



**Special Report:**  
**Threats to the supply chain and economic recovery**  
**JUNE 2022**



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**Note to readers:** Trucking HR Canada's Labour Market reports 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 regular labour market reports analyze customized labour force surveys 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.



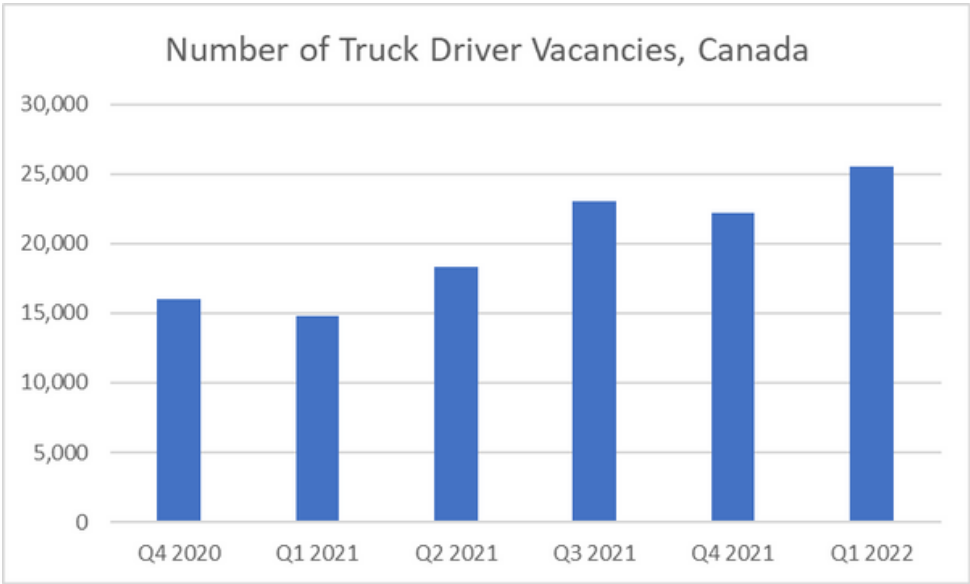
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***Threats to the supply chain and economic recovery worsen in the face of escalating truck driver shortages***

***The Canadian Truck Transportation industry vacancy rate reaches all-time high.***

On June 21st, Statistics Canada published the new job vacancy data for the Canadian economy up to the first quarter of 2022. While the creation of new jobs is considered great news for a recovering economy – the lack of truck drivers threatens progress.

In the context of ongoing supply chain challenges and the struggle to recover from the COVID-19 pandemic, the search for qualified Transport Truck Drivers reached record highs. For the third straight quarter, the number of vacancies surged, with 25,560 vacant truck driver positions recorded from January – March of 2022. This is the highest number of vacancies ever recorded for the Canadian trucking and logistics industry since the vacancy survey began in 2015. Even more worrying is that the job vacancy data show an alarming 71% of these vacancies are positions for which employers are "constantly recruiting". The surge in driver vacancies represents a rise of 15.4% in vacancies over the previous quarter (October – December 2021) and a whopping 73% year-over-year increase since Q1 of 2021.



Source: Trucking HR Canada, Statistics Canada. Table 14-10-0326-01 - Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by industry sector

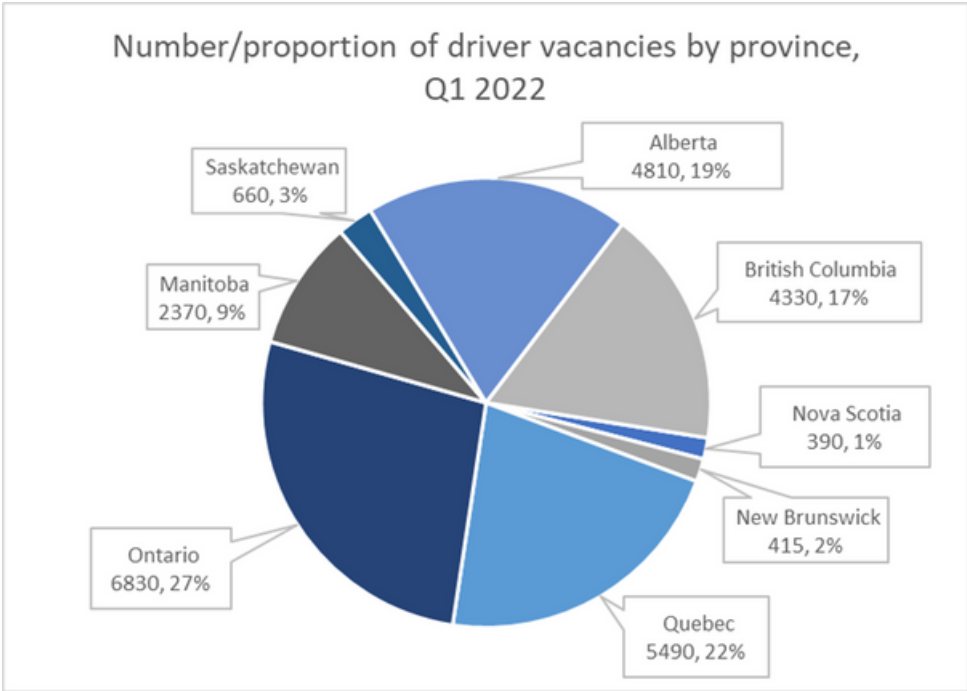
### ***Longer recruitment processes indicate a shortage of road-ready drivers***

A further indication of a tightening labour market for drivers is the proportion of vacancies that remain unfilled for extended periods of time. These protracted recruitment processes are costly to employers and suggest that fewer and fewer suitable candidates can be found. In Q1 of 2022, nearly one half (49%) of truck driver vacancies have been posted for more than 90 days, up from 38% in Q1 2021.

