

EXECUTIVE SUMMARY

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TRANSPORTATION LABOUR MARKET OUTLOOK 2016–2025

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ASIA PACIFIC GATEWAY CORRIDOR

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The Asia Pacific Gateway Skills Table wishes to acknowledge the funding support from the Government of Canada's Sectoral Initiatives Program.

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La Table sur les compétences de la Porte d'entrée de l'Asie-Pacifique reçoit le soutien financier du Programme d'initiatives sectorielles du gouvernement du Canada.



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OVERVIEW

The Asia Pacific Gateway Skills Table's Corridor Labour Market Information Project provides labour supply and demand information on 34 occupations that are essential to the efficient functioning and growth of the Asia Pacific Gateway Corridor (APGC) transportation network.

The APGC includes **BC, Alberta, Saskatchewan** and **Manitoba** and contains four transportation sectors: **Air, Logistics, Rail, and Trucking**. The APGC is forecast to grow during the 10 years of the forecast as trade activity between North America and Asia continues to be a key economic driver for the APGC and Canadian economies. This summary relates to these 34 occupations as a group.

The forecast shows **177,375 Jobs** will need to be filled across the four provinces, 78% from the loss of experienced workers and 22% from economic drivers. It also shows growth of over 40,000 new jobs (7.5%), led by the expected recovery in Alberta.

The hiring conditions for the 34 occupations in the APGC labour market are summarized by the *Hiring Difficulty Index*. This index aggregates metrics on labour market tightness, immigration, mobility, worker experience and labour supply into a composite index that provides employers with a summary measure of the degree of difficulty they will find in hiring workers to fill Job Openings.

Hiring Difficulty Index										
Region	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
British Columbia		some challenges				difficult	some challenges			
Alberta	some challenges	difficult	some challenges							
Saskatchewan	easy market	some challenges	difficult				some challenges		difficult	
Manitoba	difficult	some challenges	difficult	some challenges			difficult	some challenges	difficult	
APGC Total	easy market	some challenges								

Driven largely by the extent of retirement (loss of experienced workers) and workers leaving for other provinces, employers in the four APGC provinces will face some challenges in hiring the workers they need in the 34 occupations starting in 2017 and through the duration of the forecast.

- BC sees steadier growth but loses the highest portion of its workforce to those retiring and leaving the labour force.
- Alberta's recovery, starting in 2017, creates challenges across the other three Provinces. Alberta will account for nearly half of the job growth in the APGC.
- Saskatchewan will see the slowest growth and a low supply of workers.
- Manitoba is expected to see the largest loss of workers to other provinces, which creates the most difficult hiring conditions among the four provinces.

LABOUR DEMAND AND SUPPLY DRIVERS

Labour Demand

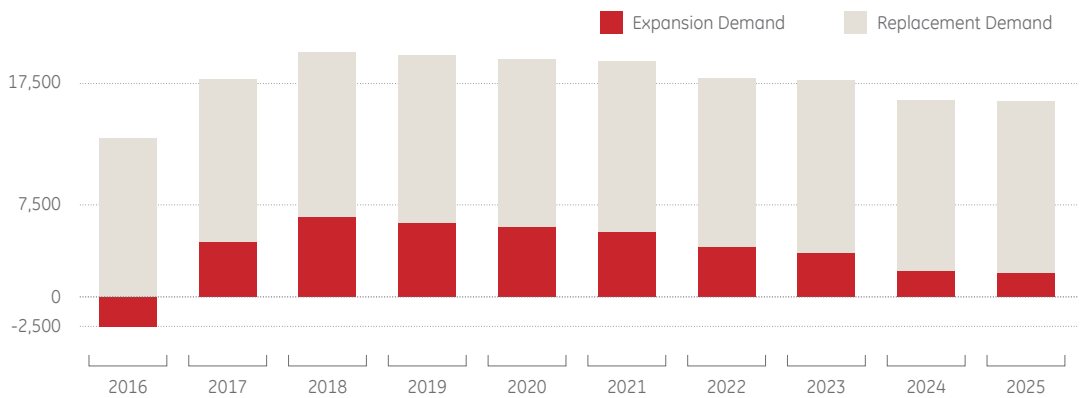
The forecast shows 177,375 Jobs will need to be filled across the four provinces and growth of over 40,000 new jobs (7.5%) led by the expected recovery in Alberta.

