

Workforce Focus

From the Waterloo-Wellington Training & Adjustment Board
 "Guiding today's workforce for tomorrow's workplace"

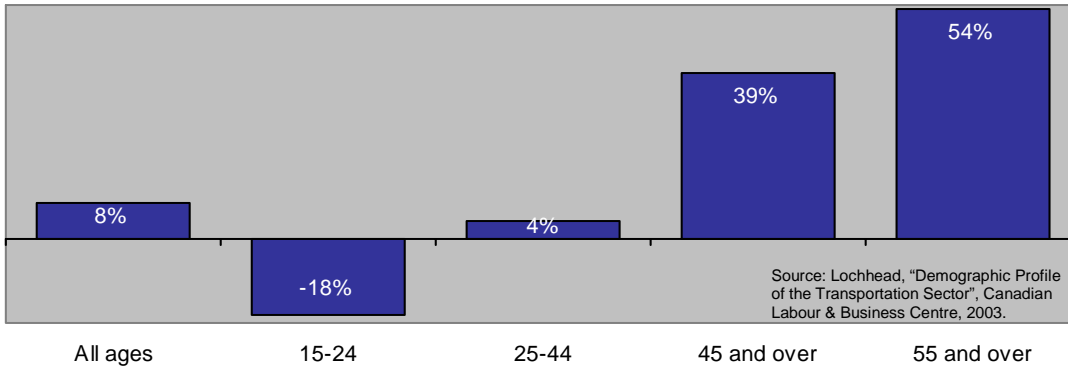
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Demographic Shift

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.

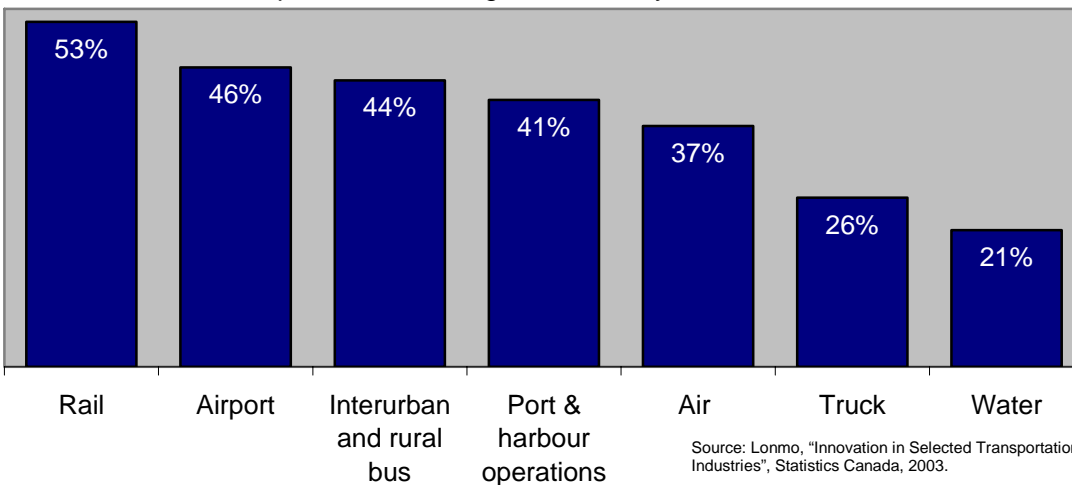
**Top Transportation Sectors
 Waterloo-Wellington, 2001**

Sector	Employment
Truck transportation	6,460
Transit and ground passenger	2,275
Couriers and messengers	1,285
Transportation support activities	1,145
Postal service	1,125
Air transportation	870
Rail transportation	150
All Transportation	13,340

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

• **Driver demand**

More than 53% of exports to the United States and 78% of all imports were shipped by truck in 2004. To meet the need for more drivers, the first 2 apprentice truck drivers were hired by McKinnon Transport of Guelph in June, 2006.

• **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.



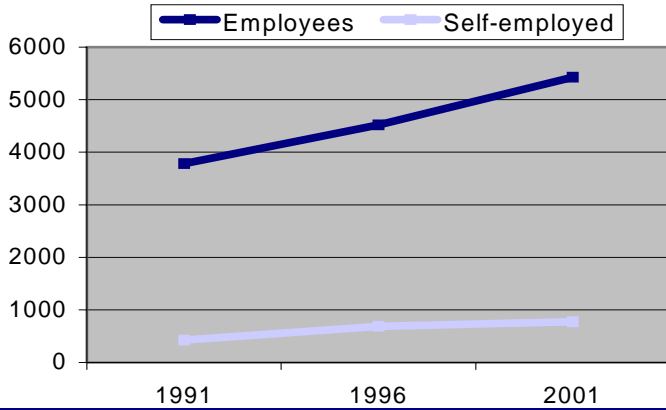
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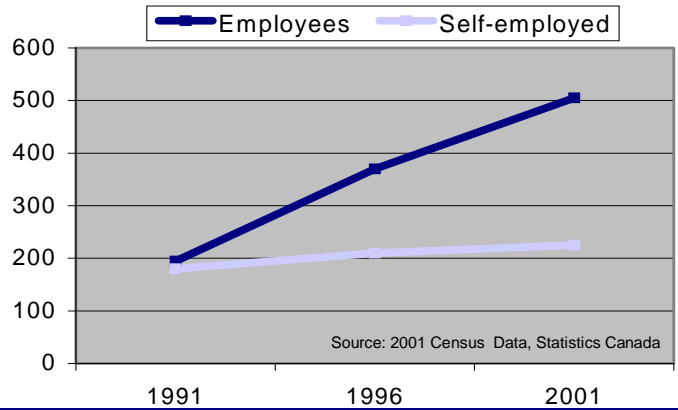
Trucking employment change

