

# **SASKATCHEWAN TRUCKING ASSOCIATION**

**Northern Labour Market Committee Presentation**

**November 21, 2019**



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# ABOUT THE STA

- The Saskatchewan Trucking Association is the leader and voice for truck transport in the province of Saskatchewan. As proactive trusted advisors, the STA is a knowledgeable membership association that represents the collective interests of the truck transport industry through authentic advocacy and education. The STA is governed by a volunteer board of directors comprised of owners and operators of trucking companies and affiliate members from supplier companies.

# 80 YEARS OF HISTORY



# MISSION

- As proactive advisors, the STA is a knowledgeable membership association that represents the collective interests of the truck transport industry through authentic advocacy and education



# VISION

- To be the leader and provincial voice for truck transport in Saskatchewan



# VALUES

- Organizational Management and Accountability
- Safety
- Ethical
- Committed to excellence
- Community and partnerships
- Innovation
- Development and education
- Inclusiveness



# PILLARS OF WORK

- **Advocacy:** The STA is the voice of truck transport in Saskatchewan, ensuring that policy and regulation has a positive effect on the business of trucking. Driven by Member feedback, the STA is a collective voice for change
- **Education:** the STA group of companies – HAL Insurance, Canadian Transportation Consultants and the Saskatchewan Trucking Association work collectively as a knowledge center for all things trucking in Saskatchewan
- **Industry Training:** offering courses in our Regina classroom, at your facility or online ensures that all trucking companies and their employees have access to continuing education no matter where they are located.



# WHAT IS THE STA UP TO?

- **Rest Stop Infrastructure:** The STA has been working with the Ministry of Highways to begin identifying locations for improved rest stops in Saskatchewan
- **MELT:** The STA has been working closely with SGI since MELT's implementation March 15, 2019.
- **Vehicle Weights and Dimensions:** The STA has recently formed a committee to develop policy positions for the STA to discuss with regulators.
- **Hours of Service:** The STA has been advocating for a change of the Hours of Service regulation to mirror the Federal Hours of Service with SK specific exemptions.

# WHAT IS THE STA UP TO?

- **Human Resources:** The STA has recently worked in partnership with Trucking HR Canada to host Saskatchewan's first ever, Women with Drive event. This event is geared at showcasing the amazing women working in the trucking industry.
- **Labour Shortage:** With everything the STA has going on, finding the next generation of workers to the trucking industry is our top priority. We are working at a national level with the Canadian Trucking Alliance (CTA) and at a provincial level with the resources our association has. These efforts include recasting the image of the industry and focusing on recruitment through reaching previous untapped labour pools in the province.

# WHO WE WORK WITH

- Government and Regulators

Ministry of Highways and Infrastructure	Saskatchewan Government Insurance	Ministry of the Economy
Ministry of Education	Ministry of the Environment	Immigration and Career Training
Highway Patrol	RCMP	CVSA
Transport Canada	Workers Compensation Board	Employment and Social Development Canada
Natural Resource Canada	Canadian Council of Motor Transport Administrators	

# MEETINGS WE ATTEND

- **Canadian Trucking Alliance (CTA):** The STA attends bi-annual meetings organized the CTA. These meetings include, national policy, labour issues, vehicle weights and dimensions, safety and all things that impact trucking.
- **Canadian Council of Motor Transportation Association (CCMTA):** The CCMTA's are attended once a year. This is an opportunity for the industry to meet with government regulators and those who control motor vehicles in Canada.

# THE STA ARE MEMBERS OF..



- Canadian Trucking Alliance (CTA)
- Canadian Council of Motor Transportation Association (CCMTA)
- Canadian Vehicle Safety Associations (CVSA)
- Saskatchewan Business Council (SBC)
- Saskatchewan Chamber of Commerce

# ABOUT TRUCKING IN SASKATCHEWAN

- Have you heard the saying, if you got it a truck brought it? It applies to most of the goods that people in our province and country use each and every day. From the food you eat to the clothes you wear, it was on a truck at least once before it reached your home.



