



Trucking HR Canada

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16.11.2021

Program Areas

1

**Labour
Market
Information**

2

**Labour
Code
Compliance**

3

**Top
Fleet
Employers**

4

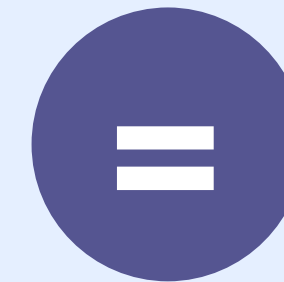
**Career
Expressway
Program**

5

**Other HR
Resources
and Tools**

Labour Market Information

Publicly available data combined with
employer surveys



the most comprehensive industry
data and analysis available



**October 2021 Labour
Market Snapshot**

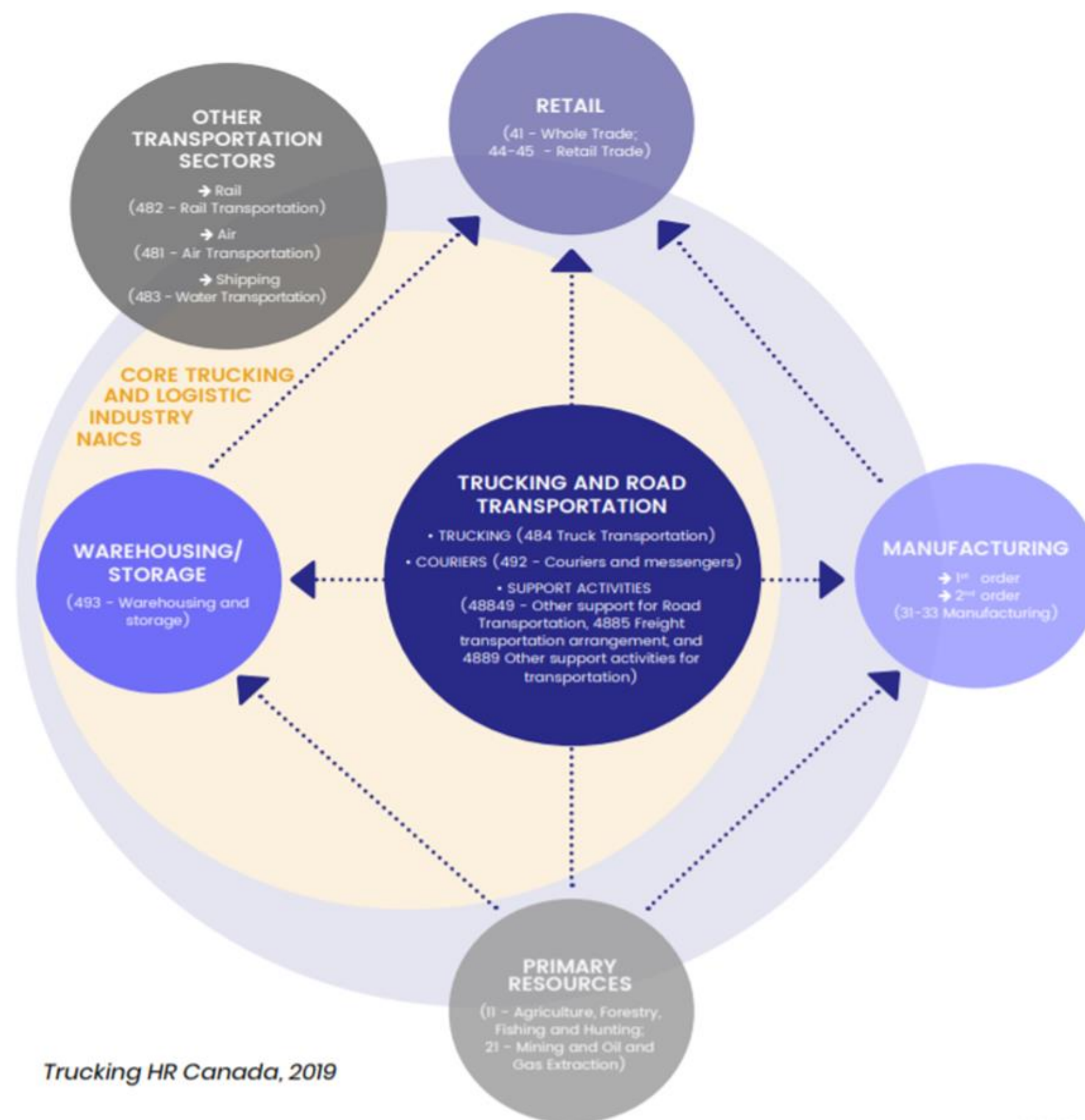
Industry Definition (NAICS)

Core Trucking and Logistics Industry

- Truck Transportation (484) and support activities
- Couriers and Messengers (492)
- Warehousing and Storage (493)

Intersecting Industries

- Other transportation sectors (Rail, Air, Shipping)
- Agriculture
- Retail/Wholesale Trade
- Manufacturing
- Forestry, Mining, Oil & Gas
- Construction



