



Labour Market Snapshot

APRIL 2022



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

104-720 Belfast Rd.

Ottawa, Ontario

K1G 0Z5

(613) 244-4800

theteam@truckinghr.com

truckinghr.com

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

Trucking HR Canada. (2022). Labour Market Snapshot: April 2022. Ottawa: Trucking HR 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.



LMI Snapshot – April 2022

Labour market challenges in the trucking and logistics sector persist and continue to threaten Canada's economic recovery

The Canadian trucking and logistics sector has been experiencing critical labour shortages that are contributing to current supply chain disruptions and impeding recovery in other sectors of the economy. Of major concern is the persistent shortage of experienced drivers which is forcing employers into lengthy and expensive recruitment and training cycles. The industry is known to have a higher than average turnover of workers and employs an older workforce, many of whom are set to retire in the next few years. Replacing these workers with younger, less experienced workers poses different challenges including providing the training and experience required to keep our roads and highways safe.

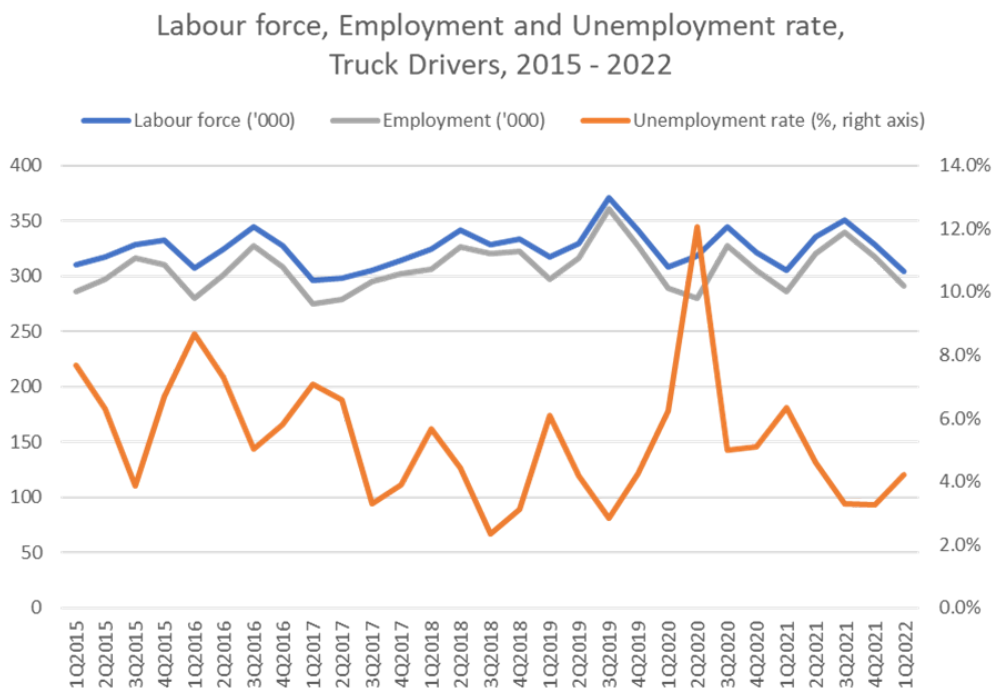
This labour market snapshot provides the most up-to-date data available on the state of the labour market in trucking and logistics.

Lower seasonal demand for trucking dampens first quarter employment of drivers in 2022

Trucking HR Canada's latest labour market information shows that while total driver employment in the first quarter of 2022 was 290,900, down 8% from the last quarter of 2021, it is likely that this decrease in employment is mostly seasonal. Typically, employment of drivers in the first quarter of the year decreases from last quarter of the previous year. Our analysis shows that the largest decrease in truck driver employment was experienced in the wholesale and retail trade sectors - down by 15% and 23% respectively from Q4 2021, which further supports the seasonal explanation. Employment among drivers working in the manufacturing sector also decreased by 13%.

On the other hand, driver employment in Q1 2022 is 2% higher than in the same period in 2021.

