

Fastest Growing Industries: Transportation

A guide for newcomers to British Columbia



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1. Overview of the Transportation Industry

Introduction

Businesses in the Transportation and Warehousing industry are involved mainly in transporting passengers and goods by road, rail, water, pipelines or air and in warehousing and storing goods. The industry includes railway operators, passenger ferries and airlines; pipeline operators; city and charter busses; shipping and trucking companies; and couriers and post offices. Sub-industries include:

- Air transportation
- Postal service, couriers and messengers
- Rail transportation
- Transit, sightseeing, and pipeline transportation
- Truck transportation
- Warehousing and storage
- Water transportation

BC's Transportation & Warehousing Industry

For the period 2018-2019, employment in BC's transportation & warehousing industry grew at 3.5% with job growth of 4800 for a total of 140,600 employed in B.C.

Employment outlook

	2019	2024	2029
Forecasted employment	137,200	144,200	151,100

Source: <https://www.workbc.ca/Labour-Market-Industry/Industry-Information/Industry-Profiles/Transportation-and-Warehousing#view-full-profile>

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Detailed Industry Outlook | B.C. | 2019-2029 -- Transportation & Warehousing

Industry	Employment	Employment Growth (compound annual growth rate)			Expansion	Replacement	Total Job Openings
		2019	2019 - 2024	2024 - 2029			
Transportation and warehousing	137,200	1.0%	0.9%	1.0%	14,000	36,100	50,100
Air transportation	13,100	1.0%	0.6%	0.8%	1,100	3,600	4,700
Rail transportation	5,800	0.4%	0.8%	0.6%	300	1,600	1,900
Water transportation	6,800	0.2%	0.5%	0.3%	200	1,800	2,000
Truck transportation	38,200	1.2%	0.9%	1.0%	4,200	9,800	14,100
Support activities for transportation	24,300	1.3%	0.9%	1.1%	3,000	6,600	9,600
Postal service, couriers and messengers	15,700	0.0%	0.9%	0.4%	700	3,900	4,600
Transit, sightseeing, and pipeline transportation	23,400	1.7%	1.4%	1.5%	3,900	6,600	10,500
Warehousing and storage	9,900	0.2%	1.0%	0.6%	600	2,200	2,800

Source: <https://www.workbc.ca/labour-market-industry/labour-market-outlook.aspx>

B.C. industry employment and job openings **Transportation & Warehousing Industry**

Industry	Employment		Employment Growth			Job Openings		Replacement Share
	Number of Workers	Share of B.C.	(Average Annual Rate)			Number of Openings	Share of B.C.	(Share of Openings)
	2019	2019	2019-2024	2024-2029	2019-2029	2019-2029	2019-2029	2019-2029
This Industry	137,192	5.4%	1.0%	0.9%	1.0%	50,090	5.8%	72.0%
All Industries	2,521,389	100.0%	1.0%	1.0%	1.0%	861,143	100.0%	69.5%

B.C. industry job openings by type

Job Openings	2019-2024	2024-2029	2019-2029
Total Job Openings	24,886	25,204	50,090
Expansion Demand	6,895	7,123	14,019
Replacement Demand	17,991	18,080	36,071

2019-2029 total job openings²: the total job openings in the 10 years between 2019 and 2029

Source: <https://www.workbc.ca/getmedia/4aa56311-25bd-4494-a068-0de90db29917/Profile-Aggregated-Industry-48-49-Transportation-and-Warehousing.pdf.aspx>

Canada's Transportation & Warehousing Industry

Across Canada, in 2019, 972,600 employees (including self-employed people) worked in the transportation and warehousing sector, up 5.7% from 2018. Employment in the transportation and warehousing sector accounts for about 5% of total employment, a share that has stayed stable over the past two decades.

The Transportation and Warehousing industry in Canada is expected to expand its workforce at a faster than average pace over the next ten years up to 2029. The industry is projected to have 50,100 job openings over the 2019- 2029 period. Over 72 percent of those job openings are a result of the need to replace workers leaving the labour force.

