



NATIONAL

Labour Market Snapshot

While labour market tightness is easing in 2024, employers are still challenged to find and train workers in all occupations.



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

Latest vacancy data shows easing of labour market pressures with declining vacancies in early 2024

Our recent National Job Vacancy Update for Q1 2024 shows that labour market pressures are beginning to decrease for trucking and logistics employers for most occupations including transport truck drivers. See [National Job Vacancy update](#) for details.

One of Trucking HR Canada's 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.



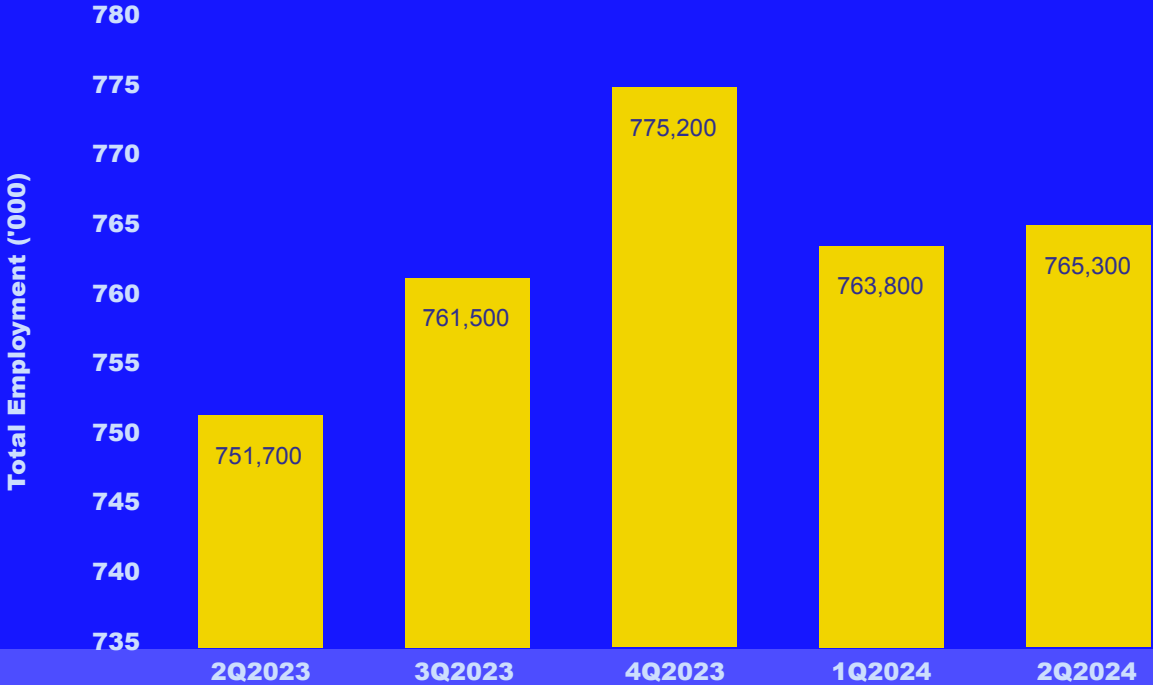
Trucking and logistics added 13,600 jobs in Q2 2024, mostly in positions other than transport truck driver

Employment in the trucking and logistics sector increased by 1.8% in Q2 2024 compared to Q2 2023, with the addition of 13,600 jobs. While job gains were marginal for transport truck drivers — up just 0.1 % or 200 more drivers in Q2 2024 compared to Q2 2023 — significant employment increases were observed in other occupations. For example, in Q2 2024, there were 10,400 more delivery and courier service drivers employed, up 11% from Q2 2023 and an additional 4,300

shippers and receivers, a 4.4% increase over Q2 2023. In addition, employment among managers and supervisors was up 13%, general administration was up 17% and accounting/HR occupations was up 19% between Q2 2023 and Q2 2024. At the same time, job losses occurred in some of the sector’s key occupations, including dispatchers (down 31%¹) and materials handlers (down 19%), compared with the same period last year.