Waterloo-Wellington 1991-2001



Taxi-Limo employment change

Waterloo-Wellington 1991-2001



Source: 2001 Census Data, Statistics Canada

Transportation growth in Waterloo-Wellington and Ontario has been larger than that of the overall economies.

Transportation Educational Attainments

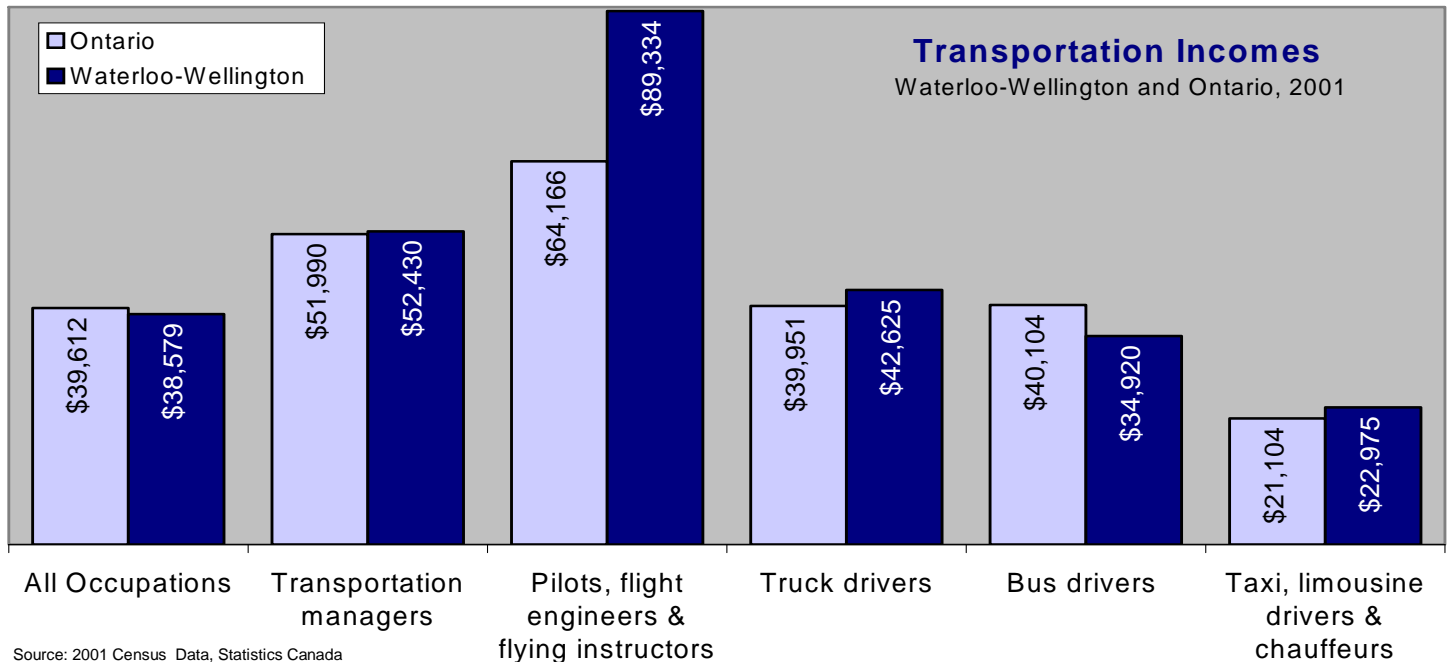
% distributions by highest education level obtained
Waterloo-Wellington, and Ontario 2001

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	Truck drivers	Bus drivers	Taxi, limousine drivers & chauffeurs
No high school graduation	23% (19)	17% (18)	3% (3)	48% (43)	38% (32)	38% (30)
High school and/or some post-secondary	28% (27)	35% (31)	10% (16)	28% (29)	33% (36)	23% (32)
Trades certificate	3% (3)	7% (5)	6% (5)	6% (7)	4% (4)	6% (4)
College diploma	28% (29)	27% (28)	69% (58)	18% (19)	19% (24)	26% (21)
University degree	19% (22)	14% (18)	12% (18)	2% (2)	6% (4)	8% (13)

Transportation Incomes

Waterloo-Wellington and Ontario, 2001



Source: 2001 Census Data, Statistics Canada

Canada

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