



Executive Summary



For years, Canada's trucking and logistics industry has struggled with labour shortages, especially for truck drivers. The demand for trucking services, which support virtually every industry in the Canadian economy, continually fuels the need to hire, train and retain talent in the sector.

As Canada's economy recovered from the COVID-19 pandemic and supply chain bottlenecks shone a light on the importance of functioning supply chains, trucking and logistics employers found themselves in an intensifying competition for workers.

They were no longer competing for talent with the truck fleet up the street. With job vacancies near all-time highs, trucking and logistics employers were up against manufacturers, construction firms, local distribution companies and a long list of other businesses with open jobs.

At the same time, trucking and logistics employers faced familiar limitations, including an aging workforce, a largely homogeneous driver pool, persistent turnover and the need for higher standards of human resources management.

How would trucking and logistics employers respond?

This report, based on our latest labour market information (LMI) initiative, helps answer that question. It also offers an assessment of the industry's workforce needs for the rest of the decade.

Post-pandemic analysis

Our new LMI identifies labour market issues after the pandemic and extends our labour supply and demand forecasts to 2030. It combines the latest Statistics Canada and Transport Canada data with the results of a comprehensive survey of trucking and logistics employers conducted in 2023.

The renewed LMI shows several important changes in the industry since our previous report in 2019:

- ✦ More women, youth and non-permanent residents are entering the sector's workforce.
- ✦ Fewer employers expect a truck driver shortage to be their top challenge in the coming months.
- ✦ The proportion of employers reporting lost sales or reduced revenue from the driver shortage has decreased.

Despite some encouraging progress, the sector still needs support:

- ✦ Most employers say they need help finding all the workers they require.
- ✦ One in four companies will likely have to delay plans to expand its business because it can't hire enough drivers.
- ✦ Most employers expect driver recruiting and retention to be "very" or "extremely" challenging in the next six months.
- ✦ Concern about adequate training for non-driver employees has increased.

Demand for workers will grow through 2030

The need for workers in trucking and logistics will increase through 2030

- ✦ Under the status quo, our most optimistic outlook is that the industry will need to recruit, train and onboard more than 10,300 new workers.
- ✦ Without support for employers to attract and retain more workers, vacancies will exceed 40,400 by 2030.
- ✦ The pool of potential experienced applicants will amount to less than one person per vacant job (0.74 person/vacancy).





Resources are available—and needed

Fortunately, trucking and logistics employers have access to resources that can help them attract the workers they need. For example:

- ✦ If the sector implemented initiatives that boosted the attraction of new workers by 15% and reduced voluntary turnover of drivers by 10%, the number of vacancies would drop by 39% to 24,500.
- ✦ The number of experienced job seekers per vacancy would increase to 1.4 by 2030, reducing the pressure to find and train new workers.

While the pandemic was a shock to the system for trucking and logistics employers, other factors may be just as transformative. For instance, as Canada prepares for the green economy, we will need to assess the changing labour requirements of the trucking and logistics sector. And there is always the potential for an event that disrupts supply chains and amplifies the need for workers.

This report highlights how the sector is dealing with a combination of age-old challenges and evolving needs. While each individual business has a unique approach, the trucking and logistics sector needs to continue researching, planning, and promoting HR practices to nurture the future workforce and protect Canada's economy.





Looking for more LMI Resources?

Trucking HR Canada's labour market information is essential to ensuring the workforce is ready and able to keep Canada on the move. In addition to periodic comprehensive reports, we issue quarterly labour market snapshots and special vacancy reports.

Visit our website or contact us directly for more information.

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