





Note to readers

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

LMI at Trucking HR Canada is prepared by our team of analysts who draw upon publicly available sources, including Statistics Canada's census and labour force surveys, but also qualitative and quantitative research directly from employers, to fill in the gaps that are lacking.

Employment in trucking and logistics rebounding, but work is not done

Introduction

One of Trucking HR Canada's top strategic priorities is to help meet our industry's HR challenges by providing relevant, accurate, and accessible labour market information (LMI). Our quarterly reports provide data that is not available anywhere else, and shares in-depth analysis by experts who understand the trucking and logistics sector.

Trucking HR Canada is committed to bringing you employment information and strategies to help you meet the demands of the changing supply chain landscape. We use these quarterly insights to keep our programs and resources up-todate to help you build the skilled workforce your organization needs to thrive.

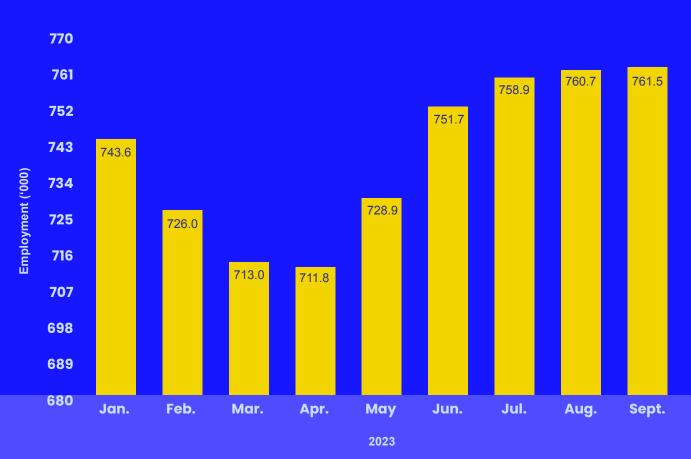
The November 2023 report shows employment is rebounding in our sector, which is good news for all of us, but also means our work is not done.



Employment rebounding across Canada's supply chain.

Labour market pressures are beginning to ease all across the Canadian economy. Statistics Canada's most recent report shows employment growth surged in the opening months of 2023 and is now slowing. The national unemployment rate rose slightly from 5% in April to 5.5% in July and held steady through September.¹ Total employment fell by 4.3% in the trucking and logistics sector through the first quarter of 2023, but then began to rebound during the next two quarters: 39,900 jobs were added between April and June and another 9,800 between July and September. By September 2023, employment in our sector topped 761,500 workers.

¹ https://www150.statcan.gc.ca/n1/pub/36-28-0001/2023010/article/00006-eng.htm



TOTAL EMPLOYMENT ('000) TRUCKING AND LOGISTICS SECTOR, 2023 3-MONTH MOVING AVERAGE

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

At the same time, unemployment in the trucking and logistics sector fell, meaning employers have fewer applicants for open positions — 5,700 fewer between March and July of 2023. Despite adding 3,100 more job seekers in August and September, the unemployment rate among sector workers stood at 2.3%, far below the national average.

UNEMPLOYMENT ('000) AND UNEMPLOYMENT RATE TRUCKING AND LOGISTICS SECTOR, 2023 3-MONTH MOVING AVERAGE



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

Stabilizing employment for drivers

Employment for transport truck drivers stayed relatively stable in the early part of 2023. Numbers gradually increased in the third quarter to a high of almost 350,000 in August, and just over 340,000 in September. Unemployment of truck drivers peaked in April 2023, reaching 6.5% but dropped sharply over the second and third quarters of the year, settling at 3.4% in September.

