

A photograph of a diverse group of people sitting in a row of chairs in a waiting area, overlaid with a blue tint. The people are looking in various directions, some at their phones or papers. A vertical yellow bar is on the right side of the image.

Labour Market Snapshot

Growth in sector's labour supply sees the number of active job seekers jump sharply in the first quarter of 2024



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 using customized tables from Statistics Canada’s Census and Labour Force Survey data, as well as qualitative and quantitative research directly from employers that fills gaps in the publicly available data.



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 along with in-depth analysis by experts who understand the trucking and logistics sector.

New vacancy data suggests labour market pressures were starting to ease in 2023

According to Trucking HR Canada's newest labour market analysis, the trucking and logistics sector had an average of 37,375 vacant jobs in 2023. With an estimated 29,600 workers actively seeking jobs in the sector, employers would have needed an inflow of an additional 7,775 brand new workers to meet all their 2023 labour requirements. This is a significant drop from 2022, when the labour shortfall in trucking and logistics was estimated to be approaching 25,000, owing to the record high job vacancies across the Canadian economy that year.

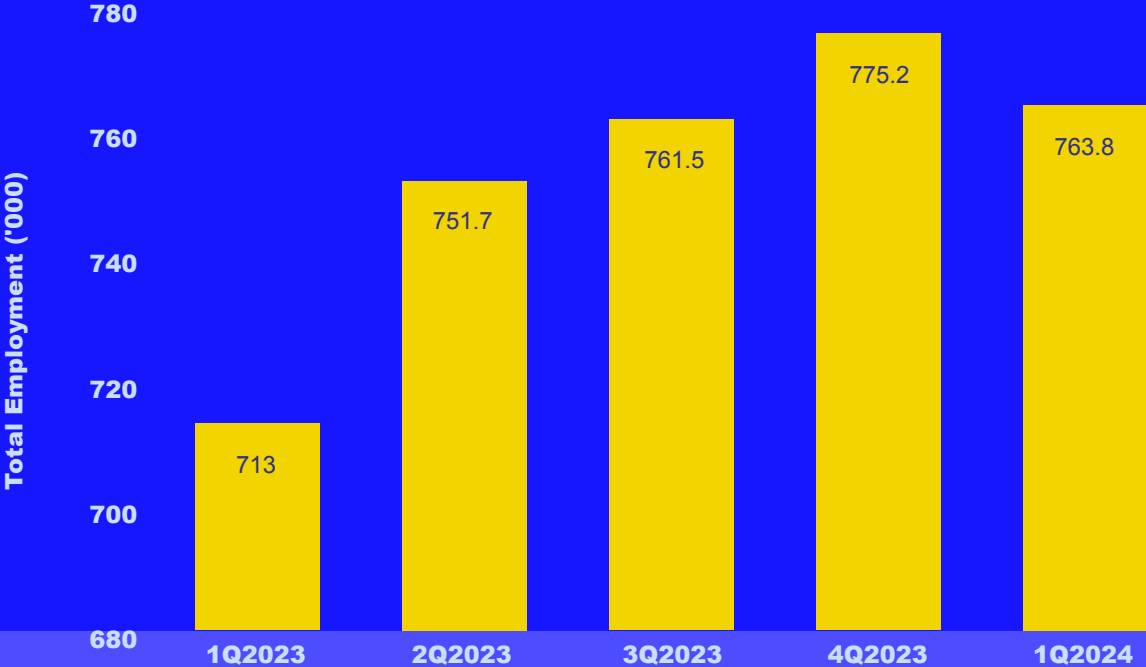


Employment of key occupations increases in Q1 2024 over the same period last year

Total employment in trucking and logistics in the first quarter of 2024 was 763,800 workers, down 1.5% from the previous quarter but up almost 51,000 employees compared to Q1 2023. The strongest employment growth was seen among transport truck drivers, with an additional 32,600 drivers employed in Q1 2024, compared to Q1 2023. Employment in other key occupations also expanded with an additional 4,500 material

handlers, 3,100 delivery and courier service drivers, 2,600 heavy duty mechanics and 1,300 dispatchers employed in Q1 2024, compared to Q1 2023. Occupational groups such as managers and supervisors and accounting also experienced employment growth, increasing by 3.4% and 4.5% respectively when compared with the same quarter in 2023.