Expansion

40,000 new positions will be generated by economic growth by 2025, Alberta will lead the growth at an 11% increase, representing 63% of the net new positions. Saskatchewan will grow most slowly with less than a 3% increase in positions representing only 3% of the net new positions.

Top 3 Occupations by Largest Number of New Positions			
	Net New Positions	Growth Rate	Provincial Top 5
1 Transport Truck Drivers	8,609	7%	All
2 Material Handlers	4,354	8%	All
3 Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers	3,842	8%	BC AB MB

APGC Expansion and Replacement Job Openings, Moderate Scenario



Replacement

Replacement/Retirement rates remain high throughout the forecast period, with more than 1 in 4 workers retiring over the forecast period (lower in Alberta at 1 in 5). Replacement accounts for 78% of job openings across the Corridor, with relatively similar rates across all four sectors.

Top 3 Occupations by Largest Loss of Today's Workers (Retirement)				
	Job Openings	% Loss	Provincial Top 5	
1	Railway and Yard Locomotive Engineers	1,830	40%	All
2	Senior Managers – Construction, Transportation, Production and Utilities	8,139	40%	BC AB MB
3	Railway Carmen/women	906	38%	All

Labour Supply

Labour Supply in the 34 occupations in the APGC is expected to grow by 36,100 workers over the forecast period, driven heavily by new entrants, with more than half of the new supply from newly-trained workers who are new to the workforce. Workers from other occupations become a slightly larger source of supply over time. Only BC sees a substantial reliance on international workers for its new supply, although Saskatchewan loses a noticeable portion of its workforce to those returning to their countries and pursuing opportunities outside of Canada.

New Entrants

56% of the new supply in the APGC comes from New Entrants. Saskatchewan and Manitoba will both see two-thirds of their supply come from this newly-trained, new-to-the-workforce category, compared to roughly half of new supply in BC. The Rail sector will see only 41% of new supply coming from this category, compared to Trucking which is highest at 62%.

Top 3 Occupations by Largest Loss of Today's Workers (Retirement)				
	Job Openings	New Supply % of New Entrants	Provincial Top 5	
1	Industrial Instrument Technicians and Mechanics	1,158	103%	AB
2	Air Pilots, Flight Engineers and Flying Instructors	1,699	96%	BC, AB, SK
3	Aircraft Mechanics and Aircraft Inspectors	1,746	89%	BC, SK

Immigration

Immigration is expected to add 14% to the new supply of APGC workers, with considerable differences between the provinces. BC is expected to gain 21% of its new supply from this source, and Manitoba 20%, while Saskatchewan is expected to lose just over 20% of its new supply to other countries. Only Logistics (at 10%) has a relatively lower portion of new workers from this source, with Rail the highest at 17%.

Top 3 Occupations with Highest Percentage of International Workers

	Job Openings	New Supply % of International Workers	Provincial Top 5
1 Air Pilots, Flight Engineers and Flying Instructors	1,699	56%	AB, SK
2 Railway Track Maintenance Workers	1,601	39%	BC, MB
3 Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers	14,412	36%	AB

Mobility

Workers moving from other provinces comprise about 10% of expected new supply for the APGC and there are only four occupations that will lose workers over the full 10 years. This measure differs dramatically by province. Alberta will see 14% of new supply come from Mobility and only three occupations lose workers over the whole of the forecast, whereas Manitoba will lose 8% of its new supply to other provinces and 29 of the 34 occupations lose workers over the decade in the forecast. BC is the only province that will have workers moving in in every year. Only 5% of the new supply of Air sector workers will come from this source, up to 12% for Logistics.

Labour Force Mobility

Workers changing occupations or returning to the labour force are expected to constitute 20% of the new supply of APGC workers. Saskatchewan is expected to see 47% of its new supply from this source, with the other provinces all near or just below the average. This percentage is also considerably higher in Air (31%), Logistics (28%), and Rail (33%), but much lower in the Trucking sector (15%).

