



Canadian Perspective



Our Industry. Your Council!

CTHRC



We are mandated to assist the Canadian trucking industry to recruit, train and retain the human resources needed to meet their current and long term requirements

CTHRC's Areas of Focus





Current Situation

- Driver Shortage is the biggest challenge facing the Canadian industry right now
- Our recent research reveals that it will continue to get worse
- By 2017 – a shortage of up to 200,000 workers is predicted



Current Situation

- Not just drivers they are concerned about – dispatchers, cargo workers, technicians and mechanics are also in need. Attraction and Recruitment is an issue.
- Demographics shifts will mean even more competition among all industries for workers
- Lack of formal training opportunities for 5 of the non-driving occupations (exclusion apprentice trades) remains a challenge



Current Situation

- Differences in licensing and standards vary slightly across all Canadian provinces
- We have recently completed a study looking at the link between licensing and safety and this is helping us make our business case for improved standards



Current Situation

- This is negatively impacting the industry
 - Bringing in temporary foreign workers
 - Safety concerns
 - Image of the industry



Proposed Solutions

- Driver compensation needs to be addressed
- Work life balance of drivers needs to be addressed – particularly long haul truck drivers
- Improving HR practices
- Training, and specifically a recommendation that the industry look to mandatory training



Mandatory Training

- CTHRC began addressing this issue years ago with the development of

National occupational standards

Entry level driver curriculum

Professional Driver training recognition program



Moving Forward

Business case has never been stronger for mandatory training

- Looking to update our standard for professional drivers
- Working to get all stakeholders to support this move
- Working to have the occupation better recognized at the government level – In Canada our change needs to be industry driven



For discussion

- Canada has similar issues as European countries
- Implementation in Canada needs to be Industry driven
- Mandatory training/ common qualification is a solution proposed by both