**TOTAL EMPLOYMENT ('000)
TRUCKING AND LOGISTICS SECTOR, Q1 2023 TO Q1 2024**

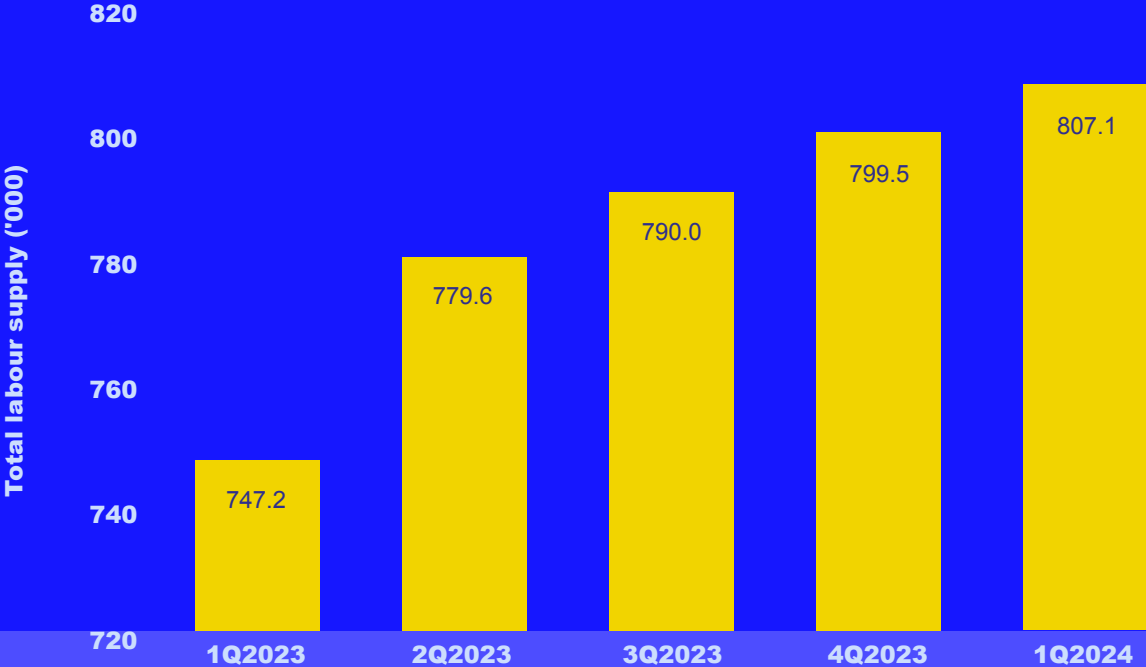


Source: Trucking HR Canada, Statistics Canada, Labour force survey, custom data request, March 2024

Labour supply for trucking and logistics increases in Q1 2024

The total supply of labour (both employed and unemployed) increased steadily over the course of 2023 and into 2024, topping 807,000 in the first quarter. This is an 8% increase from Q1 2023, with the addition of almost 60,000 participants to the sector’s labour supply.

