

An aerial photograph of a complex multi-level highway interchange, overlaid with a semi-transparent blue filter. A vertical line of yellow dots runs down the left side of the image, partially overlapping the main title text.

Labour Market Snapshot



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.



Exciting new LMI for the Trucking and Logistics sector

As part of our commitment to supporting data-driven, evidence-based decision making in the trucking industry, Trucking HR Canada is updating and refreshing our labour market information.

To start, we'll be incorporating recently released 2021 Census data as well as the latest version of the government's National Occupation Classification (NOC) system—but that's not all. We are also expanding our custom definition of the trucking and logistics industry to include an additional seven occupations that were not part of earlier forecasts.

Going forward, our LMI research will cover 37 unique occupations, up from 30 occupations previously. This expanded definition will allow us to produce more accurate estimates of total employment, unemployment and labour supply across the sector.

For example, our January 2023 labour market snapshot estimated employment in the trucking and logistics sector in 2022 to be 737,000 workers. Under the revised industry definition and using the new NOC codes, trucking and logistics employment in 2022 is now estimated to be 761,700 workers. Estimated employment of truck drivers in 2022 is also revised upwards from 294,000 to 302,300 drivers.

EMPLOYMENT IN TRUCKING & LOGISTICS

(2022 ESTIMATES, WORKERS)

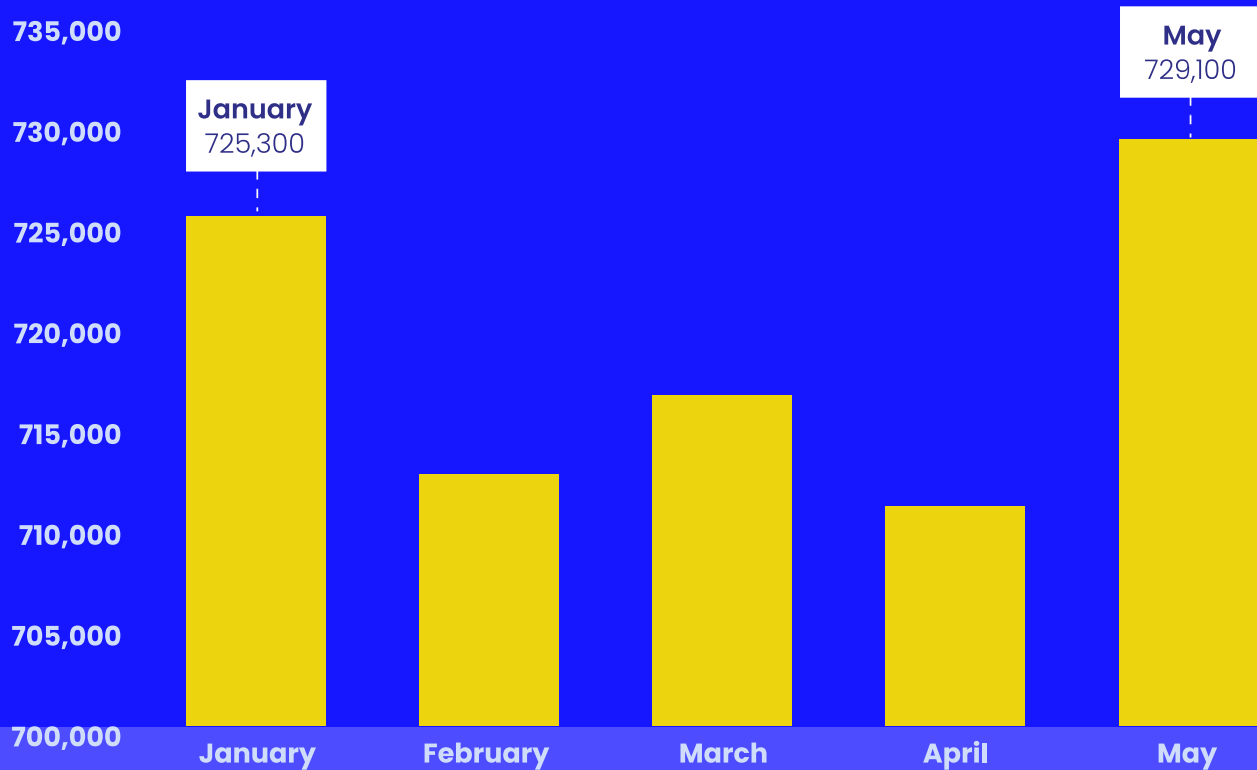
ORIGINAL **737,000** ↑ **761,700** UPDATED