# ABOUT TRUCKING IN SASKATCHEWAN

## Truck Transport Drives the Saskatchewan Economy

- Saskatchewan is a trading province
  - contributing 6% of total Canadian exports, while only accounting for 3% of the population.
- Saskatchewan is a landlocked province
  - Being a landlocked province, Saskatchewan relies heavily on truck transport to get these goods to market. Up to 80% of merchandise trade is moved on a truck, while it is estimated that over 90% of all consumer products are shipped via truck.
- GDP contributor
  - Transportation is responsible for \$5,857,500,000 of SK's GDP
- Trucking Employs Saskatchewan Residents
  - Trucking is a significant employer for residents of the province. Trucking and warehouse sector is one of the top occupations in Canada, employing hundreds of thousands of Canadians.
  - We are Trucking: Employing over 5% of Saskatchewan's population

# DRIVER SHORTAGE



## National

- The trucking industry employs 318,000 drivers and has the highest job-vacancy rate among all Canadian industries, averaging 6.6% in 2018
- Canada wide, there are 20,000 unfilled truck driver positions. By 2020, the gap between the supply and demand for drivers is expected to be 25,000.
- This number could exceed 33,000, assuming a lower rate of productivity growth

Why might this be?



# THE FACE OF THE CANADIAN TRUCK DRIVER



This Photo by Unknown Author is licensed under [CC BY-NC-ND](#)

- 97% of our transport truck drivers are male.
- Only 9.5% of truck drivers in Canada are younger than 30 years old, compared to 23.8% of the entire Canadian labour force.
- Only 27.8% of truck drivers are younger than 40, compared to 45.1% of the entire Canadian labour force.
- 32% of truck drivers are 55 years or older. Only 21% of the entire Canadian labour force is that age.
- 6.6% of truck drivers are already 65 years or older. Only 4.4% of all Canadians of that age are still working.
- Only 3% of truck drivers identify as female

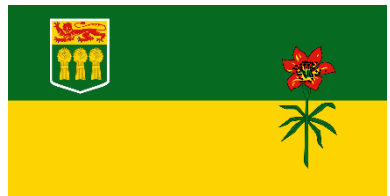
# DRIVER SHORTAGE

Attracting Millennials to Trucking



Population  
**9.5 Million**

% Population  
**27%**



Population  
**310,000**

% Population  
**28%**

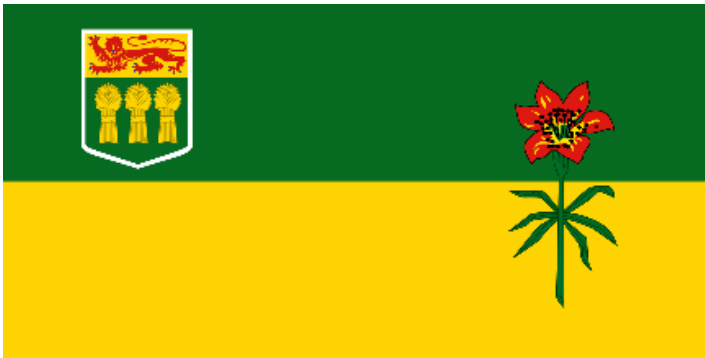
# DRIVER SHORTAGE

- Attracting Millennials to the trucking industry has been challenging, as less than 18% of that generation make up trucking.
- Perception:
  - Only 1 in 10 Millennials would consider a career as a Long-Haul Trucker whereas 46% of Millennials are uninterested in a blue-collar career
- Saskatchewan's perception:
  - 15% of Millennials interested in a long-haul trucking career
  - 36% of Millennials uninterested in a blue-collar career
  - 53% of Millennials have a good/very good perception of trucking
  - Only 12% of Millennials have a bad/very bad perception of trucking

<https://www.youtube.com/watch?v=xXxMmP03QUA&feature=youtu.be>

# DRIVER SHORTAGE

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If we look more specifically at Saskatchewan, according to the Asia Pacific Gateway Corridor Trucking Sector Labour Market Outlook 2016 –2025:

it stated that employers will face difficult conditions in hiring the workers they need in the 12 trucking sector occupations starting in 2017. In the next 10 years, it is expected that the trucking sector in Saskatchewan will need to fill 7,575 job openings and will lose 26% of its worker

# DRIVER SHORTAGE



By the Numbers			
Job Openings to be filled	7,575	48%	of Saskatchewan total
Replacement Job Openings	7,176	95%	of Job Openings
Job Openings created by Expansion	401	7%	of Job Openings in first 5 years
Workers who will retire and leave the labour force	7,176	28%	of today's workers
New workers—New Entrants to the industry	6,232	83%	of the New Supply
New workers—from other countries	-323	-4%	of the New Supply
New workers—from other provinces	196	3%	of the New Supply
New workers—from other parts of the labour force	1,448	19%	of the New Supply
Average time left in the industry	17–27 years until retirement (between the ages of 60–70)		

