
[Driving Progress – The New Road Ahead \(2024-2030\)](#) builds on years of research trends tracking by Trucking HR Canada to deliver the industry’s most comprehensive labour market outlook. It assesses labour shortage projections and identifies the emerging issues, opportunities and challenges impacting Canada’s trucking and logistics sector for the rest of this decade. It places data, insights and context in the hands of the people who help shape this industry — employers, regulators, policymakers, workers, job seekers, educators, career planners, students and parents.

METHODOLOGY

Trucking HR Canada is the industry’s trusted source for industry-leading insights, with the unique ability to monitor critical labour market variables and key HR challenges as they emerge.

Trucking HR Canada’s research team develops its actionable insights from a range of Transport Canada data and Statistics Canada sources. These data sources are supplemented by comprehensive surveys of trucking and logistics employers — a Canada-wide employer survey was conducted in 2023, engaging a total of 376 surveys by employers, representing 48,385 drivers.

Our customized data addresses the industry’s diverse range of positions — examining the factors beyond the short and long-haul truck drivers to dispatches, material handlers, IT, accounting and operations, and logistics leads. Data sets include 37 occupations (NOCs) and 21 industry codes. It also includes national, provincial and territorial labour market data initiated in January 2006.

The Importance of the Trucking and Logistics Sector to Canada’s Economic Performance

- The yearly GDP for core trucking and logistics in 2023: \$48.4B (estimated).
- Trucks hauled an estimated 77.7% of the total volume of goods moved within Canada (rail accounted for 22.2%, air 0.1%) — essential for agriculture/food supply, construction/housing new builds, etc.
- It is estimated that 59.5% of Canada–U.S. trade moved by truck (2016-2020), with an average annual value of \$419B.
- This industry is integral to our country’s intermodal transportation network — connecting consumers, businesses and international markets that are vital to our economy’s stability and performance.



- The industry's total number of workers exceeds 743,000. Employment breakdown includes: Transport truck drivers, short and long-haul (43%), delivery and courier service drivers (14%), shippers/receivers (14%), managers and supervisors (7.8%), material handlers (5.8%), accounting (2.5%), dispatchers (3%), mechanics (2.7%), IT (1%), HR (.7%).

Trucking HR Canada's previous national LMI report was released on March 11, 2020 — one day prior to the World Health Organization (WHO) declaring COVID-19 a global pandemic. It detailed labour challenges that threatened the growth and stability of the economic sectors due to factors that included difficulties attracting and retaining women and young workers, and limited access to immigration programs.

Here is a more detailed breakdown demonstrating how the industry has outperformed the Canadian workforce, with more women, youth and immigrants joining this sector.

Women:

- The industry has increased the number of female truck drivers by 43% (from 9,955 to 14,270 between 2016-2021).
- The largest annual growth rate was among delivery and courier service drivers at 10.5% per year. (compared to a decrease by 0.5% per year for men).
- The average annual increase in the number of women employed in manager and supervisor positions was 10.0% (compared to 6.7% for men).
- Employment of women in transport truck driver positions grew by 7.5% per year, (compared to 3.3% for men).
- Employment as shippers/receivers increased by 2.6% per year for women (compared to 0.6% for men).

Youth:

- For transport truck drivers, the proportion of youth in the workforce rose from 3% to 5%, with the number of drivers under 25 almost doubling from 9,910 to 18,690.
- The average annual growth in the number of employed youth was highest among transport truck drivers with an increase of 13.5%, compared to non-driving occupations at 2.6% growth per year.
- Delivery and courier service drivers were 19% of the industry's youth workforce.
- Shippers/receivers accounted for 19% of the industry's youth workforce.
- Material handlers made up 13% of the industry's youth workforce.



Immigrants:

- The number of non-permanent residents working in non-driver occupations in the sector grew by 40% per year, adding over 20,200 non-permanent workers from 2016 to 2021.
- For transport truck drivers, the annual growth of employment among non-permanent residents was 35%, with the addition of 10,440 drivers.

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