

# Workforce Focus

From the Hamilton Training Advisory Board

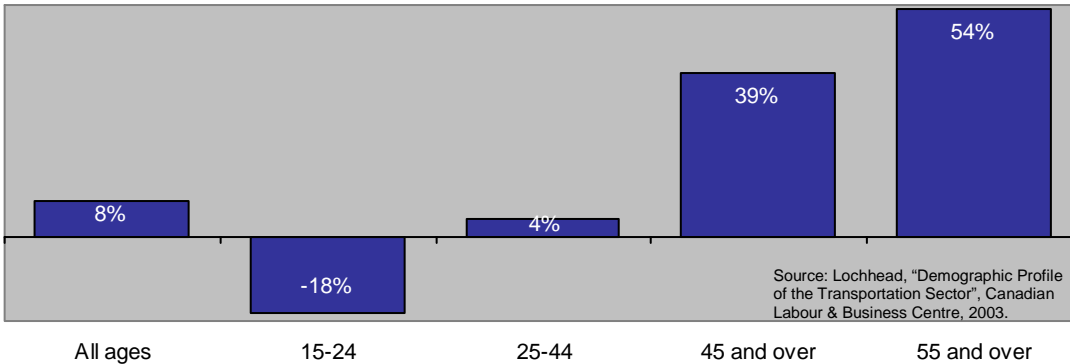
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**Transportation**

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**Demographic Shift**

Transportation employment change by age group, Canada 1997-2002



**A Greying Sector**

The demographics of the transportation sector indicate labour shortages are likely to become more prevalent. The oldest group among the transport occupations are equipment operators.

**Workplace Hazards**

Days lost due to illness and disability in transportation exceed that of other sectors. Occupational health, safety and wellness practices will need greater attention as the workforce ages further.

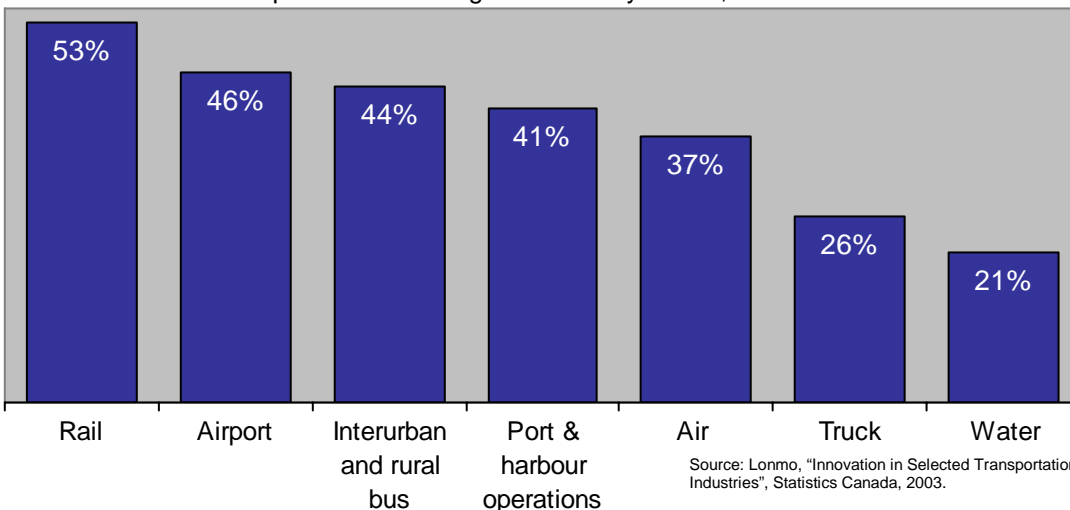
**Top Transportation Sectors  
Hamilton, 2001**

Sector	Employment
Truck transportation	3,375
Transit & ground passenger	1,960
Couriers & messengers	1,280
Postal service	1,190
Transportation support activities	970
Air transportation	575
Rail transportation	255
<b>All Transportation</b>	<b>9,715</b>

Source: 2001 Census Data, Statistics Canada

**Innovation**

Share of companies introducing innovation by sector, Canada 2001-2003



**New Methods**

Rail transportation leads in the frequency of innovation. Innovative practices were more common than innovative products in all sectors except interurban and rural transportation.