**Table 8** Trucking Sector Occupations and Job Openings

NOC	Occupation Title	Job Openings
0016	Senior Managers—Construction, Transportation, Production and Utilities	841
0731	Managers in Transportation	920
1525	Dispatchers	841
1526	Transportation Route and Crew Schedulers	69
2241	Electrical and Electronics Engineering Technologists and Technicians	749
2243	Industrial Instrument Technicians and Mechanics	317
2262	Engineering Inspectors and Regulatory Officers	28
2263	Inspectors in Public and Environmental Health and Occupational Health and Safety	1,049
7242	Industrial Electricians	1,360
7305	Supervisors, Motor Transport and Other Ground Transit Operators	219
7321	Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers	3,451
7511	Transport Truck Drivers	12,404

# TRUCKING HR CANADA—LABOUR MARKET INFORMATION

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## Who is Trucking HR Canada?

- Trucking HR Canada collaborates, partners, and works with a dynamic network including industry associations, government departments and industry professionals to ensure Canada's freight transportation network has the skilled workforce needed for today and into the future.
  - Define occupations and skill requirements
  - Provide accurate and timely labour market information that supports employers; educated the public; and informs government on industry needs
  - Inform practical and innovative HR tools and supports for employers
  - Industry best practices

# TRUCKING HR CANADA—LABOUR MARKET INFORMATION

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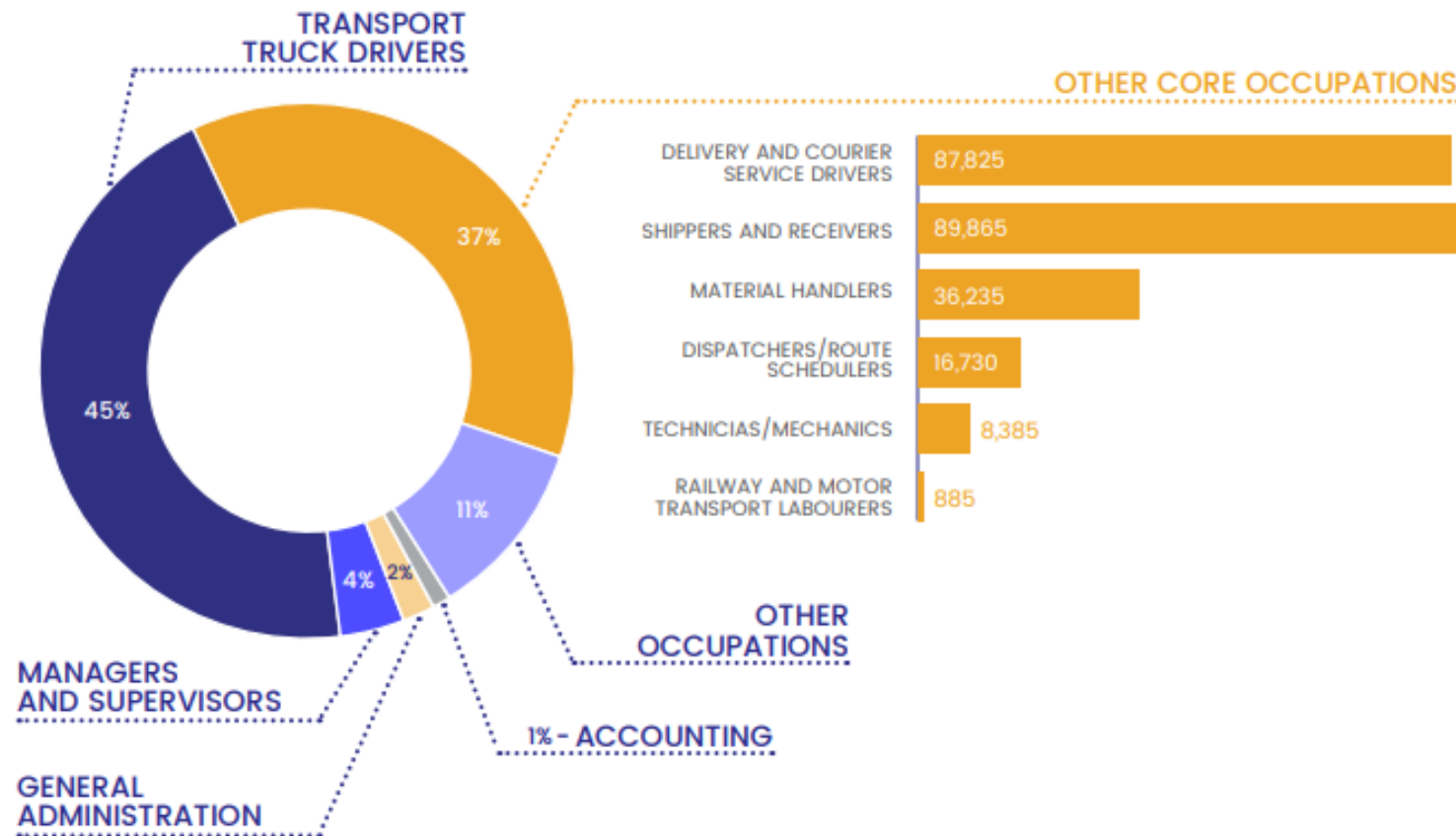


