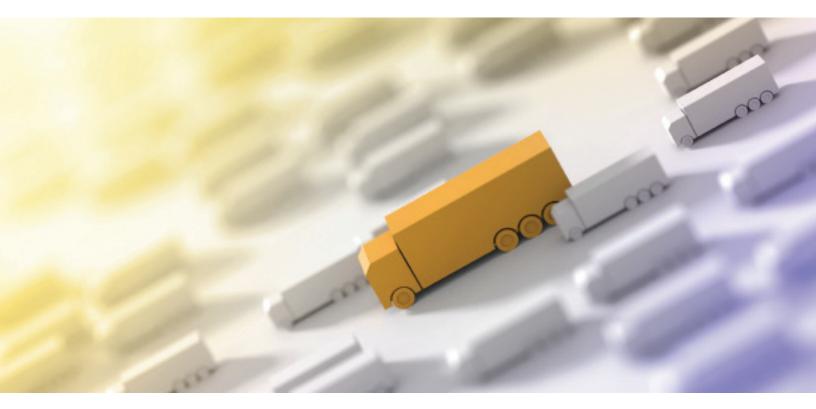
BRIDGING THE GAP IN ALBERTA'S TRUCKING AND LOGISTICS LABOR MARKET TRANSPORTATION GUIDE



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Funded by:





About Trucking HR Canada

Trucking HR Canada is an industry leader, spearheading collaboration among the stakeholders in the Canadian trucking and logistics industry to:

- Identify Human Resource issues, trends, opportunities and challenges
- Support the industry in recruiting and retaining the Human Resources needed to meet industry demand
- Partner on initiatives impacting Human Resources for the industry
- Provide a national forum for gathering and exchanging knowledge on HR issues, and sharing best practices
- Promote the trucking and logistics industry's careers

As a national partnership-based organization, we promote the provision of safe, secure, efficient, and professional trucking services in Canada. The organization is a neutral forum for gathering and exchanging ideas, information and knowledge on Human Resources and best practices in training. Our focus is on trucking and logistics needs within the freight transportation network.



Trucking HR Canada offers practical **toolkits and reports** on a variety of HR issues facing the Canadian trucking and logistics industry. Our **weekly e-newsletter** is free. Subscribe today to stay on top of the latest Trucking HR trends and learn practical tips.



We recognize employers with sound HR policies and practices through **The Top Fleet Employers** program with the goal of raising the bar in HR within the trucking and logistics industry.



Our Women with Drive Leadership Summit is the go-to event for anyone in the trucking and logistics industry looking to learn more about women in the industry.

Visit www.truckinghr.com to learn more.

INTRODUCTION

When you think about the transportation industry what job comes to mind? If you said, 'Truck Driver,' you're not alone! While Professional Driving is a critical occupation within the transportation and logistics industry, there are many other career options, including Maintenance Technicians, Dispatchers, Claims Specialists, Route Planners, Shunt Drivers and so many more that are waiting for you to discover!

Use this guide to learn more about the transportation and logistics industry in Alberta, the many career options that the industry has to offer and the jobs and occupations that align best with your interests and skills.

This guide was developed for the Bridging the Gap in Alberta's Trucking and Logistics Labour Market project, a joint initiative between The Alberta Motor Transport Association (AMTA) and Trucking HR Canada – funded by the Government of Canada and the Government of Alberta.* Launched in Alberta, this project aims to address workforce gaps by offering support to employers to better reach out to under-represented groups, including Indigenous Peoples, Persons with Disabilities, Visible Minorities and Newcomers to Canada, and Women.

*The Province of Alberta is working in partnership with the Government of Canada to provide employment support programs and services. Use this guide to learn more about the transportation and logistics industry in Alberta

ABOUT ALBERTA MOTOR TRANSPORT ASSOCIATION



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Edmonton 1.877.448.7456 info@amta.ca Since 1938, the Alberta Motor Transport Association and its members have advanced the commercial transportation industry through safety programs, progressive policy and partnerships. The influence of the AMTA is evident on every highway—where the work they do, the training and expertise they impart, becomes clear-cut confidence behind the wheel.

As a province-wide, not-for-profit association, the AMTA is governed by an annually elected Board of Directors. This Board determines the AMTA's long-range goals, setting our policies, programs and budgets. The AMTA head office is located in Calgary and a satellite office is located in Edmonton.

Alberta's transportation sector is vital to the province, driving all aspects of the economy forward. For nearly eight decades, AMTA has created strong relationships with all levels of political leadership, advising on important issues and giving a voice to their members. On national and international matters especially, AMTA partners closely with the Canadian Trucking Alliance and Motor Coach Canada. Whether it's shaping vital legislation, new regulations or business practices, the AMTA is on the ground floor, helping command the future of the transportation industry.