Labour Force Mobility is also a key source of workers for management occupations.

TRANSPORTATION LABOUR MARKET TRENDS

BY PROVINCE

Corridor-wide statistics are reflective of broader trends, but more varied conditions are seen between the provinces, with growth trends and labour market conditions, as well as sources of new supply reflecting the conditions in each provincial economy.

British Columbia

BC's growth in positions (at 6%) is expected to be second to Alberta's, creating 11,650 new jobs by 2025 in the 34 transportation sector occupations. 66,855 jobs will need to be filled over the duration of the forecast. BC's rate of retirement (27%) is highest among the provinces, creating 81% of job openings. Hiring conditions show challenges throughout the forecast, especially in 2021. BC relies more than other provinces on immigration for its new supply of workers, although workers from other occupations become a larger source over time. New Entrants account for more than half of new supply, and is expected to grow as a supply source over the forecast.

Alberta

After losing positions in 2016, recovery and steady growth are expected in Alberta from 2017–2020, contributing to the highest expected growth in the number of positions, at 11% (25,100 new jobs by 2025). 76,925 jobs will need to be filled over the duration of the forecast. Alberta's rate of retirement is only 22%, and it has the lowest percentage of any province of jobs created by Replacement, at 72%. Hiring conditions show challenges throughout the forecast, especially in 2018; after losing workers to other provinces in the first 3 years, new supply continues to lag job openings. More than half of the new supply of workers are New Entrants, though workers from other provinces and countries grow as a source of supply over time.

Saskatchewan

Saskatchewan sees the lowest growth in the number of new positions, at under 3% (just under 1,300 new jobs by 2025) and will show a reduction in positions from 2021–2024. 15,860 jobs will need to be filled over the duration of the forecast. Saskatchewan's rate of retirement at 27%, is just slightly lower than in BC, and generates 89% of the Job Openings, the highest among the provinces. Two-thirds of the new supply of workers comes from New Entrants and the loss of workers to other countries in the early years of the forecast reduces the new supply of workers by 20%.

Manitoba

Manitoba is expected to see the second-slowest growth in positions among the provinces, at just over 3% (just under 2,000 new jobs by 2025). 17,330 jobs will need to be filled over the duration of the forecast. It has 1 in 4 workers expected to retire by 2025, and Replacement creates 89% of job openings, highest among the provinces. Two-thirds of the new supply of workers are New Entrants, although workers from other countries and other occupations become larger sources over the course of the forecast. Hiring conditions are expected to be the most difficult among the provinces, with the departure of workers to other provinces expected to tighten new supply and create challenges that persist for the duration of the forecast.

BY SECTOR

The following labour demand table shows key labour market statistics by sector. The *Moderate Investment Scenario* is used as a base case. In this study we have included each occupation in each of the sectors that it fits. This means that the sector totals are *not* summative to the APGC totals

1 Occupations are not unique to a sector; some are found in all four. As a result, the sum of the sectors will be higher than the total for the APGC.

	Air	Logistics	Rail	Trucking	APGC Total
Average Jobs¹	181,514	190,145	186,892	270,475	557,162
Growth (%)	7.6%	7.5%	8.1%	7.4%	7.5%
Replacement	49,060	45,440	53,097	68,568	139,056
Replacement Rate for Today's Workforce	27.3%	24.1%	28.7%	25.3%	25.0%
Job Openings	61,020	59,917	67,296	84,870	177,374
Total New Supply	60,556	58,955	66,628	84,900	176,239

All four sectors show broadly similar growth trends over the duration of the forecast, with provincial differences having a bigger impact on labour markets than sectoral trends, although each sector has distinctive sources of new supply.

Air

The Air Sector is expected to see 7.6% growth from 2016–2025, producing 13,250 new positions. Nearly 80% of job openings will be created by Replacement, as just over one-quarter of today's workers retire by the end of the forecast. New Entrants account for 51% of the new supply of workers, with 31% from Labour Force Mobility and 16% international workers.