¹ Employment of dispatchers across all industries in the Canadian economy dropped by 18.3% between Q2 2023 and Q2 2024. Dispatcher employment in the “core” trucking and logistics industries (NAICS 484,488, 492 and 493) fell at a slower rate over the same period (down 14%), however in industries such as construction, manufacturing, retail/wholesale trade, mining, and agriculture the employment of dispatchers decreased by 58%. Trucking HR Canada will continue to monitor key labour market indicators for dispatchers to determine the underlying patterns and assess particular challenges in this occupation for our sector.

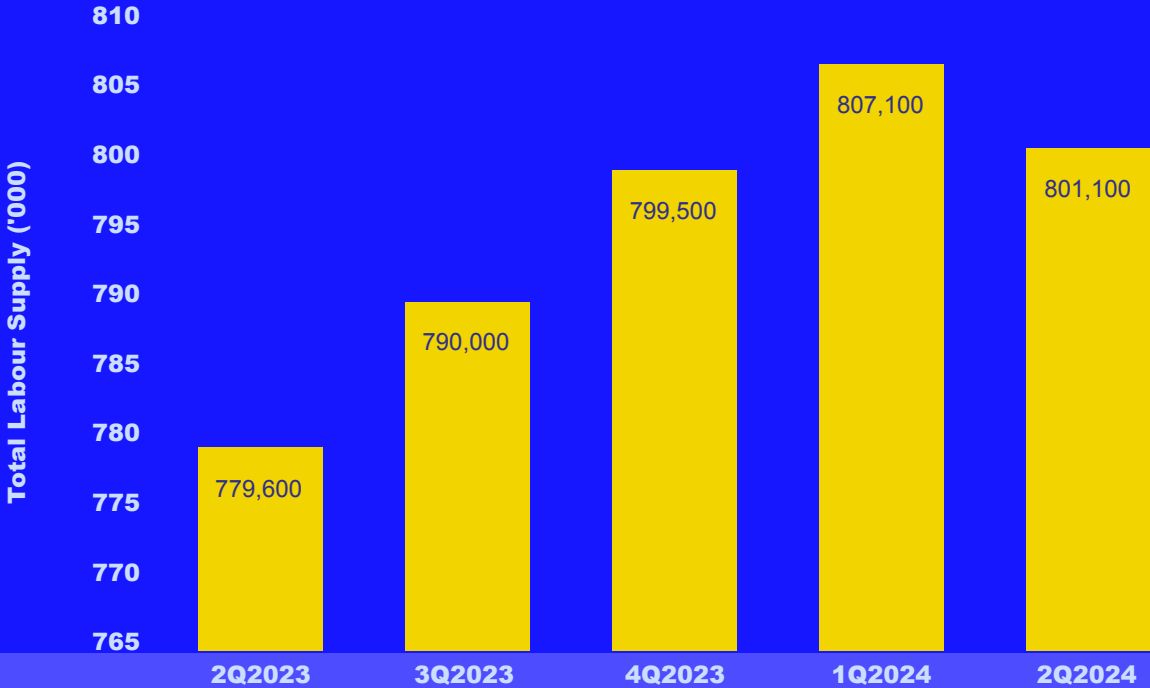
TOTAL EMPLOYMENT ('000), TRUCKING AND LOGISTICS SECTOR Q2 2023 TO Q2 2024



Labour supply for trucking and logistics dips slightly in Q2 2024 but remains elevated compared to Q2 2023

The total supply of labour (both employed and unemployed workers) increased steadily over the course of 2023 and into 2024. At just over 801,000 workers in Q2 2024, the sector’s labour supply declined by 6,000 workers compared to the previous quarter, but is 2.8% higher than it was in Q2 2023 — up 21,800 workers.