**TOTAL LABOUR SUPPLY ('000)
TRUCKING AND LOGISTICS SECTOR, Q1 2023 TO Q1 2024**



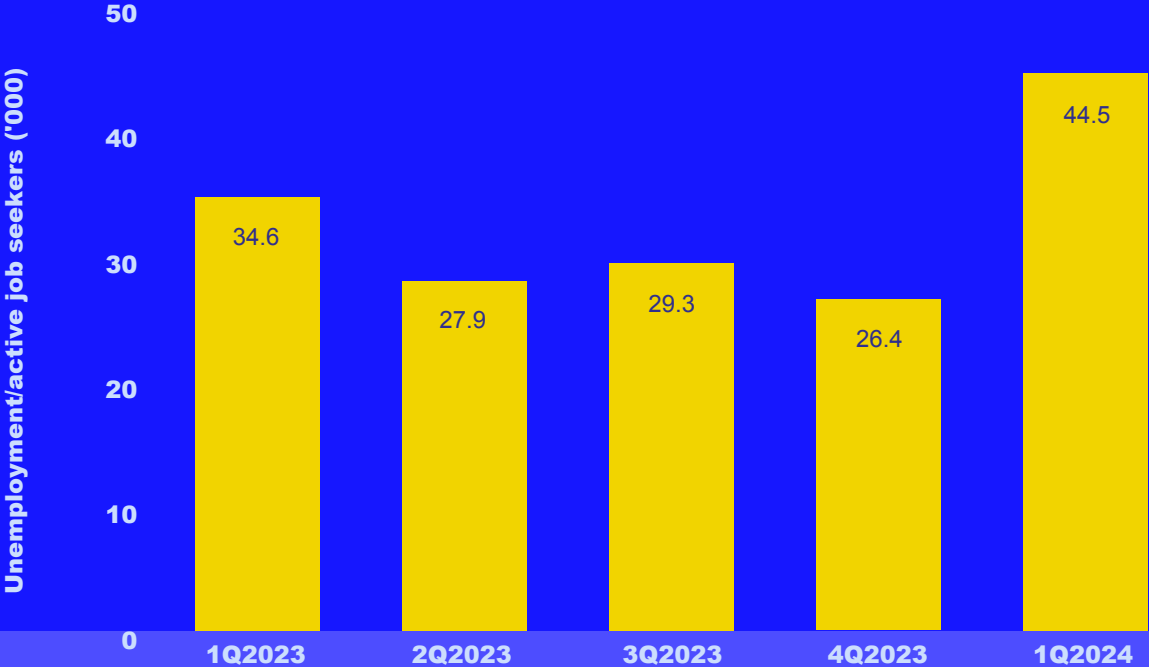
Source: Trucking HR Canada, Statistics Canada, Labour force survey, custom data request, March 2024

Number of active job seekers surges along with employment increases

The steady increase in labour supply in the industry is good news for employers who are still looking to hire and train additional workers. Along with the increase in employment in Q1 2024, data on unemployment - those workers who are actively seeking work in the sector - also

shows a marked increase, with an additional 10,000 people looking for jobs in trucking and logistics occupations, compared with Q1 2023. Occupations experiencing the highest increases in people seeking employment were dispatchers (3,600) and transport truck drivers (3,400).

**UNEMPLOYMENT/ACTIVE JOB SEEKERS ('000)
TRUCKING AND LOGISTICS, Q1 2023 TO Q1 2024**



Source: Trucking HR Canada, Statistics Canada, Labour force survey, custom data request, March 2024

The need to focus on retention and training of the sector's workforce intensifies

In our 2023 labour market survey, employers stated while recruitment pressures may be easing, 57% still couldn't find all the workers they needed. Trucking HR Canada's labour market outlook model estimates that there will be around 37,000 vacancies in the trucking and logistics labour market in 2024. While about 58% of these vacancies are truck driver jobs, close to 10,000 positions or more than 26% of the sector's vacancies will be in non-driver occupations that are key to the industry including shippers and receivers, material handlers, dispatchers, delivery and courier service drivers and mechanics.

Aside from continuing recruitment challenges, industry employers are increasingly concerned about retaining workers and about training, not only for drivers but for the non-driver occupations that are critical to the industry. The labour market gains demonstrated in the first quarter of 2024 underscore the importance of developing effective strategies for employee retention and building training programs for trucking and logistics workers, both for drivers and non-driver occupations, while continuing to support recruitment and hiring.



Stay tuned to Trucking HR Canada

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.

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** offers financial incentives to those looking to work 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 challenge 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 comprehensive labour market outlook to 2030:

Earlier this year, THRC released its most comprehensive report in four years which looks at the industry's workforce out to 2030. The report has revealed that while the driver shortage remains an issue, employers are increasingly concerned about non-driving occupations.

✦ Read *Driving Progress: The New Road Ahead* [HERE](#)

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