SNAPSHOT OF THE TRANSPORTATION AND WAREHOUSING INDUSTRY IN ALBERTA

Alberta's transportation and warehousing industry stores and moves the goods Albertans produce. In 2016, it exported goods worth \$78.8 billion from the province to 187 countries.

Transportation plays a vital role in maintaining Alberta's global competitiveness. Through its road, rail, air cargo and pipeline networks, the province's transportation system facilitates the movement of more than \$75 billion of Alberta products to international markets each year. The province is home to two international airports and it is well served by both CN and CP railways, which are among the most efficient in North America. Alberta trucking firms have world renowned expertise in the movement of over-dimensional and overweight materials and the province's main export pipelines support Alberta's oil and gas industry with secure and reliable transportation to major markets in the US and West Coast.

Alberta's highly developed road transportation network provides the trucking industry with excellent access to international trade corridors. In addition to moving over 60% of all freight within the province, trucks are responsible for about \$7 billion or 29% of Alberta's non-pipeline international exports with 95% of all Alberta truck exports destined for the United States. The trucking industry is well represented in Alberta and accounts for 21% of the total heavy truck population in Canada. Registrations of heavy trucks have increased by 46% in the last 10 years, reflecting the rapid economic growth in the province, specifically in the energy resource sector which has contributed to Alberta's world renowned expertise in the movement of over-dimensional and overweight materials.¹

1.Alberta Finance and Enterprise: Transportation and logistics sector profile: https://www.edmonton.ca/business_economy/documents/PDF/Transportationand-logistics-profile.pdf

CAREERS IN THE TRUCKING AND LOGISTICS SECTOR

The trucking and logistics sector has many great opportunities for a variety of rewarding careers. Depending on your skills and interests, you may be working in the maintenance department; the warehouse and yard; in an office environment managing transportation operations; or on the road as a driver. Check out these Career Profiles to learn which of the many occupations that the trucking and logistics sector has to offer would suit you best!



The trucking industry is both dynamic and exciting. There are a number of perks and opportunities for employees in this sector, including:

- Stability
- Consistent work
- Career progression and development
- Flexible work arrangements
- Competitive compensation
- State-of-the-art technology
- Fast-paced environment

TRANSPORTATION MAINTENANCE

Do you have an interest in mechanics and love working with your hands? Do you want to take apart equipment and rebuild it better than ever? Do you like working on, and with, sophisticated and innovative engines, equipment and machinery? If so, the Maintenance Department may be right for you! The trucking industry has many opportunities for Skilled Maintenance Personnel.

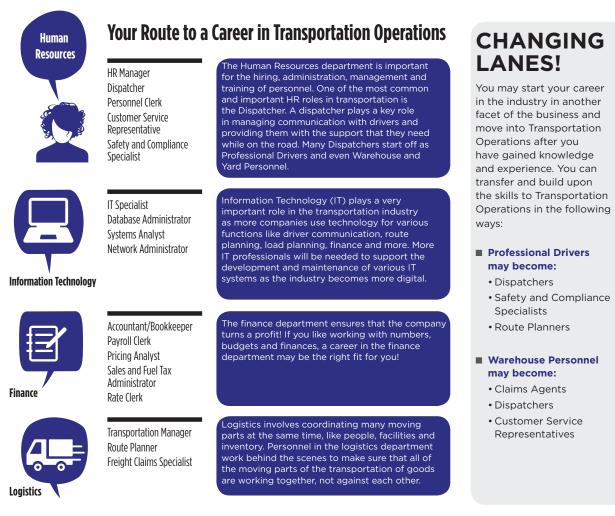
Your Route to a Transportation Maintenance Career

	Vocational Training	Starting Point - Vocational Training. Depending on your occupation and province, this may include a trade certification or license. Transportation Maintenance is comprimised of Parts and Inventory Management; Equipment Maintenance and Truck/Tractor Maintenance.
Parts/Inventory	Parts Technician Inventory Manager Parts Department Manager	If you want to help ensure that Heavy Duty Equipment Technicians have the right parts for the right equipment at the right time, parts and inventory management may be a career path for you!
Equipment	Trailer Technician Transport Refrigeration Technician Tire and Wheel Specialist	The equipment is just as important as the truck/tractor! If you are interested in servicing and maintaining equipment like trailers, tires and wheels, and reefers, equipment maintenance may be your best fit!
Trucks/Tractors	Heavy Duty Equipment Technician Autobody Repair Technician	Trucks and tractors are the power behnd the load, and must be well- maintained and in safe-working order before they 'hit the road.' If you have a passion for engines, truck and tractor maintenance may be right for you.
Management/ Supervisory	Shop Supervisor Maintenance Supervisor	After you have gained valuable experience, you may choose to become a manager or supervisor to have more control and direction over your company's maintenance department. You will combine your technical knowledge with leadership and management skills to be able to direct and guide employees.