Trucking HR Canada, 2019

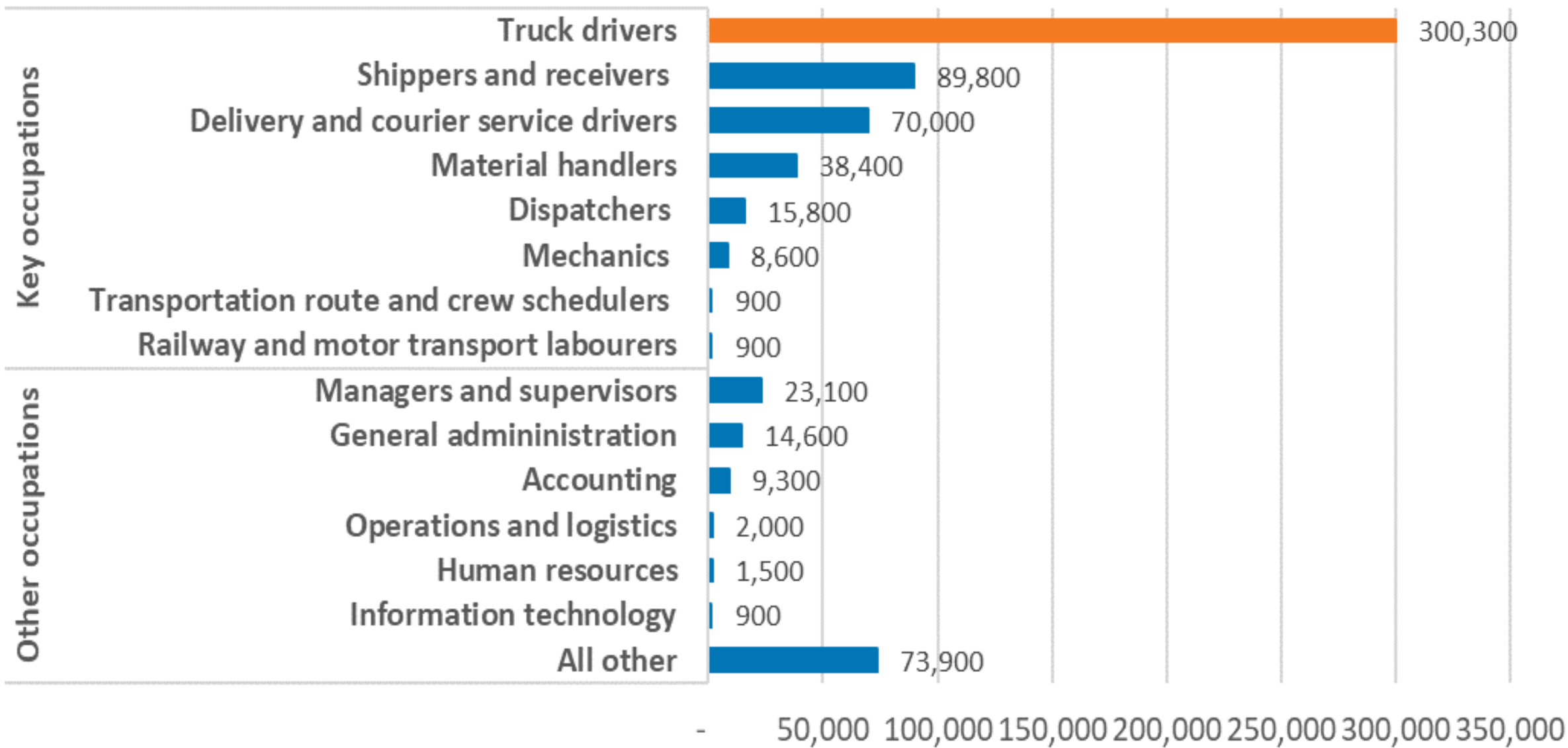
Workforce Definition

30 occupations included

Key occupations:

- ✓ Transport Truck Drivers
- ✓ Courier drivers
- ✓ Shippers and receivers
- ✓ Mechanics
- ✓ Dispatchers

T&L Employment by Occupation



LMI – Key Findings

- Vacancy of 18,000 truck drivers in first two quarters of 2021
- Driver shortage remains top business concern among employers
- Employers report shortages in other occupations becoming a growing concern



**October 2021 Labour
Market Snapshot**



Supply chain
fluidity remains
a growing
concern

LABOUR COMPLIANCE UPDATE

WORKPLACE HARASSMENT AND VIOLENCE PREVENTION

- Entered into force on January 1st, 2021
- All company staff **must** be trained by **January 1st, 2022**
- Other key obligations include:
 - Workplace assessment
 - Policy update
 - Appoint designated recipient

FEDERAL PAY EQUITY ACT & REGULATIONS

- Entered into force on August 31st, 2021
- All federally regulated employers with 10 or more employees
- Must ensure equal pay across job classes
- Obligations span multiple years, but first requirement must be met by November 1st, 2021 (posting a workplace notice)



