

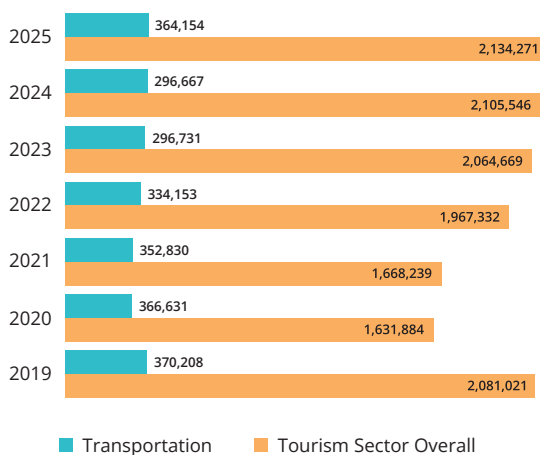
TRANSPORTATION

Impact Varies Among Operations

This fact sheet summarizes some key findings from a 2022 report by the Conference Board of Canada on behalf of Tourism HR Canada, examining the labour market trends in the tourism sector and projecting labour demand into 2024 and 2025. These projections are based primarily on job demand but also incorporate some

consideration of supply-side labour issues in the form of job vacancies. For a more detailed discussion of the findings of this report, the methodologies and assumptions that underlie the analysis, and the complete sets of figures and projections across the sector as a whole, please see the full report, which is accessible via TourismHR.ca.

Number of Jobs Per Year (Actual and Projected)



Jobs in transportation fell by around 19% in the first year of the pandemic, and the industry's recovery has been slow for a number of reasons.

It is not projected to reach 2019 levels until 2024, and the projected growth into 2025 continues to be gradual.



National Employment History and Projections

Not surprisingly, air transportation was hit particularly hard by the pandemic, with 2020 and 2021 seeing a drastic global reduction in air travel, both domestically and internationally. Flight-related occupations saw the most severe decreases in 2020, and are projected

to have a long and slow recovery. Ground-based transport was less severely impacted in general, with transit operators showing overall stability (likely due in large part to local demand), and expectations of a return to 2019 levels in 2023.



Jobs in Transportation Occupations (Actual and Projected)

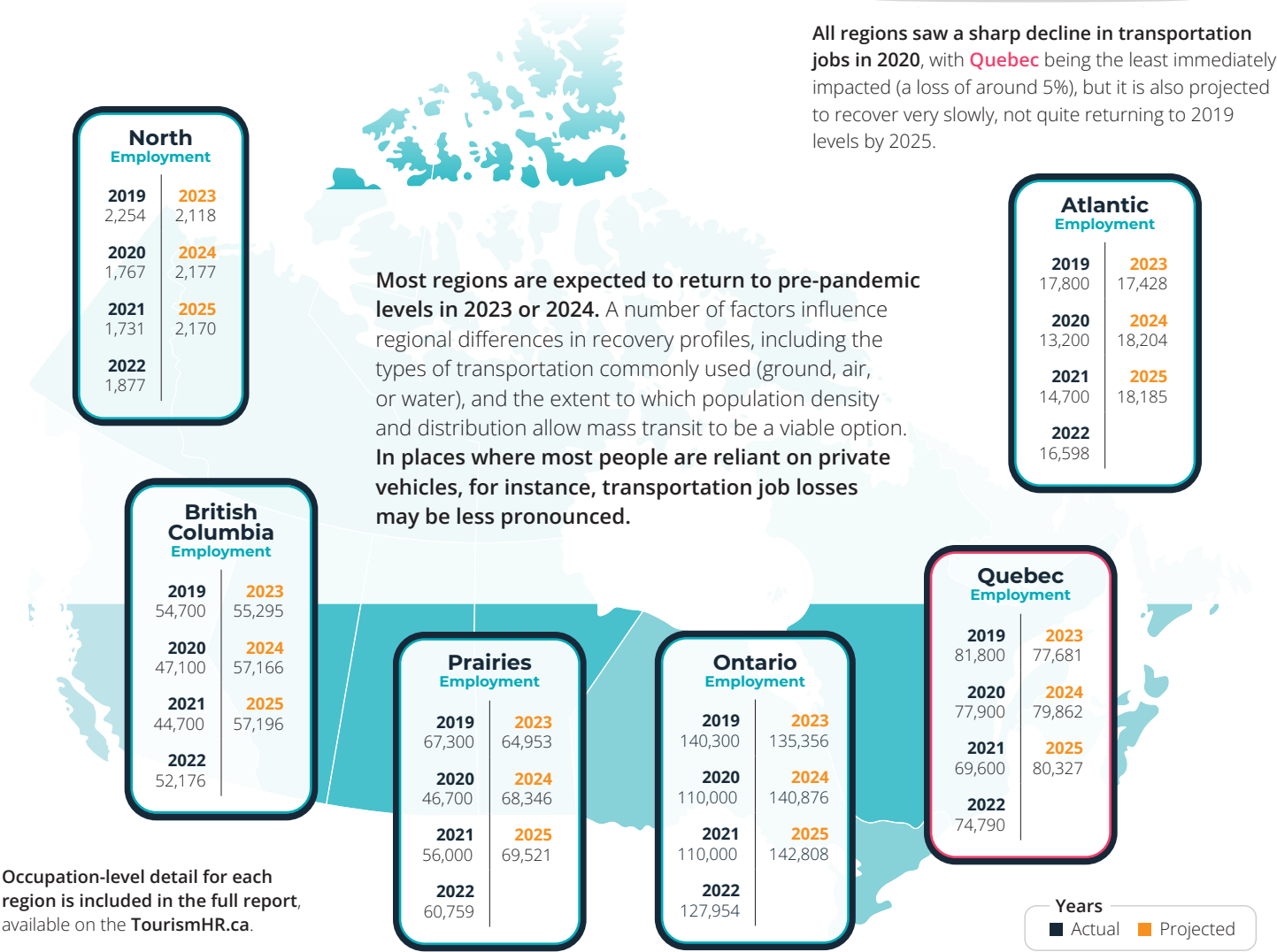
	2019	2020	2021	2022	2023	2024	2025
Managers in Transportation	10,741	8,520	8,194	9,716	10,377	11,007	11,155
Air Pilots, Flight Engineers, and Flying Instructors	16,650	11,606	10,743	14,042	15,331	17,330	17,223
Pursers and Flight Attendants	15,876	10,993	6,585	10,842	12,735	15,009	15,212
Airline Ticket and Service Agents	15,746	9,104	6,301	10,807	12,806	15,143	15,344
Ground and Water Transport Ticket Agents, Cargo Service Representatives, and Related Clerks	3,345	2,400	2,578	2,920	3,081	3,186	3,266
Bus Drivers, Subway Operators, and Other Transit Operators	86,766	83,362	85,930	84,642	87,587	88,478	89,228
Taxi and Limousine Drivers and Chauffeurs	85,743	64,450	53,760	79,800	86,080	87,395	88,263