TRUCKING AND LOGISTICS LABOUR SUPPLY ('000) Q2 2023 TO Q2 2024

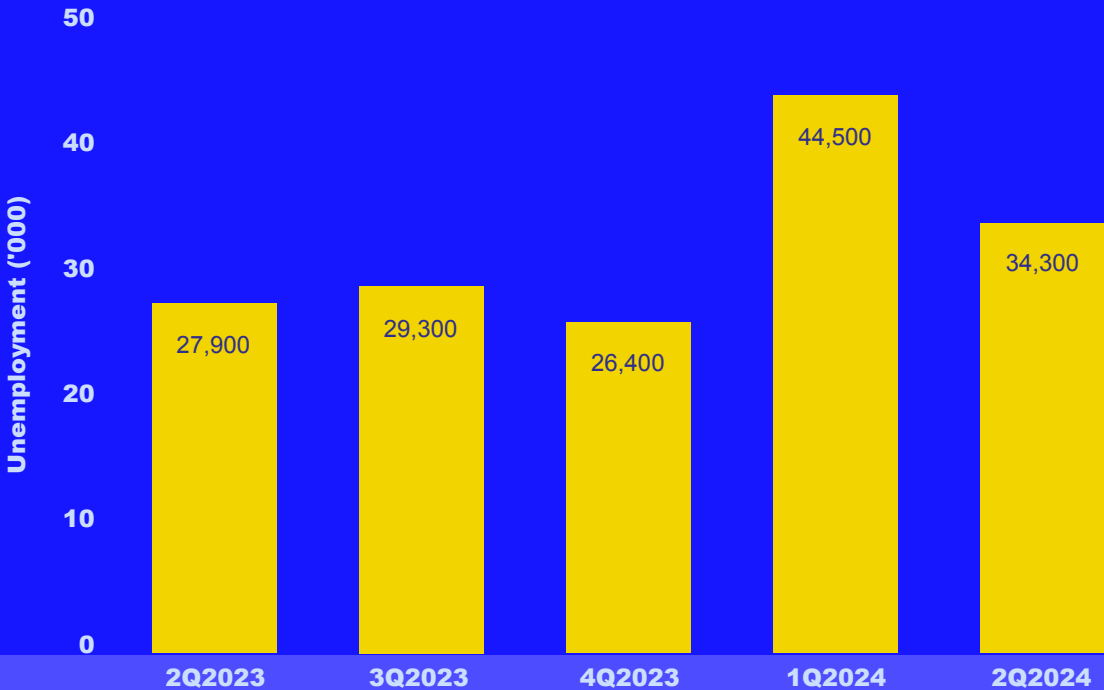


Source: Trucking HR Canada, Statistics Canada, Labour force survey, custom data request, June 2024

Number of active job seekers up by 6,400 in Q2 2024 compared to same period last year

Following a spike in Q1 2024, data on unemployment indicate that the number of active job seekers in Q2 2024 remains almost 25% higher than it was in Q2 2023. Occupations experiencing the highest increases in people seeking employment were shippers and receivers (5,100) and material handlers (1,600). The increase in labour supply in the industry is good news for employers who are still looking to hire and train additional workers.