EMPLOYMENT FOR DRIVERS

(2022 ESTIMATES)

ORIGINAL **294,000** ↑ **302,300** UPDATED

EMPLOYMENT, CANADA, TRUCKING AND LOGISTICS INDUSTRY 3-MONTH MOVING AVERAGE, JANUARY – MAY 2023



Our latest custom Labour Force Survey table from Statistic Canada shows that employment in trucking and logistics has decreased in 2023, with 725,300 employees in January, a decline of 4.8% or 36,400 jobs

compared to 2022. While February through April showed further declines in employment, the sector added 18,200 jobs with total employment rising to 729,100 workers in May.

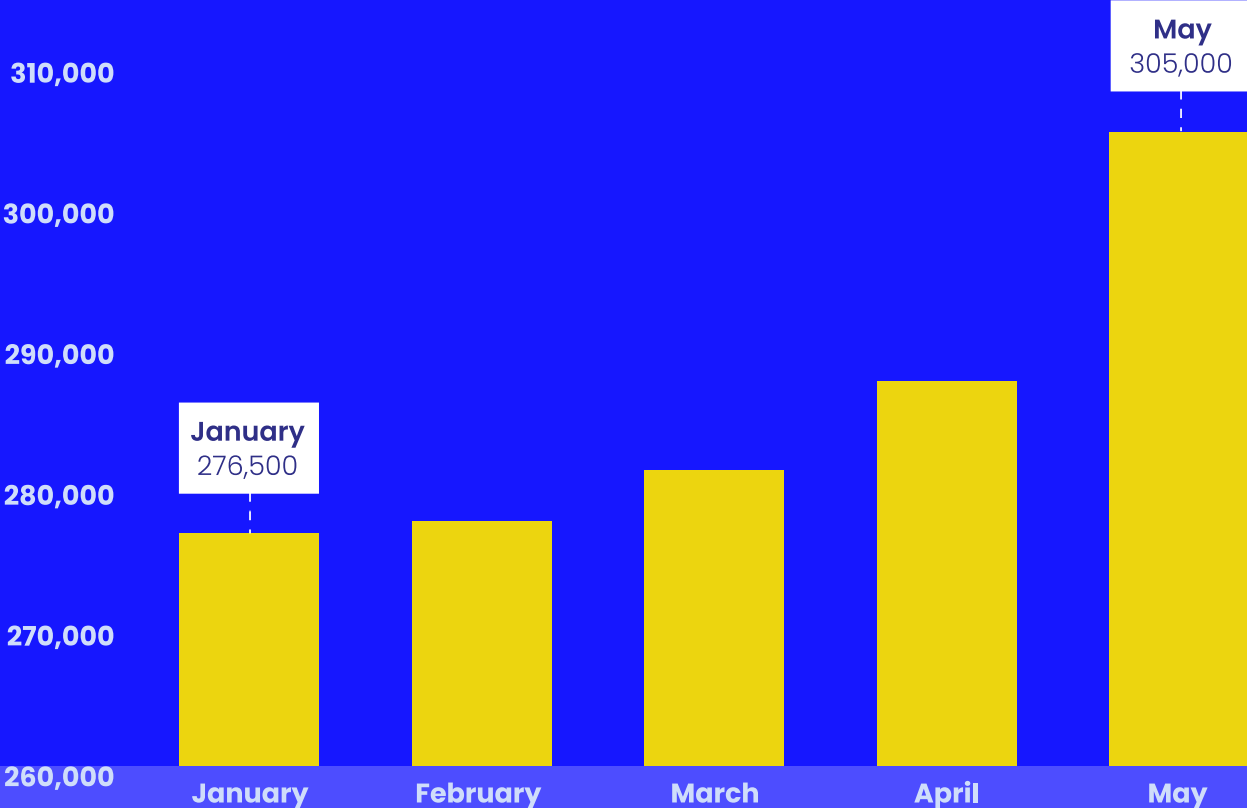
UNEMPLOYMENT ('000) AND UNEMPLOYMENT RATE (%), CANADA TRUCKING AND LOGISTICS, JAN – MAY 2023