Trucking & Logistics Industry

Across Canada, the Trucking & Logistics industry includes 300,000 truck drivers (46% of the industry workforce), 90,000 people in shipping and receiving, 70,000 courier service drivers, 38,000 material handlers at warehouses and distribution centers, and: an estimated 40,000 managers, supervisors, and administrative staff, along with 9,000 accounting personnel.

Based on the current economic and demographic projections, overall labour demand for occupations in the *trucking and logistics sector* is forecast to increase at an average annual pace of 0.9% over the next three to five years (to 2023).

Truck Drivers Employment Vacancies in Canada

The total number of *truck driver* vacancies in Canada has increased over 138% between 2016 and 2019 – climbing from 8,600 to 20,500 - an average job vacancy rate of 6.8%.

During the period 2019-2023 27,000 truck drivers will leave the occupation voluntarily or involuntarily on an annual basis and an additional 7,200 truck drivers will retire. By 2023, we expect *truck driver* vacancies will have surpassed 25,000 unfilled positions, an increase of over 25% compared with 2019. Demographic

projections suggest that the growth of younger workers, particularly those with less than high school or high school education alone, will not be sufficient to offset the anticipated exits stemming from retirement* and other attrition.

*According to the Statistic Canada's 2016 Census, 32% of truck drivers in Canada were 55 years or older, compared to 21% of the entire Canadian labour force.

Potential sources of new drivers into the occupation include new entries into the occupation (recently having left formal education), entries from other occupations, recent immigrants, and non-permanent residents (either temporary foreign workers or those here on working visas).

Source: The Road Ahead: Addressing Canada's Trucking and Logistics Industry Labour Shortages March 2020 Trucking HR.com

<https://truckinghr.com/wp-content/uploads/2020/03/THRC-Labour-Market-Information-Report-English-version.pdf>

Immigrants Entry to Transportation Industry

Immigrants are seen as a key source of talent as transportation companies seek to meet their hiring needs in the years ahead.

The industry has responded by developing a number of programs to attract newcomers. These include:

- initiatives to attract newcomers to remote locations of the province
- corporate efforts to encourage diversity in the workplace
- strategies for streamlining foreign-credential recognition

One initiative is ***SkilledTradesBC Certification Information for Newcomers and International Tradespersons***, which helps skilled immigrants who are unemployed, or employed and low-skilled, overcome barriers to entering the trades, including jobs in aviation and aerospace.

More information:

Newcomers and International Tradespersons | SkilledTradesBC

<https://skilledtradesbc.ca/get-certified/newcomers-international-tradespersons>

The BC Trucking Association has developed a tool to assist employers when hiring newcomers to Canada. This guide helps employers compare your professional driving experience in your home country to Canadian driving standards.

- More information:

International Trucking Reference: Roads, Rules, and Drivers

<https://www.bctrucking.com/content/human-resources>

https://www.bctrucking.com/sites/default/files/bcta_international_trucking_reference_0.pdf

For more information on the transportation sector see:

- **Trucking Human Resources Canada**

<https://www.truckinghr.com/>

- **WorkBC Industry Profile: Transportation & Warehousing**

<https://www.workbc.ca/industry-profile/transportation-and-warehousing>

- **BC Labour Market Outlook: 2023 edition (2023-2033)**

<https://www.workbc.ca/research-labour-market/bcs-labour-market-outlook-2023-edition>

- **BC Trucking Association**

<https://www.bctrucking.com/industry/economy>

2. Occupations in the Transportation Sector

The transportation industry is made of up numerous occupations, each with its own unique set of experience and training requirements. It includes the following sectors:

- Air transportation
- Postal service, couriers and messengers
- Rail transportation
- Support activities for transportation
- Transit, sightseeing, and pipeline transportation
- Truck transportation
- Warehousing and storage
- Water transportation