Regional Tourism Employment History and Projections

Transportation Jobs by Region (Actual and Projected)



All regions saw a sharp decline in transportation jobs in 2020, with Quebec being the least immediately impacted (a loss of around 5%), but it is also projected to recover very slowly, not quite returning to 2019 levels by 2025.



Job Vacancies and Projections

As tourism businesses began to restaff in the summer of 2021, labour supply challenges were readily apparent, but these also coincided with job losses in the transportation industry. Job vacancy numbers fell in 2020 for most occupations (though not ground and water transport ticket agents, or taxi and limousine drivers), and job vacancy rates are generally projected to stay very low. This suggests that businesses are able to fill most positions as they open up, although whether this trend is supply- or

demand-led is unclear from this data. The highest vacancy rates are anticipated in ground and water transport ticket agents, cargo service representatives and related clerks, which may be linked to the relatively unregulated nature of these positions: people who have invested in particular licences or operating certificates may be more likely to have stayed in the industry during the pandemic than those without technical qualifications.

Transportation Job Vacancies

	Number of Vacancies			Vacancy Rate		
	2019	2020	2021	2022	2023	2024
Managers in Transportation	379	275	389	0.8%	0.7%	1.0%
Air Pilots, Flight Engineers, and Flying Instructors	300	240	195	1.5%	1.6%	1.4%
Pursers and Flight Attendants	295	208	199	1.7%	1.8%	2.7%
Airline Ticket and Service Agents	182	145	145	0.9%	1.2%	1.7%
Ground and Water Transport Ticket Agents, Cargo Service Representatives, and Related Clerks	122	175	208	2.6%	4.9%	5.4%
Bus Drivers, Subway Operators, and Other Transit Operators	2,484	1,995	2,058	2.3%	1.9%	1.9%
Taxi and Limousine Drivers and Chauffeurs	523	558	736	0.5%	0.7%	1.1%

What’s Next for Transportation?

Overall, the tourism sector is projected to continue its recovery and regrowth trajectory, although there will be difficult periods as labour force demographics and larger economic forces interact in complex ways.

A report focused on the labour side of the supply-demand issue is expected in 2023, and will provide for a fuller understanding of these complex issues.

In transportation, jobs will continue to be at least partly dependent on external forces such as economic pressures, changing public health requirements, and other logistical issues that discourage people from travelling. However, the size and geography of Canada, paired with a gradual return to in-person work in many sectors and an increased

public desire to visit friends and family, suggests that transportation needs will continue to increase over the next few years.

The extent of certification and licensing necessary for many occupations in this industry also provides a degree of stability to the workforce, although **key challenges** will include recruiting younger workers into the industry and training them towards these necessary qualifications.