Over the first five months of 2023, unemployment in trucking and logistics fell, with 34,600 workers actively seeking work and an unemployment rate of 4.6% in March. By May, trucking and logistics'

unemployment rate fell to 4.1% and the number of active job seekers decreasing to 31,000. By comparison the unemployment rate across the Canadian economy averaged 5.3% between January and May.

EMPLOYMENT, CANADA, TRANSPORT TRUCK DRIVERS 3-MONTH MOVING AVERAGE, JAN – MAY 2023



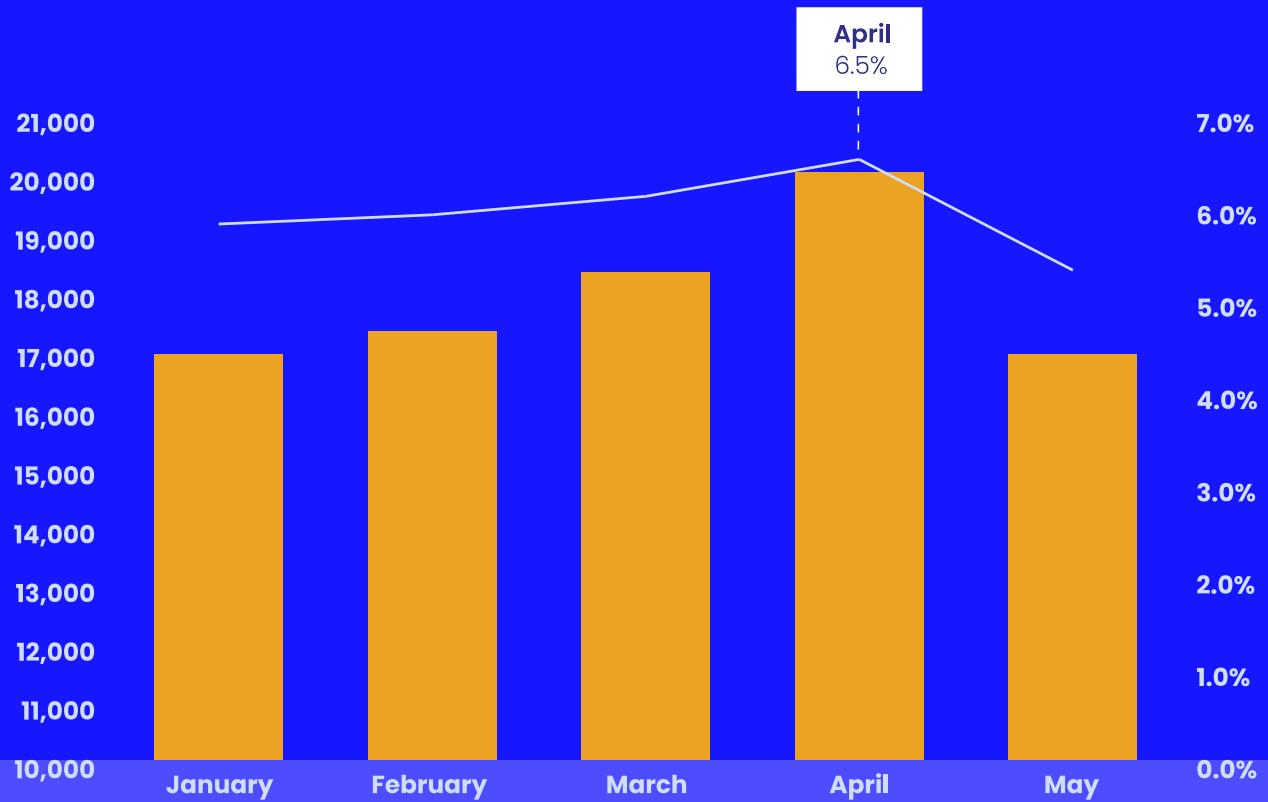
For Transport Truck drivers (NOC 73300, according to the new NOC system), employment has increased steadily over the first 5 months of 2023, starting at a low of 276,500 drivers employed in January, a drop