Who does Labour Market Information (LMI) benefit?

- Employers:
  - Meaningful labour data helps employers understand where workers come from, which groups of people to target in recruiting, and what occupations pose the greatest risks and opportunities to the success of their business
- Career-Seekers and Educators
  - LMI helps students and career-seekers know what opportunities are available, what skills are required to do the job, and where to get the training they need to get started in our industry.

# LABOUR MARKET INFORMATION—FINDINGS

- According to this report, the industry's job prospects are better than ever:





# TRUCKING IN THE NORTH

There is an opportunity for Indigenous people in the north to benefit from a career in trucking:

- A study completed by Trucking HR Canada this past May indicates that 46% of Canada's Indigenous Peoples are under the age of 24, and more than half live in cities in Canada's Aboriginal communities are made up of 60.8% First Nations, 32.3% Metis, and 4.2% Inuit.
- Population- North vs. South Metro areas—SK
  - North (Saskatoon, Prince Albert, North Battlefords) – 53,175 identify as indigenous
  - South (Regina, MJ, Yorkton, Estevan, swift, Weyburn) – 27,755 identify as indigenous
- 60% of First Nations people live off reserve, and Indigenous Peoples also include Metis, Inuit, and non-status peoples too. That's 1.4 million people across the country. That's a lot of potential.

# TRUCKING IN THE NORTH

## Attracting indigenous people to Trucking:

- As the fastest-growing demographic in the country, Indigenous youth, are largely under-represented across all occupations within the trucking and logistics industry.
- The most important thing when it comes to attracting Indigenous Peoples to industries like trucking is relationship building, as well as knowing which groups are already working with those communities.
- Creating partnerships with communities
- Creating employer awareness

# TRUCKING IN THE NORTH

## Barriers

- Trucking has historically not been a traditional industry in indigenous cultures and the only way to experience it is through training, which is expensive.
- Lack of awareness about the range of career opportunities
- Lack of awareness of actual job requirements and expectations
- Insurance rates
- Required driving experience
- On the employer side, a misconception of what Indigenous Peoples look for in a career.

# TRUCKING IN THE NORTH

## Supporting indigenous people:

- Trucking HR Canada representatives engaged with indigenous community representatives as well as Indigenous workers in the industry and were interviewed on their current perspective with regards to the trucking and logistics industry.



# TRUCKING IN THE NORTH

Supporting indigenous people: Assumptions about the industry

- Safety concerns – physical nature of the work, mechanical equipment
- Not family friendly – stemming from perceived extended periods of time on the road
- Lack of variety of work

# TRUCKING IN THE NORTH

Supporting indigenous people: What indigenous peoples look for in careers and jobs:

- Good pay and benefits
- Regular hours (Monday to Friday); locations close to home
- Flexible work opportunities
- Opportunities for training, development and promotion
- Work-life balance
- Culturally diverse and sensitive workplaces
- Mentorship

# TRUCKING IN THE NORTH

## Supporting indigenous people: What can employers do?

- Based on the examples of successful fleets included in Trucking HR Canada's business case, eight best practices emerged:
  - Participating in job fairs and career days within Indigenous communities and training institutions
  - Partnering with Indigenous communities
  - Communicating directly through Indigenous media
  - Pre-employment/Work-readiness training
  - Onboarding mentorship

# TRUCKING IN THE NORTH

Supporting indigenous people: What can employers do?