**Trucking Trends**

• **Drivers wanted**  
More than 53% of exports to the United States and 78% of all imports were shipped by truck in 2004. But because of the sector's steady growth, an aging workforce, and the declining popularity of the occupation, the industry may soon face a shortage of qualified truckers.

• **Outsourcing**  
While truckers were evenly distributed between private and for-hire companies in 1987, almost the entire growth since has been by for-hire companies. This appears to be the result of outsourcing.

• **Seniority**  
Seniority appears to play a minor role in trucking, especially in the for-hire portion. While inexperienced workers face some barriers to entry, those who are hired reach wage ceilings quickly.

• **Growing proportion of immigrants**  
The number of immigrant truck drivers rose by 88% between 1991 and 2001. Even so, the proportion of immigrants in trucking remained below the 20% average of all occupations.

Source: Dube and Pilon, "On the road again", Statistics Canada Perspectives, January, 2006.



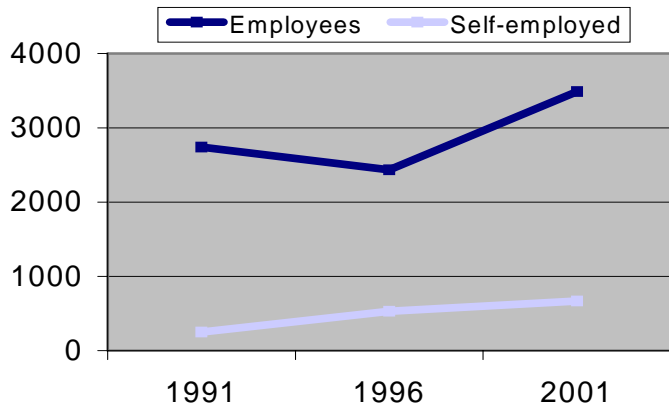
For more information please contact The Hamilton Training Advisory Board at: Hamilton City Centre 77 James St. North, Unit 117, Hamilton ON. L8R 2K3 (905) 521-5777 info@htab.ca

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**Created by : Dane Rice**

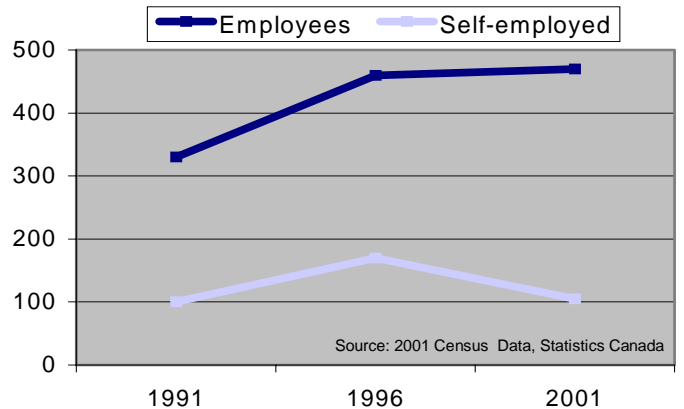
### Trucking employment change

Hamilton 1991-2001



### Taxi-Limo employment change

Hamilton 1991-2001



Source: 2001 Census Data, Statistics Canada

Employment growth in the transportation sector of Hamilton and Ontario has exceeded that of the overall economies.