of 8.5% over 2022. By May, the sector added 28,500 drivers, with a total employment of 305,000, sitting slightly above the average annual employment of drivers in 2022 (302,300, based on the new NOC codes).

Graph Source: Trucking HR Canada, Statistics Canada, Labour Force Survey, custom data request, 2023

UNEMPLOYMENT ('000) AND UNEMPLOYMENT RATE (%), CANADA, TRANSPORT TRUCK DRIVERS, 3-MONTH MOVING AVERAGE, JAN – MAY 2023

■ Unemployed ('000) — Unemployment Rate (%)



Unemployment among Transport Truck drivers increased from January to April of 2023, with the unemployment rate jumping to a high of 6.5% in April, one of the highest unemployment rates since the onset of the pandemic. However, the month of May saw a sharp decrease in the number of drivers actively seeking work, with some 3,100 fewer job seekers than in April. This, combined with

the sharp uptick in employment in May of 2023, suggests that the trucking and logistics industry may be headed back into a tighter labour market, especially for drivers. Trucking HR Canada is anticipating the release of new Statistics Canada occupational vacancy data in late June. This data will help us better understand the labour market pressures facing our industry.

What's coming next?

Over the next few months, Trucking HR Canada will develop and fine-tune our labour market forecasts. These forward-looking forecasts will project future demand and supply of labour for the trucking and logistics industry and extend our analysis to 2028. The analysis will examine the inflow of workers from various sources as well as key demographic features of the workforce such as retirement rates and representation/ under-representation of specific groups of workers. What's more, it will allow us to examine the impact of various economic scenarios on the demand and supply of workers in the industry.

THRC's Labour market employer survey will help us better understand the challenges ahead.

A key component of our new labour market information project is the implementation of an employer survey. This survey is designed to explore issues and challenges that our primary sources of data do not fully explain. For example, while our custom Labour Force Survey tables help us to explore patterns of

employment and unemployment, they don't adequately describe the make-up of the labour force in terms of direct employees versus owner-operators. Nor does data from official sources give us sufficient information about compensation or changes to compensation patterns over time.

The employer survey will improve our understanding of the specific challenges faced by trucking and logistics companies and hone our assessment of the risks associated with labour shortages. It will also help our program staff identify and source funding to support the industry as it tackles persistent and emerging labour market issues.

YOUR INPUT WILL HELP TO ENSURE THAT OUR LABOUR MARKET INFORMATION ANALYSIS IS RELEVANT, TIMELY, AND ACTIONABLE. YOU CAN FIND THE LINK TO OUR ONLINE EMPLOYER SURVEY HERE.



Here are some of the programs and projects THRC is currently undertaking to help address labour market and HR challenges.

1. Through our LMI initiative, we will continue updating our forecasting models and analytical tools, providing accurate and timely labour market information to our stakeholders. Quarterly LMI Snapshots will continue to feature on our website along with [special reports on new findings and resources](#).
2. Career ExpressWay continues to grow, offering more financial incentives to those looking to work as drivers in our industry, and supporting employers with onboarding and other wage incentives. [Reach out to us today to learn more](#) about how we can support you.
3. [Canada Labour Code](#) and other regulatory requirements are important. And, we know that they continue to plague employers with increasingly time consuming compliance requirements. From workplace harassment and violence, pay equity, paid sick days and more—we are here with practical solutions to help you manage your workforce, compliance and ultimately your bottom line.