Want to learn more about Igniting Your Career in the trucking industry? Visit **WWW.truckinghr.com** to learn more about our **Top Fleet Employers** and to find resources to help you on your route to a career in Transportation Maintenance.

TRANSPORTATION OPERATIONS

Do you want to play a key role in ensuring that all aspects of the business – like driving, maintenance, safety, sales and finance – are working smoothly and efficiently? Do you like the idea of teamwork, collaboration and innovation? If so, a career in Transportation Operations may be right for you. The trucking industry has many opportunities for Transportation Operations Personnel. Here is just a small sampling of the career options in the transportation industry.



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WAREHOUSE AND YARD OPERATIONS

Do you like working in a fast-paced environment, coordinating orders and shipments, and handling freight? Do you enjoy playing a part in ensuring that the right goods get to the right customers at the right time? If so, a career in Warehouse and Yard Operations may be the right place for you! The trucking industry has many opportunities for Warehouse and Yard Personnel.

	Warehouse/Dock Worker	Starting Point - Warehouse/Dock Worker. Being a Warehouse Worker provides you with a great introduction to the transportation industry and can serve as a starting point for your career. Many Drivers start out in the industry as Warehouse Workers!	CHANGING LANES! You may start your career in Warehouse and Yard Operations and choose to
0-00	Licensed Shunt Driver	Licensed Shunt Drivers are responsible for moving, or 'shunting,' empty and loaded trailers from the loading docks to and from the yard.	move into another aspect of the transportation industry. You can transfer and build upon the skills that you learn in Warehouse and Yard Operations and become:
	Dock Supervisor	If you want to play a role in managing employees and guiding your company's warehouse and yard operations, a career as a Dock Supervisor may be right for you.	 A Professional Driver A Route Planner An Operations Manager A Logistics Consultant A Customer Service Representative
r.	Terminal Manager	If you have a passion for warehouse operations and enjoy sales, personnel management, budgeting, scheduling, staffing and inventory management, Terminal Manager may the position of your dreams.	

Your Route to a Career in Warehouse and Yard Operations

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COMMERCIAL VEHICLE OPERATOR

Do you love driving the open road, seeing the sights and making money, all at the same time? Have you ever imagined yourself behind the wheel of 'big rig'? Do you like variety and fast-paced work assignments? If so, driving might be the right fit for you! The trucking industry has many opportunities for Drivers.

Your Route to a Driving Career

Commercial Driver's License	Starting point - Commercial Driver's License.
Class A/1 Driver	A Commercial Driver's License plate opens up your possibilities as a driver. To obtain their License, new commercial drivers participate in a mandatory training program to ensure that they have the basic skills and experience to safely operate large commercial vehicles on the road.
Local Pick Up and Delivery Driver Short-Haul Driver Long-Haul Driver	You can choose your route! Want to be home every night – try local pick up; Interested in exploring the open road a little at a time – try short haul; want to see the world from behind the wheel on longer trips – try Long Haul!
Bulk Liquid Driver Flat–Bed Driver Long–Combination Vehicle (LCV Driver) Dangerous Goods Driver	Take your driving to the next level with additional training/certification and experience. You can carry unique loads – like bulk liquid, livestock, and dangerous goods; drive specialized equipment, like flat bed trailers, long-combination vehicles, and car carriers; and travel across interesting terrain, like mountain passes and international borders
Owner-Operator	If you have a passion for driving and the open road, but have always dreamed of owning your own business and being your own boss, you can become an Owner-Operator.
Driver Trainer Driver Supervisor	If you want to share your experience with others and use your safe driving record and knowledge to guide future drivers, you can become a Driver Trainer or a Driver Supervisor.
Fleet Manager	If you want to keep transportation companies moving smoothly and accurately and manage costs to maximize profits, you can consider a job as a Fleet Manager.

Want to learn more about Igniting Your Career in the trucking industry? Visit **WWW.truckinghr.com** to learn more about our **Top Fleet Employers** and to find resources to help you on your route to a Driving Career

For more information, contact Trucking HR Canada or Alberta Motor Transport Association.

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