



LABOUR MARKET SNAPSHOT

NOVEMBER 2020



Trucking HR Canada (THRC) engaged The Conference Board of Canada to undertake the research that is the basis for this briefing.

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When referring to the information presented in this report, please cite Trucking HR Canada, or use the following reference:

Trucking HR Canada. (2020). Labour Market Snapshot: November 2020. Ottawa: Trucking HR Canada.

Canada

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



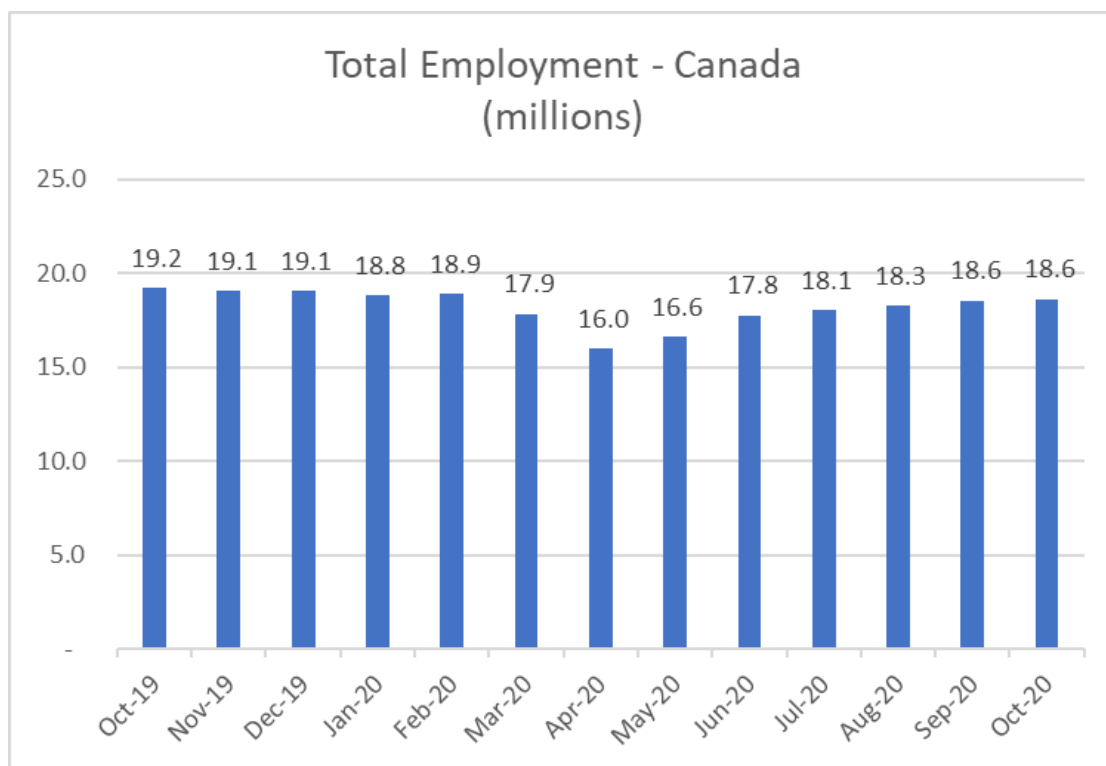
Labour market information (LMI) is actionable intelligence pertaining to the supply and demand of labour. It puts raw data into context and **facilitates better, evidence-based decisions** by employers, workers, job seekers, policymakers, educators, career practitioners, academics, students, parents,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

LMI at Trucking HR Canada not only includes publicly available sources, including Statistics Canada's census and other labour force surveys, but also qualitative research and quantitative data directly from employers to fill in the gaps that are lacking.