LMI Snapshot – April 2022



Source: Trucking HR Canada, Statistics Canada Labour Force Survey, custom data request, March 2022

Unemployment among drivers remains low, meaning employers need to attract and train new workers to meet demand

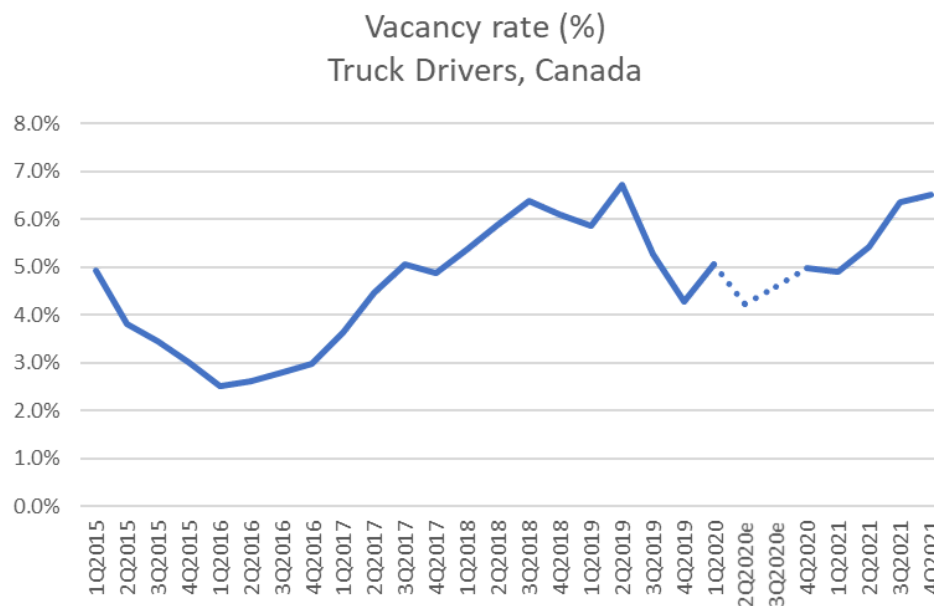
A smaller pool of unemployed workers means that employers have fewer experienced workers to draw upon and must recruit and train up new workers. Unemployment among truck drivers in Q1 2022 was 4.2%, below the average unemployment rate of 6.1% in the Canadian economy. While this is up slightly from Q4 2021 when unemployment averaged 3.2% amongst drivers, it is down significantly from 6.3% last year (Q1 2021). The 10-year average unemployment rate is 5.3% for truck drivers.

This labour market snapshot provides the most up-to-date data available on the state of the labour market in trucking and logistics.

Canada's latest data on labour market vacancies was released in late March 2022, covering the fourth quarter of 2021. The vacancy rate measures the proportion of jobs in an occupation that is currently vacant – the higher the rate, the more difficulty employers are having in finding all of the drivers required. This also results in increases in recruitment and training costs. For Truck Drivers the vacancy rate inched higher in the last

LMI Snapshot – April 2022

quarter of 2021 from 6.4% in Q3 to 6.5% in Q4. It is significantly higher than in the previous year when the average vacancy rate was estimated¹ to be 4.7%.



Source: Trucking HR Canada, 2022 - Statistics Canada Labour Force Survey, custom data request and Table 14-10-0328-01 (Job vacancies by Occupation, quarterly, 2021)

Employers face protracted and expensive recruitment processes

The total number of vacant driver jobs in the last quarter of 2021 was 22,155. While driver vacancies have decreased slightly - down 835 positions from Q3 2021 - the total number remains at record high levels. Furthermore, the proportion of vacancies that have been posted for more than 90 days increased 5 percentage points from 44.3% in the 3rd quarter to 49.3% in the 4th quarter. The proportion of vacancies which are constantly being recruited for is now 70.6%, up from 65.3% in Q3 2021.

The Challenge: Finding and training more drivers

Attracting and training new talent remains a key challenge for Canadian trucking employers. Record numbers of driver vacancies, lengthy recruitment processes, high turnover rates, costly training and other expenses associated with finding and onboarding new drivers top the list of key concerns among employers who are struggling to meet the demand for trucking services in a rebounding economy.

Looking for more?

Trucking HR Canada has various programs that are helping. Here are some highlights:

Since, July 2020, Trucking HR Canada's Career ExpressWay Program has supported the integration of over 500 youth and students into various occupations in the industry, including drivers. To date, 95% of these new hires are still employed, and 25% of these new hires are women.

Over 100 employers are now using the program. While our current wage subsidies for youth are full (you can get on the waiting list), driver training subsidies for youth and student work placement subsidies are still available.

Employers are encouraged to reach out theteam@truckinghr.com to learn more.

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

1. [Labour Market Snapshot January 2022](#)
2. [Special Report: Vacancies in Trucking and Logistics January 2022](#)
3. [The Road to Recovery: Reassessing Canada's Trucking and Logistics Labour Shortages](#)
4. [Labour Market Snapshot October 2021](#)
5. [Labour Market Snapshot June 2021](#)
6. [Labour Market Snapshot November 2020](#)

Want to stay informed? Subscribe to our newsletter [HERE](#).