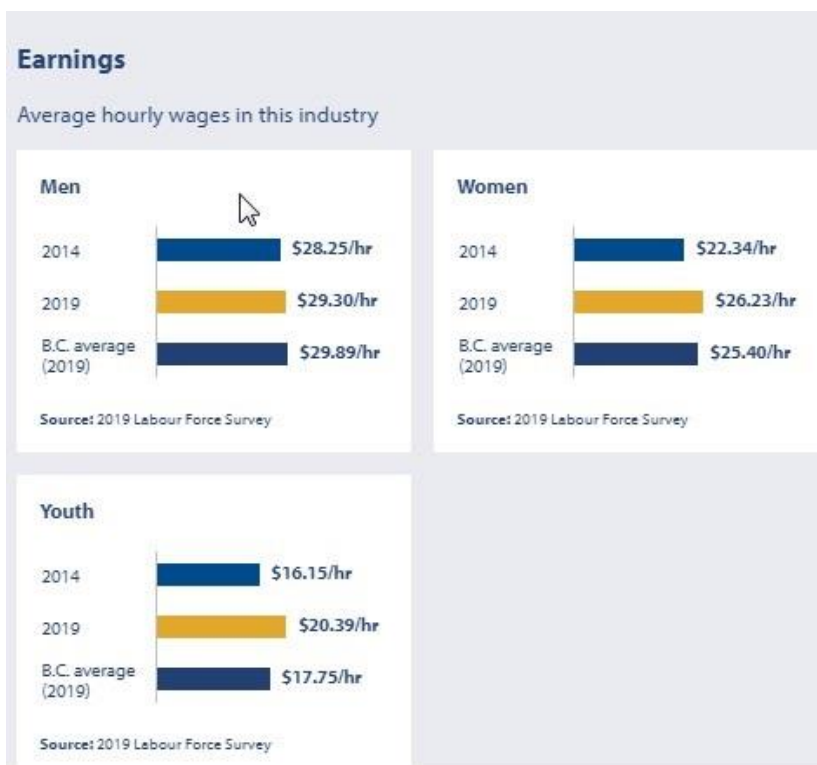
Occupations include:

- Truck Driver
- Public Passenger transit driver (Bus Driver, Skytrain/Subway worker, or Transit Supervisor
- Taxi & limousine drivers
- Distribution/Warehouse Managers
- Material Movers such as Package Handlers or Fork Lift Operators

For a detailed list of occupations, number of job openings and hourly wage rates, see:

- **WorkBC Industry Profile, Transportation and Warehousing**
<https://www.workbc.ca/industry-profile/transportation-and-warehousing>

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Source: <https://www.workbc.ca/Labour-Market-Industry/Industry-Information/Industry-Profiles/Transportation-and-Warehousing>

Trucking & Logistics Industry in Canada

Across Canada, in the *trucking industry*, there were some 15,995 vacant *truck driver positions* in the last quarter of 2020, with a vacancy rate of 5%. In comparison, the vacancy rate across all occupations in Canada was 2.7%.

Across Canada, the *trucking & logistics industry* is projected to have the following vacancies through 2023:

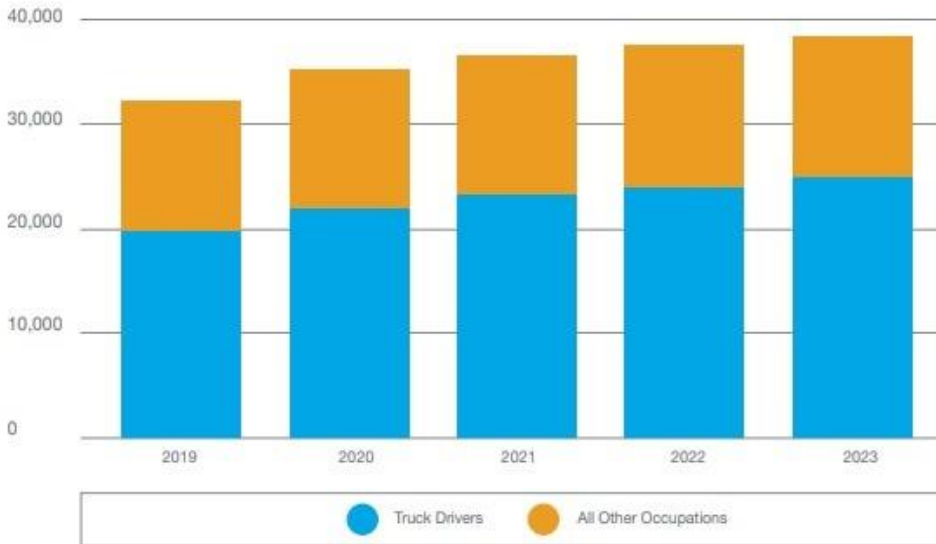
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Projected vacancies in the trucking & logistics sector

