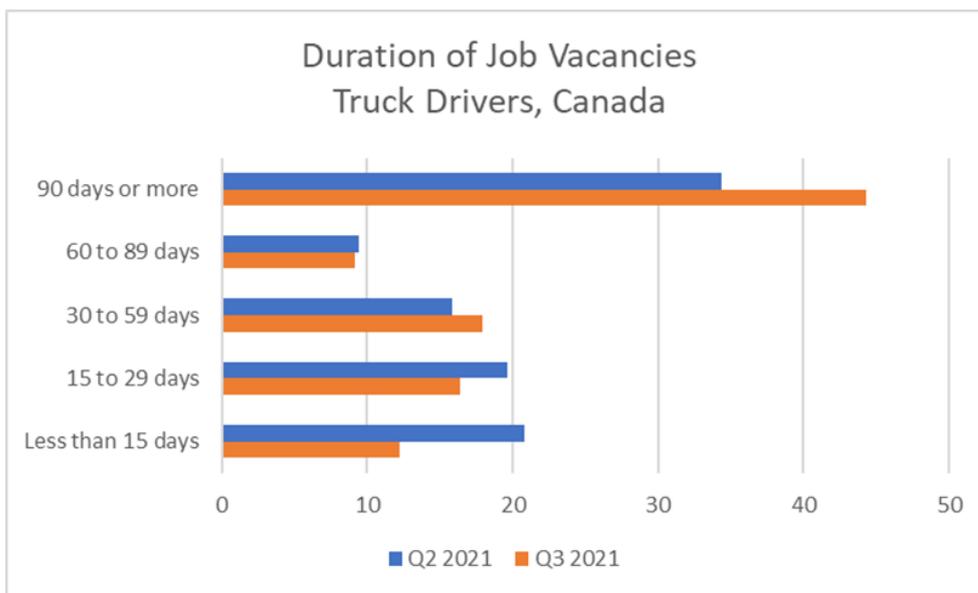
The total number of vacancies for transport truck drivers has increased to 22,990 jobs, an historic high since Statistics Canada began tracking vacancies in 2015. This represents a 20% surge in driver vacancies over the second quarter of 2021. Ontario accounts for 6,080 positions or 26.4% of all truck driver vacancies in Canada followed by British Columbia with 4,280 vacancies and Alberta with 3,925.



Note: Data for vacancies in Q2 and Q3 2020 are missing from Statistics Canada and are estimated.

Source: Trucking HR Canada, 2021 and Statistics Canada. Table 14-10-0328-01 Job vacancies, proportion of job vacancies and average offered hourly wage by selected characteristics, quarterly, unadjusted for seasonality

Truck drivers are increasingly difficult to recruit. In quarter 3 of 2021, fewer positions are being filled in less than 15 days, compared to the second quarter of 2021 (12.2% compared with 20.8%). In addition, 44.3% of driver jobs have been vacant for more than 90 days – compared to 34.4% in Q2. This indicates the increasing challenges faced by employers in finding suitable job candidates, as across Canada only 32% of all job openings have been vacant for more than 90 days.



Source: Trucking HR Canada, 2021 and Statistics Canada. Table 14-10-0328-01 Job vacancies, proportion of job vacancies and average offered hourly wage by selected characteristics, quarterly, unadjusted for seasonality

The driver shortage has persisted and even intensified despite the fact that these are well paid, permanent and fulltime positions. Of the record high number of vacancies for drivers, 94.3% are full-time positions (compared to 73.8% of all vacancies in the economy) and 91.3% are permanent rather than seasonal. The fact remains - in order to effectively support economic recovery in Canada, the trucking and logistics sector needs more support and programming to tackle the driver shortage. Trucking HR Canada's current work with youth employment skills strategy is a good example of one program that is working, but clearly there is more we need to do.

Looking for more?

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

- 1) [The Road to Recovery: Reassessing Canada's Trucking and Logistics Labour Shortages](#)
- 2) [Labour Market Snapshot October 2021](#)
- 3) [Labour Market Snapshot June 2021](#)
- 4) [Labour Market Snapshot November 2020](#)
- 5) [Labour Market Snapshot September 2020](#)

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