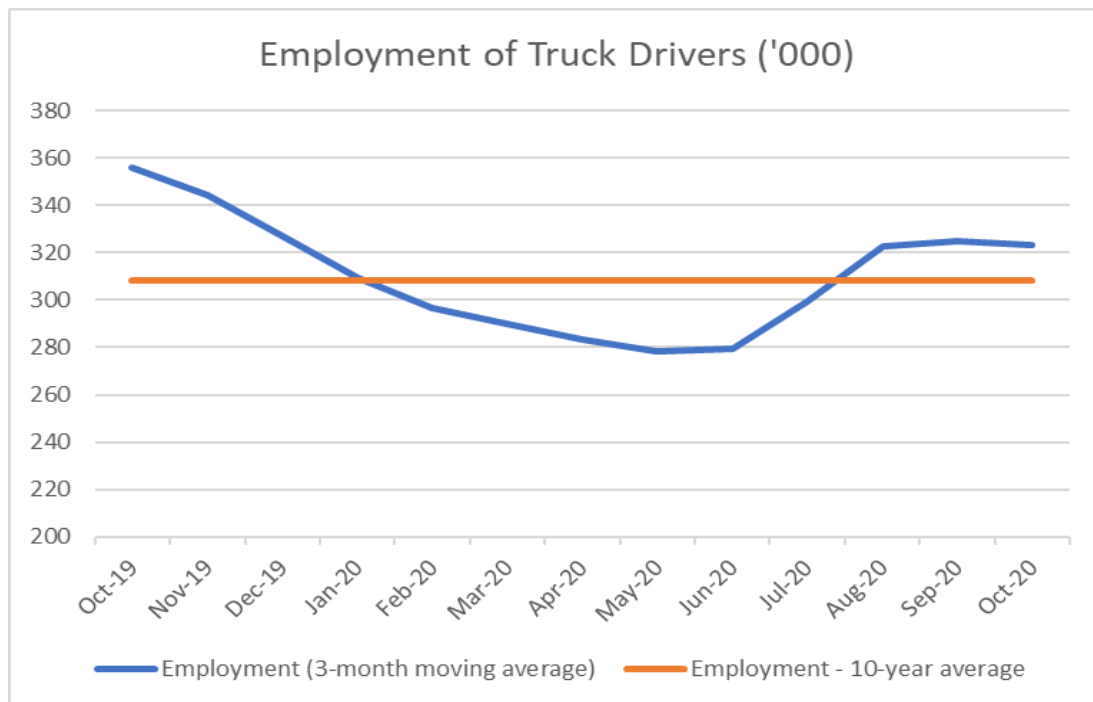
On November 6, Statistics Canada published the latest Labour Force Survey (LFS) data. This data increases our understanding of the impact of the COVID 19 pandemic on employment of transport truck drivers in Canada.

Following a dramatic decrease in employment in April of 2020, with some 3 million jobs shed across the country, employment has rebounded, adding 2.6 million jobs across Canada between April and September. Employment in October 2020 maintained a level of 18.6 million workers, just 3.1 percent lower than the previous year and almost 700,000 jobs above the ten-year average employment level in Canada.



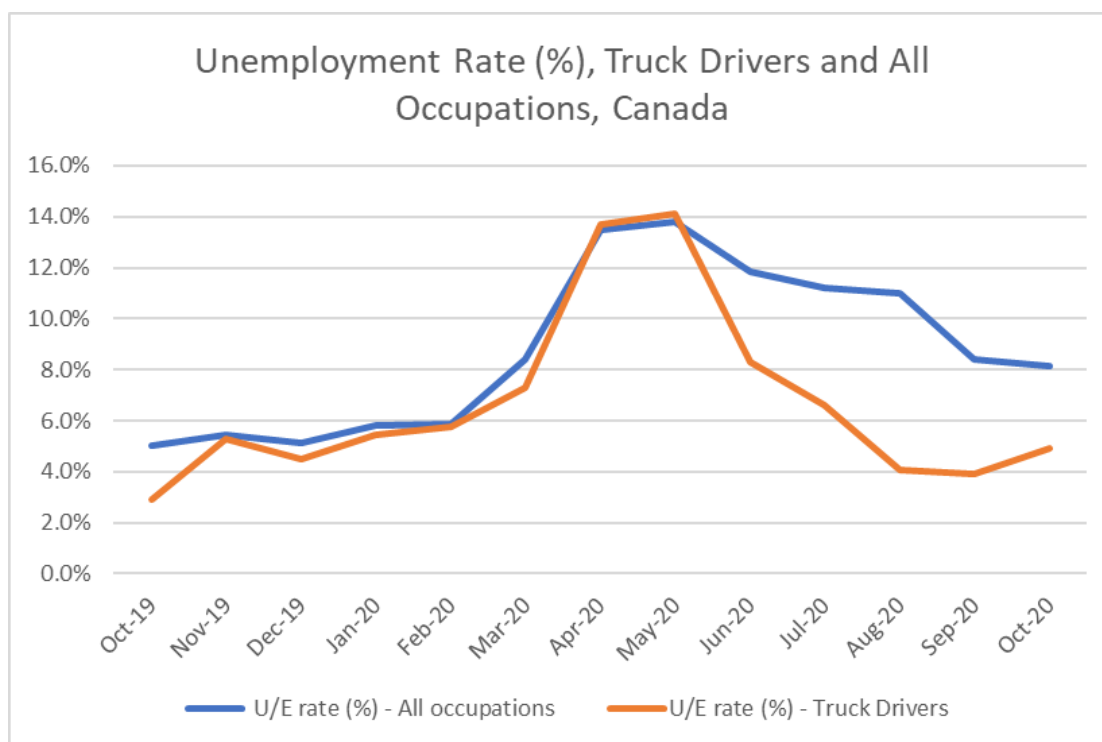
Source: *Trucking HR Canada, Statistics Canada, Labour Force Survey, October 2020*

Canadian employment of truck drivers also declined in the first 2 quarters of 2020, however, by June, we have seen a resurgence of employment among drivers, rebounding by August 2020 to pre-COVID levels, and remaining stable at approximately 323,000 employed drivers across Canada. October's employment of truck drivers is down by approximately 9 percent compared to October 2019.