- Developing accommodation plans for flexible work arrangements
- Developing workplace diversity programs n Providing life skills training
- Trucking HR has provided resources for employers to develop efforts to recruit and retain indigenous peoples – the resources include
  - Community outreach
    - Be visible
    - Build relationships
    - Build familiarity
  - Recruitment and hiring
  - Orientation and onboarding
  - Training resources



# TRUCKING IN THE NORTH

Trucking HR Canada's project focused on Indigenous Youth:

- Trucking HR Canada has partnered with the Carcross/Tagish First Nations in promoting the range of career available in trucking and logistics.
- This project will provide an array of resource materials geared towards better serving the needs of this growing demographic. In partnership with Carcross/Tagish First Nations, a workshop will be held in 2020 to showcase these career awareness resources and tools in the Yukon.

# TRUCKING IN THE NORTH

## Northern Resource Trucking (NRT) – Members of the STA

- NRT is a limited partnership comprised of twelve First Nations and Metis partners from communities throughout northern Saskatchewan along with Trimac Transportation. The partnership was formed by northern people for northern people and continues to help build the northern economy.

# TRUCKING IN THE NORTH

## Northern Resource Trucking (NRT) – Members of the STA

- Northern Resource Trucking is an extremely successful partnership that was formed to service the uranium mining industry in northern Saskatchewan.
- In order to extract uranium in northern Saskatchewan, the mining companies have to deliver benefits, through jobs, training and investment, to northern communities.
- This partnership ensures that NRT provides a benefit to northern Saskatchewan, both through ownership and training of Northern Residents. This also benefits NRT customers as they need to hire and work with northern companies.

# TRUCKING IN THE NORTH

## NRT Partners



Kitsaki Management Limited  
Partnership



Trimac Transportation  
Services Limited



Clearwater River  
Development Corporation



PETER BALLANTYNE  
GROUP OF COMPANIES  
Peter Ballantyne Group of  
Companies



Buffalo Narrows Economic  
Development Corporation



Waterfound Development  
Limited Partnership



Cumberland House  
Development Corporation



Des Nedhe Development  
Corporation



**MONTREAL LAKE**  
BUSINESS VENTURES LP  
Montreal Lake Development  
Corporation



Denesuline Development  
Corporation



Sakitawak Development  
Corporation

# TRUCKING IN THE NORTH

## Northern Resource Trucking (NRT)—Class 1a Training School

- Class 1a training – well exceeds MELT standard; Due to the exceeded MELT training hours, students Do NOT need to report to class with a Class 1 Learner License.
- Those who complete the 1A course, if they qualify, can then complete the rest of their training with NRT as a Trainee and then as a Junior Driver.
- 12 week, 450-hour course (includes, MELT classroom training, behind the wheel training, air brake training, classroom study prep, observation time, loaded trailers, super B training, etc.).

# TRUCKING IN THE NORTH

## Northern Resource Trucking (NRT)—Class 1a Training School

- There are even bunkhouses located on NRT property where students can stay during the course (included in tuition)
- Equipping with all the knowledge possible because this isn't traditional industry in indigenous culture
- Currently working to partner with a college in the region.
- “We have had hundreds of students graduate through our training program, and it increases the pool of drivers available,” said Featherstone, “not only to NRT, but to other companies in northern Saskatchewan, as well.”

# TRUCKING IN THE NORTH

Northern Resource Trucking (NRT)—Class 1a Training School Funding

- Open province wide
- Funding through Northern Career Quest and Gabrielle Dumont Institute (GDI)



# TRUCKING IN THE NORTH

## Northern Career Quest

- Funding training programs for Northern Indigenous folks which lead directly to employment in the resource-based sector. Over the past seven years NCQ funding and support has assisted over 2600 aboriginal folks obtain training opportunities and find employment in the area of their training (resource based sector).
- Funding pays tuition
- Biggest thing with funding is it has to lead to employment – employment results have been very strong (90% through NCQ)
- NRT has connections with employers



# TRUCKING IN THE NORTH

## Gabrielle Dumont Institute—Individual Sponsorship Program

- The goal of the Individual Sponsorship Program is to help Métis clients prepare for the workforce, and obtain and maintain long-term, quality employment. GDI Training and Employment directly sponsors individuals to attend training programs through ISP funding.