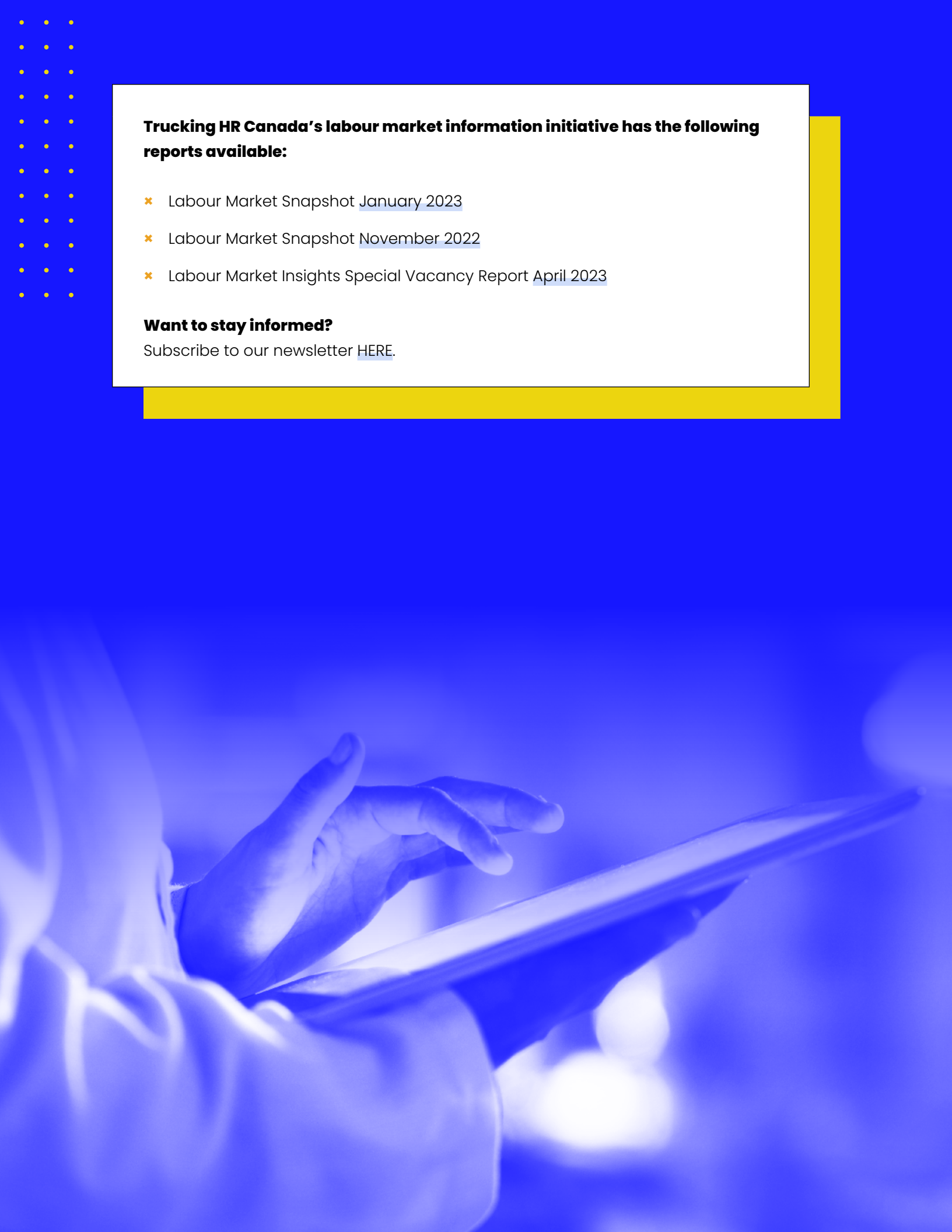


Trucking HR Canada's labour market information initiative has the following reports available:

- * Labour Market Snapshot [January 2023](#)
- * Labour Market Snapshot [November 2022](#)
- * Labour Market Insights Special Vacancy Report [April 2023](#)

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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. (2023). Labour Market Snapshot: January 2023. Ottawa: Trucking HR Canada.

This project is funded in part by the Government of Canada.