Hiring Difficulty Index Air Sector										
Region	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
British Columbia	some challenges									
Alberta	easy market	difficult	some challenges							
Saskatchewan	difficult	some challenges	difficult	some challenges	easy market			some challenges		
Manitoba	difficult	some challenges	difficult	some challenges			difficult	some challenges	difficult	
APGC Total	some challenges	difficult	some challenges							

Logistics

The Logistics Sector is expected to grow by 7.5% from 2016–2025, producing 13,650 new positions. Nearly 80% of job openings are created by Replacement, with just under one-quarter of today’s workers retire. Half of the new supply of workers are New Entrants, 28% come from Labour Force Mobility, 12% come from provinces outside of the APGC, and 10% come from immigration.

Hiring Difficulty Index Logistics Sector										
Region	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
British Columbia	some challenges									
Alberta	some challenges		difficult				some challenges			
Saskatchewan	easy market	some challenges		difficult			some challenges		difficult	
Manitoba	difficult	some challenges		difficult	some challenges			difficult		
APGC Total	easy market		some challenges							

Rail

The Rail Sector is expected to grow by 8.1% from 2016–2025, producing 14,400 new positions. About 80% of job openings are created by Replacement, as just under 30% of today’s workforce retire over the decade. This sector has a slightly lower-than-average percentage of its new supply coming from new workers, at 41%, while occupational mobility is high at 33% and 17% comes from immigration, a source which grows over the duration of the forecast.

Hiring Difficulty Index Rail Sector										
Region	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
British Columbia	some challenges									
Alberta	some challenges									
Saskatchewan	easy market	some challenges		difficult			some challenges		difficult	
Manitoba	difficult			some challenges				difficult		
APGC Total	easy market	some challenges								

Trucking

The Trucking Sector is expected to grow by 7.4%, producing 19,300 new positions. 81% of job openings are created by Replacement, as one-quarter of today’s workforce retires. The sector relies heavily on new entrants for its new supply of workers, at 62%, and 15% of workers coming from each of Labour Force Mobility and Immigration.

Hiring Difficulty Index Trucking Sector										
Region	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
British Columbia			some challenges			difficult			some challenges	
Alberta	some challenges		difficult			some challenges				
Saskatchewan	easy market	difficult				some challenges	easy market		some challenges	
Manitoba	easy market		some challenges	difficult			some challenges	difficult		
APGC Total	easy market					some challenges				

HEADLINES

The combined picture can mask regional issues and difficulties, but this also suggests that if the four provinces can address challenges in a coordinated manner, the challenges can be less significant.

More than **half of the new supply of workers will be newly trained inexperienced workers**. For employers this creates challenges of productivity and effective orientation, made more significant by the fact that more than **3 in 4 of the jobs to be filled come from the most experienced workers leaving** the labour force (retirements).

More than **a quarter of today’s workers will retire** by the end of 2025, except in Alberta which is lower—1 in 5.

British Columbia has two cycles of growth, which creates more stability than the other provinces, but it also has the highest rates of retirement.

Alberta is forecast to recover starting in 2017 and continue growing strongly to at least 2020. This recovery creates challenges as the demand for workers and investment in Alberta draws from BC, Saskatchewan and Manitoba.

Saskatchewan has low and slowing growth and loses workers to other countries at a higher rate than the rest of the APGC.

Manitoba loses the most workers to other provinces and has the most difficult hiring conditions for employers.