(average vacancies)

Vacancies from across all Canadian Provinces

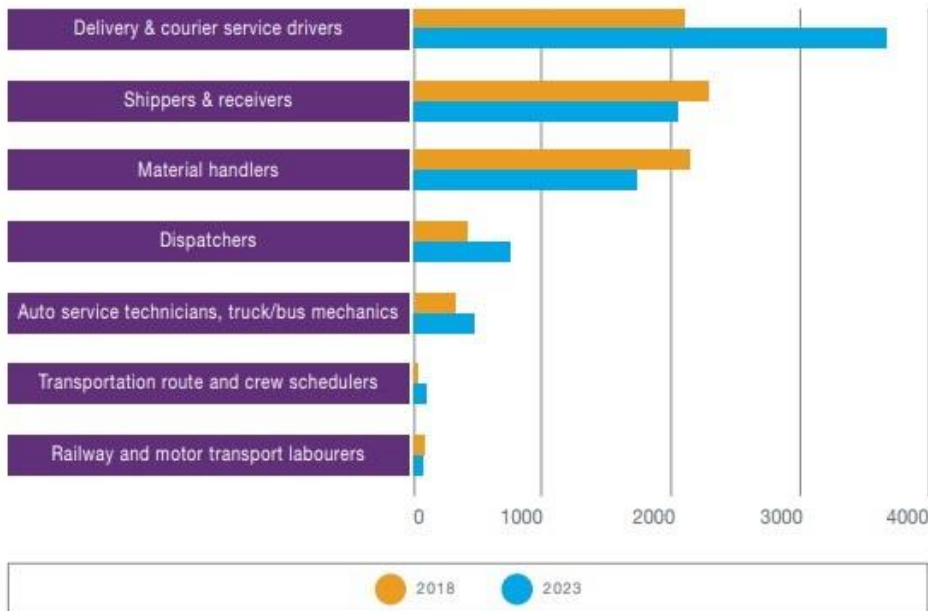


Source: https://truckinghr.com/wp-content/uploads/2020/03/THRC-Labour-Market-Information-Report_English-version.pdf

Vacancies among other key trucking and logistics occupations

(average vacancies)

Vacancies from across all Canadian Provinces



Source: https://truckinghr.com/wp-content/uploads/2020/03/THRC-Labour-Market-Information-Report_English-version.pdf

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Source:

Labour Market Snapshot, Trucking HR.com, June 2021

<https://truckinghr.com/wp-content/uploads/2021/06/THRC-LMI-snapshot-June-2021.pdf>

For detailed information on any of the occupations in the transportation sector see:

- **WorkBC Career Profiles**
<https://www.workbc.ca/plan-career/explore-careers> [search by job title]
- **Careers in Trucking (Canadian Trucking Alliance CTA)**
<https://cantruck.ca/careers-in-trucking/>
- **Skilled Trades BC**
<https://skilledtradesbc.ca/find-your-trade>

3. Hiring Forecast by Region

Most of the employment in the Transportation and Warehousing industry is in the Mainland / Southwest region:

B.C. industry employment growth and job openings by development region

Region	Employment	Employment Growth (Average Annual Rate)			Job Openings		
	2019	2019-2024	2024-2029	2019-2029	2019-2024	2024-2029	2019-2029
British Columbia	137,192	1.0%	0.9%	1.0%	24,886	25,204	50,090
Vancouver Island/Coast	14,846	1.6%	1.2%	1.4%	3,547	3,250	6,797
Mainland/Southwest	97,535	0.7%	1.0%	0.8%	15,318	17,607	32,925
Thompson-Okanagan	10,541	1.6%	0.9%	1.2%	2,505	2,075	4,580
Kootenay	2,901	1.1%	0.4%	0.7%	612	480	1,092
Cariboo	4,549	0.9%	-0.1%	0.4%	698	465	1,163
North Coast & Nechako	4,055	4.3%	0.7%	2.5%	1,473	708	2,181
Northeast	2,765	2.6%	1.5%	2.1%	733	619	1,352

Source: <https://www.workbc.ca/getmedia/4aa56311-25bd-4494-a068-0de90db29917/Profile-Aggregated-Industry-48-49-Transportation-and-Warehousing.pdf.aspx>

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Employment by Region:

About 72% of jobs in the transportation and warehousing industry are in the Mainland/Southwest region of BC. The next largest employment regions are Vancouver Island/Coast (9.9%) and Thompson-Okanagan (8.7%).

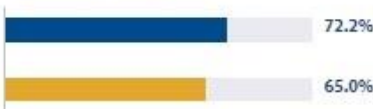


■ % employment of this industry
■ % employment of all industries

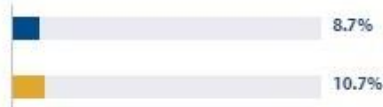
Vancouver Island / Coast



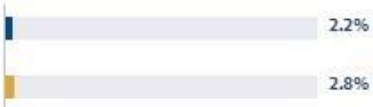
Mainland / Southwest



Thompson-Okanagan



Kootenay



Cariboo



North Coast & Nechako



Northeast



Source: <https://www.workbc.ca/labour-market-information/industry-information/industry-profiles/transportation-and-warehousing#view-full-profile>

4. Finding Jobs

Online Job Postings

- **BC Trucking Association Jobs**
<https://www.bctrucking.com/job-postings>
- **TruckNews.com**
<https://www.trucknews.com/driver-recruitment/>
- **WorkBC Jobs**
<https://www.workbc.ca/search-and-prepare-job/find-jobs#/job-search>
- **Indeed.com**
<https://ca.indeed.com/>
- **Transportation, Warehousing & Logistics Virtual Career Fair**
<https://www.jobscanadafair.com/transportation/>

Creating a List of Potential Employers

You can use directories to produce lists of employers in the transportation industry in British Columbia. Contact them directly to find out if they're hiring.

- **BC Trucking Association Directory**
<https://www.bctrucking.com/services/find-a-transporter/trucking>
- **Fleet Directory.com**
<https://www.fleetdirectory.com/bylocation/canada/britishcolumbia.htm>

5. Additional Resources

Still looking for more information? Try looking at the following resources:

- **Trucking HR Canada**
<https://www.truckinghr.com>
- **Careers in Trucking (Canadian Trucking Alliance CTA)**
<https://cantruck.ca/careers-in-trucking/>
- **Career Paths for Skilled Immigrants Program**
<https://www.welcomebc.ca/work-in-b-c/career-paths-for-skilled-immigrants>
- **WorkBC Resources for People New to B.C.**
<https://www.workbc.ca/plan-career/resources/people-new-bc>
- **Skilled Trades BC | Discover the Right Trade For You**
<https://skilledtradesbc.ca/find-your-trade>

**Questions? Please ask the Information Staff in the Central Branch,
Vancouver Public Library or telephone 604-331-3603.**

*Please note that the information in this guide is also available online through the
Skilled Immigrant InfoCentre website at <https://www.vpl.ca/siic>*