The upsurge in driver vacancies, combined with a lack of suitable, experienced job candidates increases the pressure on industry to attract, train and retain new workers. Employers are increasingly burdened by the time and money required to find and train inexperienced drivers, only to have them leave for other jobs and, indeed, for other occupations altogether. In fact, THRC's 2021 labour market research noted that younger drivers were leaving the labour market at higher rates than others ([see "Driving Economic Recovery, May 2022"](#)).

### ***Ontario and Quebec are looking to hire over 12,300 drivers and another 9,100 are needed in Alberta and BC***

The number of driver vacancies is largest in the provinces of Ontario and Quebec, together accounting for 48.2% of the vacant driver jobs in Canada with 6,830 and 5,490 vacancies respectively. Employers in Alberta and British Columbia are recruiting for another 9,140 drivers (4,810 and 4,330 respectively).

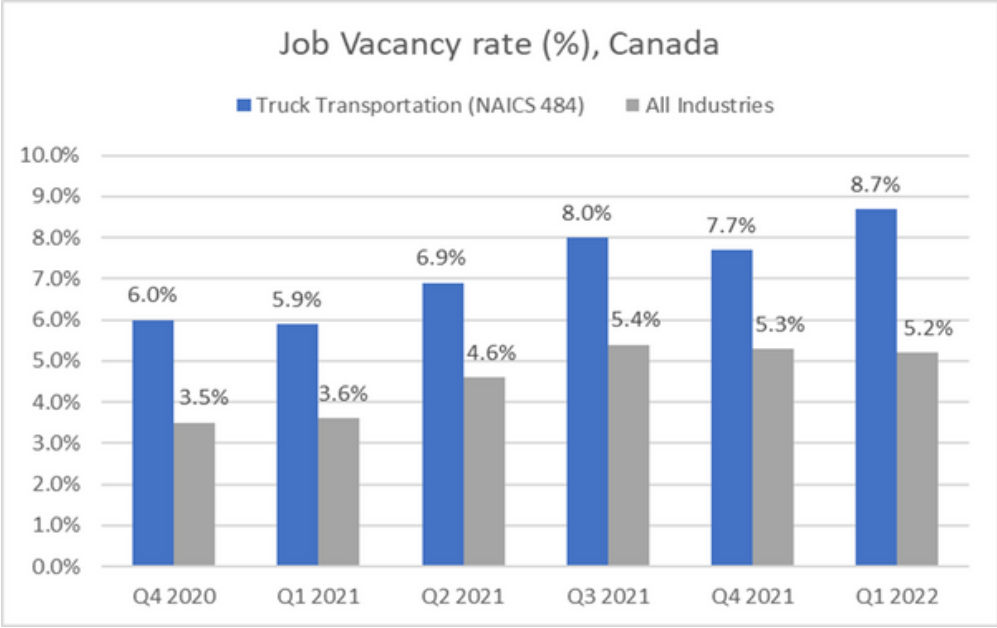


Source: Trucking HR Canada, Statistics Canada. Table 14-10-0326-01 - Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by industry sector

***The job vacancy rate rises in Trucking and Logistics while falling in the rest of the economy***

The job vacancy rate describes the proportion of all jobs in an industry that are vacant and is an indicator of the challenge faced by employers in finding all the workers they need. The Canadian Truck Transportation industry (NAICS 484) has experienced a steady increase in vacancy rates since the first quarter of 2021, reaching an all-time high of 8.7 in Q1 2022. Truck Transportation has the second highest vacancy rate of all sectors in the Canadian economy after Accommodation and Food Services with 9.9%, a rate which has declined over the past three quarters.

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Source: Trucking HR Canada, Statistics Canada. Table 14-10-0326-01 - Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by industry sector, quarterly, unadjusted for seasonality

***Vacancies are on the rise in other key occupations for trucking and logistics***

Statistics Canada also publishes vacancy data for other occupations that are key to the trucking and logistics sector such as Mechanics, Dispatchers and Shippers/Receivers. This table shows THRC’s current estimated number of vacancies for these positions in the trucking and logistics (Q1 2022) and the year-over-year change from the previous year (Q1 2021).

Occupation	Shippers & Receivers	Dispatchers	Mechanics
Number of Vacancies	4,672	566	738
Percentage change from Q1 2021	+71%	+185%	+96%

Source: Trucking HR Canada, Statistics Canada. LFS custom data request, May 2022 and Table 14-10-0326-01 - Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by industry sector

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### ***Moving forward***

While more vacancies is good news for job seekers, the time and cost required for newly-hired transport truck drivers to become fully road-worthy, including mandatory entry-level training (MELT), as well as company-based on-boarding and on the job training with a supervising driver, makes the recruitment of such a large pool of new workers a daunting challenge for the trucking and logistics industry. These labour shortages will continue to put pressure on the supply chain to move goods. This will have an impact on every economic sector including agriculture, retail, resource extraction, etc. that rely on trucking to move their freight.

Trucking HR Canada is committed to monitoring the on-going labour market issues and challenges and is working to help address them:

- Through Trucking HR Canada's Career ExpressWay program, over 500 young people have been supported in new jobs, as well as work-integrated learning opportunities. This is funded by the Youth Employment Skills Strategy (YESS), and Student Work Placement Program.
- Trucking HR Canada has recently launched Job Connect – a regular e-mail posting of available jobs that reaches post-secondary institutions across the country
- With funding from Women and Gender Equality Canada – Trucking HR Canada is expanding its Women with Drive initiative to support the recruitment and retention of more women.
- Trucking HR Canada has new HR tools and resources available to directly support employer with their recruitment and retention needs.



## 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 to [theteam@truckinghr.com](mailto:theteam@truckinghr.com) to learn more.

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

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

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