Source: Trucking HR Canada special data request, Statistics Canada, Labour Force Survey, October 2020

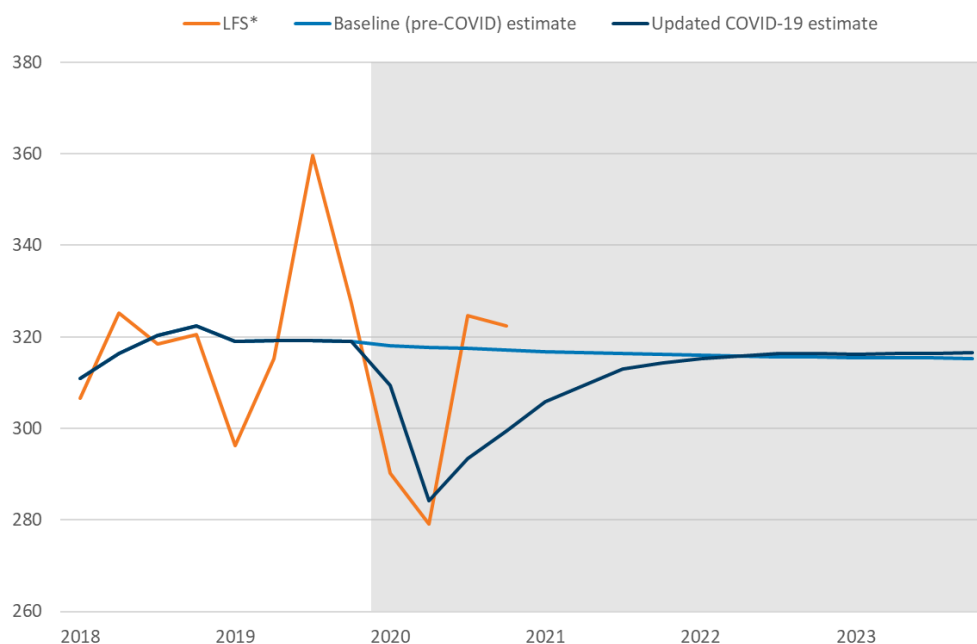
From the perspective of unemployment, truck drivers have fared better through the COVID-19 pandemic than the average Canadian worker. Although unemployment spiked to record levels in the May 2020, for all Canadian workers including transport truck drivers (13.8% and 14.1% respectively), there was a significantly faster recovery amongst truck drivers, whose unemployment rate fell to 3.9 percent in September 2020, compared to 8.4 % unemployment in all occupations. In October, the unemployment rate amongst truck drivers edged slightly higher, to 4.9% - still well below the unemployment rate across all occupations of 8.1%.



Source: *Trucking HR Canada special data request, Statistics Canada, Labour Force Survey, October 2020*

In May and June 2020, Trucking HR Canada updated their forecasts of employment under the baseline (pre-COVID) and COVID-19 scenarios to assess the potential impact of the pandemic on the Trucking and Logistics labour market.

The following graph compares these two projections for Truck Driver employment with the actual employment data from the most recent Labour Force Survey (October 2020). As projected under the COVID-19 scenario, employment of truck drivers declined sharply in the first two quarters of 2020, with actual employment dipping almost 2% lower than our model had forecasted. Subsequently, employment of truck drivers surged in the third quarter of 2020 and actual employment exceeded both the baseline (pre-COVID) and updated COVID-19 estimates. The October LFS data suggest that employment may be settling into the pre-COVID pattern projected under the baseline scenario.



Source: Trucking HR Canada, special data request, Statistics Canada, Labour Force Survey, October 2020

The rapid resurgence of employment of truck drivers combined with the drop of unemployment rates amongst drivers suggests that the pre-COVID predictions of vacancies exceeding 25,000 unfilled positions by 2023 will be realized, potentially sooner rather than later. This factor serves as an urgent call to action for industry and government to work together to overcome this labour shortage so as not to hinder economic recovery both within the transportation sector and the other sectors served by trucking and logistics including agriculture, manufacturing, construction, natural resources and wholesale/retail trade.

Looking for more:

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

- 1) [Assessing the impact of Covid-19 on Trucking and Logistics Employment](#)
- 2) [Covid-19 Briefing Employer survey results](#)
- 3) [Covid-19 Impressions of the Trucking and Logistics Industry report](#)
- 4) [Covid-19 and Truck Driver Employment in Canada report](#)
- 5) [Labour Market Snapshot: September 2020](#)

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