Top Fleet Employer Program

Not a competition - a
recognition of meeting
HR standards of
excellence

1

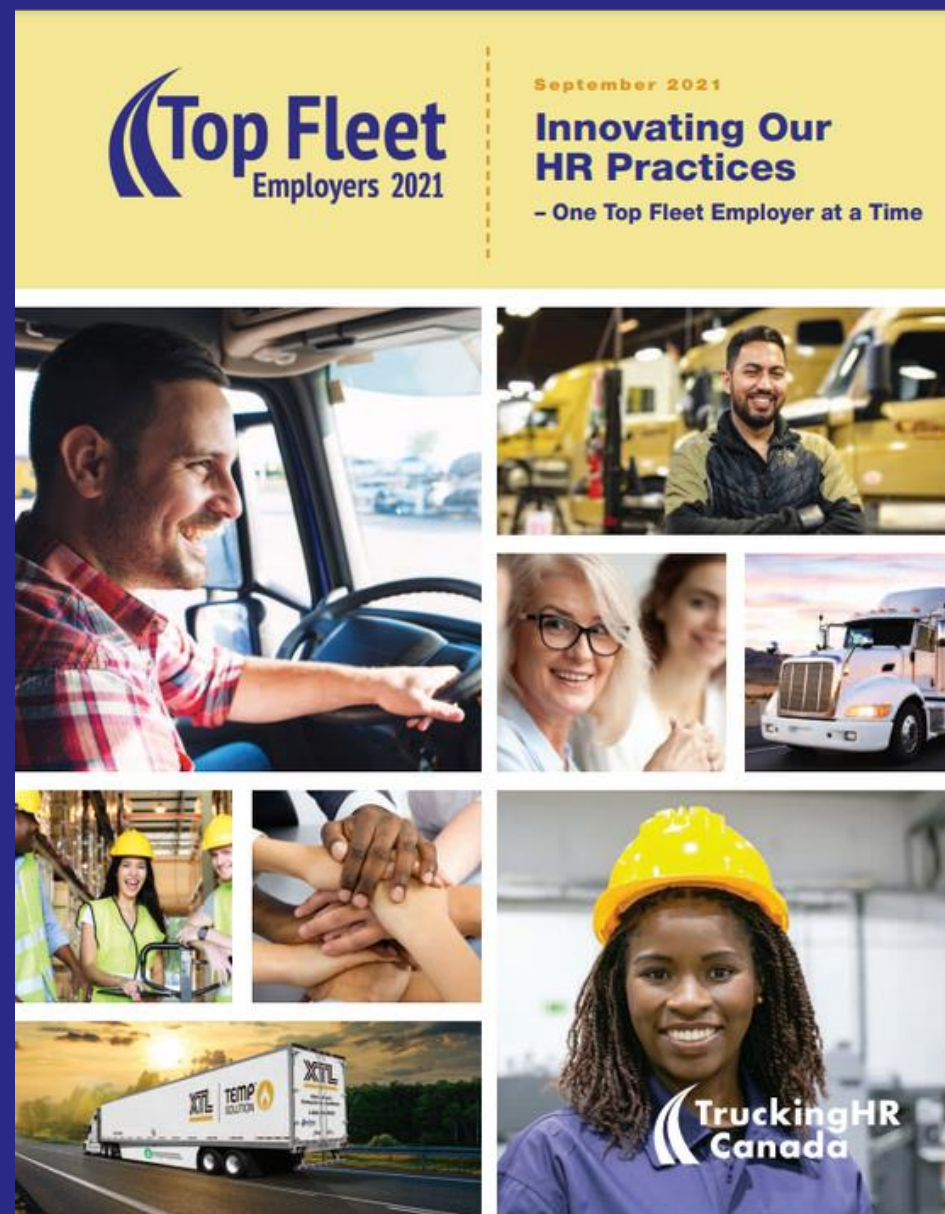
Highlights the positive image of the industry and showcases it as a great place to work

2

Recognizes the importance of sound HR policies and practices

3

Raises the bar in HR standards



THRC 2021 Innovative Practices Report

Provides relevant and practical insights for trucking and logistics employers looking to make improvements in their HR approaches

Career Expressway:

**Connecting employers
with career seekers
looking for
professional work
experience in one of
Canada's largest and
essential sectors**

1

Student Work Placement Program

2

Youth Driver Training Subsidies

3

Youth Wage Subsidies

Youth Employment Skills Strategy

- Driver training subsidies – up to \$10,000 per youth
- Wage subsidies (driving and non-driving occupations) – up to \$10,000 per youth
- Opened October 18th



Student Work Placements

- Onboard young talent with new ideas, and fresh perspectives
- Continuous access to a diversely talented and highly motivated student pool
- Reduce recruitment costs

Up until March 31, 2022, all wage subsidies cover 75% of wages up to a maximum of \$7,500



Employer Resources

- Diversity and Inclusion
- HR Resource Guides
- And more...

To learn more, please email:

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Stay connected



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