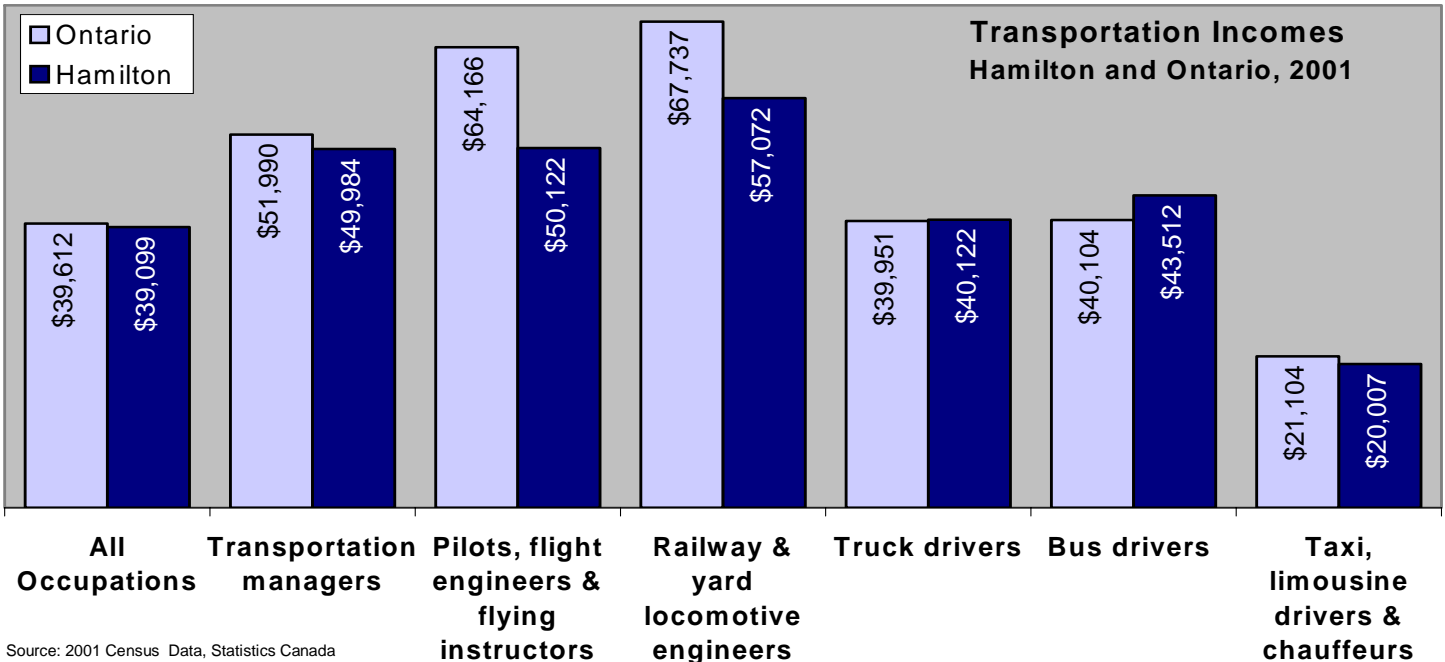
### Transportation Educational Attainments

% distributions by highest education level obtained  
Hamilton, and Ontario 2001

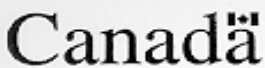
Source: 2001 Census Data, Statistics Canada

* The first number is for this region; the number in brackets represents Ontario.	All Occupations	Transportation managers	Pilots, flight engineers & flying instructors	Railway & yard locomotive engineers	Truck drivers	Bus drivers	Taxi, limousine drivers & chauffeurs
No high school graduation	21% (19)	13% (18)	12% (3)	0% (19)	45% (43)	22% (32)	32% (30)
High school and/or some post-secondary	28% (27)	39% (31)	20% (16)	0% (33)	29% (29)	44% (36)	32% (32)
Trades certificate	4% (3)	14% (5)	5% (5)	25% (15)	6% (7)	6% (4)	3% (4)
College diploma	31% (29)	23% (28)	44% (58)	50% (29)	19% (19)	18% (24)	16% (21)
University degree	17% (22)	11% (18)	20% (18)	25% (4)	0% (2)	9% (4)	16% (13)

### Transportation Incomes Hamilton and Ontario, 2001



Source: 2001 Census Data, Statistics Canada



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