# Indigenous Skills and Employment Training Program (ISET)

- The Indigenous Skills and Employment Training (ISET) Program is designed to help Indigenous people improve their skills and find employment.
- The ISET Program provides funding to Indigenous service delivery organizations that design and deliver job training services to First Nations, Inuit, Métis and urban/non affiliated Indigenous people in their communities.

# **SASKATCHEWAN INDIAN TRAINING ASSESSMENT GROUP (SIITAG)**

Mosquito First Nation

- SIITAG has a funding agreement with Labour Market Service provider (ASETS) Aboriginal Skills and Employment Training Strategy
- Held a Class 1A trucking class for on-reserve clients only—all students passed and are employed. To date, SIITAG was successful in providing training for 105 people.
- This agreement is to target only on reserve clients that have confirmation to long term employment or a program training.

# ENTERING THE TRUCKING INDUSTRY

## Mandatory Entry Level Training (MELT):

- Government has introduced new mandatory training requirements for drivers who want to be licensed to drive semi trucks. The new standards took effect March 15, 2019.
- To be eligible to take this training, drivers must:
  - be at least 18 years of age
  - be a Saskatchewan resident
  - hold a non-Graduated Driver Licensing (GDL) Class 5 Saskatchewan driver's licence
  - [hold a Class 1 learner \(a Class 1 endorsement\)](#)

# ENTERING THE TRUCKING INDUSTRY

## MELT:

- The new standards require drivers seeking a Class 1 commercial licence to take a minimum 121.5 hours of training.
- That includes a minimum of 47 classroom hours, 17.5 hours in the yard and 57 hours behind the wheel. Training will focus on priority curriculum areas:
  - basic driving techniques
  - professional driving habits
  - vehicle inspections
  - air brakes
- Requirements were determined through consultation with other provinces, industry partners, driver instructors and other commercial trucking stakeholders.

# ENTERING THE TRUCKING INDUSTRY

Funding Opportunities for MELT:

- Canada Saskatchewan Jobs Grant (Employer Driven Grant)

# WHAT TO LOOK FOR IN A COMPANY

There are 8 important categories or criteria that interested industry entrants should consider when looking for a trucking company to work for.

1. Recruitment and retention
2. Employee engagement & workplace culture
3. Compensation & total rewards
4. Workplace wellness & mental health
5. Workplace diversity & inclusion
6. Training & skills development
7. Corporate citizenship & environment
8. HR innovation

# COMPENSATION TRENDS

- Company interviews from across the country reported marked increases in compensation for truck drivers in 2018, often at double-digit rates. Exceptional growth in demand for freight services significantly outpaced growth in the supply of drivers last year, which in turn put strong pressure on wages.
- To address labour shortages, there seems to be a shift away from mileage pay towards hourly pay in the long-haul segment. Hourly pay makes it easier to attract younger workers and to calculate overtime pay for truck drivers.



# COMPENSATION TRENDS

## Compensation of Drivers:

- **Long Haul:** Average salary, \$24.64 per hour (\$0.45 cents per mile)
- **Estimated wage in Sask:** \$63,900-\$86,000
- **Owner-operator:** Average salary, \$110,000 + per year

## Dispatcher

- Pay may be based on your previous experience, however, average salary per year can be anywhere between \$40,000-\$70,000.

## Dock Worker

- Dock workers can expect to make between \$15-\$20 per hour.

## Transportation Manager

- Average annual salary is between \$70,000-\$100,000+.

# SKILLS & COMPETENCIES

- **NEED TO HAVE**

Basic Reading Skills	Basic Numeracy Skills	Document Use Skills
Critical Thinking Skills	Strong Communication	Attention to Detail
Organizational Skills	Timeliness	Ability to lift 50lbs
Proficiency in Microsoft	Ability to work in team environment	accountability

- **GOOD TO HAVE**

Memory Use	Data Entry	Multi-tasking
Technological Competency	Physical stamina	Strategic thinking
Entrepreneurial Spirit	Ethics & Integrity	Community-minded