TOTAL EMPLOYMENT ('000) AND UNEMPLOYMENT RATE (%) TRANSPORT TRUCK DRIVERS, 2023 3-MONTH MOVING AVERAGE



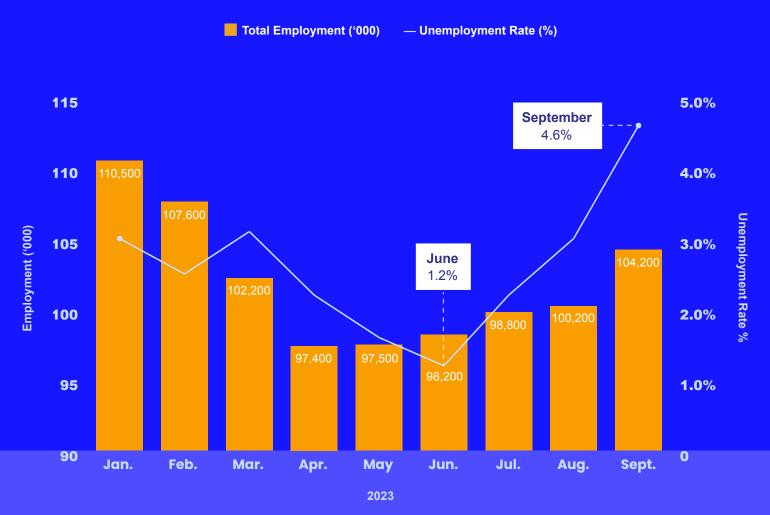
Graph Source: Trucking HR Canada, Statistics Canada, Labour force survey, custom data request, 2023

Some volatility amongst shippers and receivers

Shipping and receiving is a key occupation in the trucking and logistics sector, but the trends are slightly different than among drivers. Close to 102,000 shippers and receivers (NOC 14400) were employed in the first nine months of 2023, but employment fell by 11.8% from January to April before rallying through the summer, adding 6,800 jobs by September 2023. In contrast, the number of active job seekers² fell by almost 2/3 (64.7%) between January and June, with the unemployment rate for this group hitting a low of 1.2%. The unemployment rate among shippers and receivers in the trucking and logistics sector reached 4.6% in September, when the number of job seekers surged, with some 5,000 shippers and receivers actively seeking work in the sector.

² Measured by unemployed Shippers and Receivers who are seeking work in the trucking and logistics sector.

TOTAL EMPLOYMENT ('000) AND UNEMPLOYMENT RATE (%) SHIPPERS AND RECEIVERS, 2023 3-MONTH MOVING AVERAGE



Fresh insights coming soon

Trucking HR Canada programming is informed by relevant, accurate and accessible labour market information – supporting best-in-class HR supports for employers. Thousands of employers regularly access our resources, including:

- * HR tools and resources section on our website
- × Our weekly newsletter
- Labour Code compliance guides and templates
- Driver training grants and wage incentives for all roles
- Student work placements
- × And more

We analyze these labour market reports and use them to assess the impact of our programs and HR tools to ensure we are addressing emerging issues in our industry.

What else to watch

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

- 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.
- 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 June 2023
- Labour Market Insights Special Vacancy Report August 2023

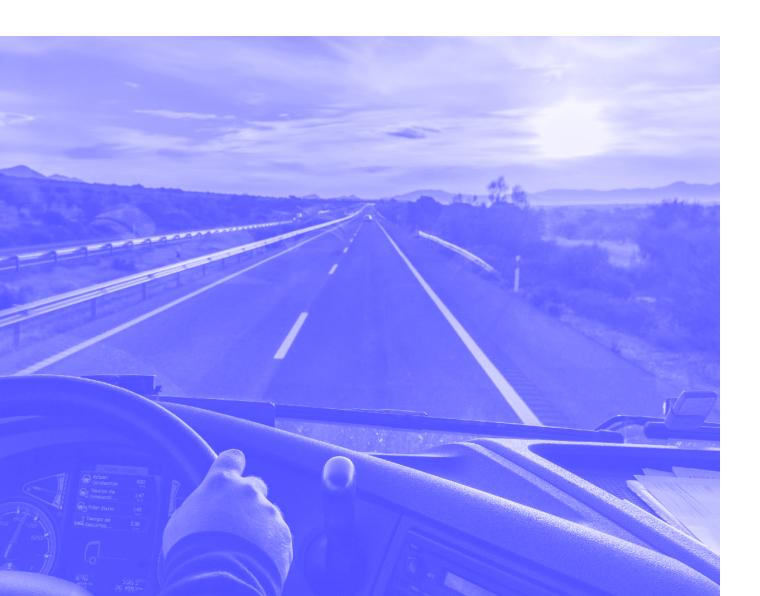
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Coming Early in 2024! What to expect between now and 2030

Economic and labour market conditions in 2024 and beyond are expected to be particularly volatile. Get the deep analysis of the latest Labour Market Information, trends and forecasts prepared by our assembled team of trusted and experienced economists and labour analysts. Watch for our in depth LMI report early in 2024 which tracks trends between 2014 – 2023 to provide the most comprehensive outlook for the trucking and logistics sector. This ground-breaking report is informed by data driven, evidencebased research not available any where else. Our research features insight gained from employer surveys, data from Statistics Canada, analysis of workforce demographics and forecasts of supply, demand and shortage to 2030.





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