**UNEMPLOYMENT (NUMBER OF ACTIVE JOB SEEKERS, '000)
TRUCKING AND LOGISTICS, Q2 2023 TO Q2 2024**



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

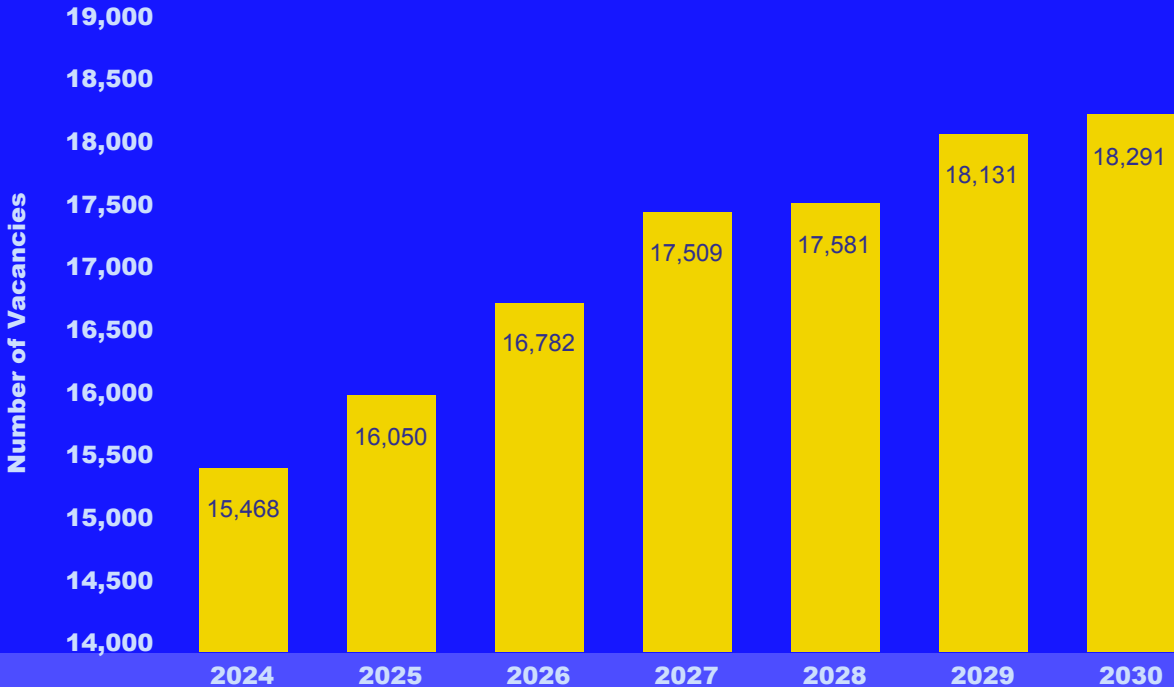
The need to recruit and train new workers into non-driver roles is expected to increase

According to our 2023 employer survey, 40% of trucking and logistics sector employers expect that recruiting and training workers in non-driver occupations will be very or extremely challenging.

Trucking HR Canada’s new labour market forecasts predict that the number of vacancies in non-truck driver occupations will average 17,116 per year and is expected to grow by 2.4% per

year, reaching 18,291 by 2030 in the absence of programs to increase attraction of new workers to the sector. In addition, if unemployment rates remain stable at the predicated 3.4%, the number of job seekers per vacancy could decline by as much as 10% between 2024 and 2030 making it increasingly difficult for employers to find all the workers that they need in non-driver occupations.

FORECASTED NUMBER OF VACANCIES, NON-DRIVER OCCUPATIONS, TRUCKING AND LOGISTICS SECTOR, 2024 TO 2030



Source: Trucking HR Canada, Labour market outlook dashboard, 2023.

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. We will continue to feature Quarterly National LMI Snapshots on our website along with special reports on new findings and resources.
2. **Career ExpressWay** is currently offering wage incentives for employers to hire post secondary students on placements through the Student Work Placement Program. 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 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.

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's goods on the move.

Trucking HR Canada has a wide variety of resources and tools available to support employers with recruitment, retention, and training of staff, as well as development and implementation of HR policies and procedures.

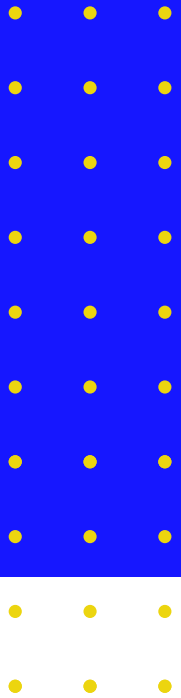
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For more information about this report or Trucking HR Canada, please contact us:

104-720 Belfast Rd.

Ottawa, Ontario

K1G 0Z5

(613) 244-4800

theteam@truckinghr.com

truckinghr.com

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