HIRING DIFFICULTY INDEX BY OCCUPATION

Asia Pacific Gateway Corridor Hiring Difficulty Index by Occupation												
NOC	Occupation Title	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	
0016	Senior Managers – Construction, Transportation, Production and Utilities	easy market					some challenges					
0113	Purchasing Managers	easy market					some challenges					
0714	Facility Operation and Maintenance Managers	easy market					some challenges					
0731	Managers in Transportation	easy market					some challenges					
1215	Supervisors, Supply Chain, Tracking and Scheduling Co-ordination Occupations					some challenges						
1225	Purchasing Agents and Officers	easy market		extremely difficult	difficult							
1315	Customs, Ship and Other Brokers	difficult					some challenges					
1521	Shippers and Receivers	easy market					some challenges					
1523	Production Logistics Coordinators	difficult	some challenges	difficult					some challenges			
1524	Purchasing and Inventory Control Workers	some challenges	difficult					some challenges				
1525	Dispatchers	difficult						some challenges				
1526	Transportation Route and Crew Schedulers	difficult	easy market	some challenges		difficult			some challenges			
2131	Civil Engineers	difficult			some challenges			difficult	some challenges			
2231	Civil Engineering Technologists and Technicians					some challenges						
2241	Electrical and Electronics Engineering Technologists and Technicians	some challenges	extremely difficult				some challenges	easy market	some challenges			
2243	Industrial Instrument Technicians and Mechanics	easy market	extremely difficult				some challenges	easy market	some challenges	easy market		
2261	Non-Destructive Testers and Inspection Technicians	some challenges	difficult					some challenges				
2262	Engineering Inspectors and Regulatory Officers	some challenges	easy market				difficult		some challenges			
2263	Inspectors in Public & Environmental Health and Occupational Health & Safety	some challenges	easy market					some challenges				
2271	Air Pilots, Flight Engineers and Flying Instructors	some challenges	difficult					some challenges				
6222	Retail and Wholesale Buyers					some challenges			easy market	some challenges		
7231	Machinists and Machining and Tooling Inspectors	easy market			difficult			some challenges	easy market			

Hiring Difficulty Index by Occupation

Asia Pacific Gateway Corridor Hiring Difficulty Index by Occupation

NOC	Occupation Title	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
7242	Industrial Electricians	easy market	difficult			some challenges					
7304	Supervisors, Railway Transport Operations	difficult	some challenges								
7305	Supervisors, Motor Transport and Other Ground Transit Operators	some challenges					some challenges				
7311	Construction Millwrights and Industrial Mechanics	easy market	some challenges	difficult			some challenges				
7314	Railway Carmen/women	some challenges	easy market	some challenges			difficult	some challenges			
7315	Aircraft Mechanics and Aircraft Inspectors	difficult	some challenges			easy market		some challenges			
7321	Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers	difficult	extremely difficult	difficult	some challenges						
7361	Railway and Yard Locomotive Engineers	some challenges	easy market	difficult							
7362	Railway Conductors and Brakemen/women	easy market		difficult							
7452	Material Handlers	easy market		some challenges			easy market	some challenges			
7511	Transport Truck Drivers	easy market	some challenges								
7531	Railway Track Maintenance Workers	some challenges	easy market	difficult							

British Columbia Hiring Difficulty Index by Occupation

NOC	Occupation Title	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
0016	Senior Managers – Construction, Transportation, Production and Utilities	some challenges		easy market	some challenges						
0113	Purchasing Managers	some challenges	easy market	some challenges							
0714	Facility Operation and Maintenance Managers	some challenges	easy market	some challenges							
0731	Managers in Transportation	some challenges					some challenges				
1215	Supervisors, Supply Chain, Tracking and Scheduling Co-ordination Occupations	easy market			some challenges						
1225	Purchasing Agents and Officers	difficult	some challenges		difficult						
1315	Customs, Ship and Other Brokers	easy market	some challenges								
1521	Shippers and Receivers	some challenges					some challenges				
1523	Production Logistics Coordinators	some challenges					some challenges				

Hiring Difficulty Index by Occupation

British Columbia Hiring Difficulty Index by Occupation

NOC	Occupation Title	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	
1524	Purchasing and Inventory Control Workers	some challenges					difficult		some challenges			
1525	Dispatchers	some challenges					difficult		some challenges			
1526	Transportation Route and Crew Schedulers	some challenges					difficult		some challenges			
2131	Civil Engineers	some challenges					difficult		some challenges			
2231	Civil Engineering Technologists and Technicians	some challenges					difficult		some challenges			
2241	Electrical and Electronics Engineering Technologists and Technicians	some challenges					difficult		some challenges			
2243	Industrial Instrument Technicians and Mechanics	some challenges		easy market	difficult	some challenges	difficult		some challenges	easy market		
2261	Non-Destructive Testers and Inspection Technicians	some challenges	difficult	some challenges		difficult		some challenges				
2262	Engineering Inspectors and Regulatory Officers	some challenges					difficult		some challenges			
2263	Inspectors in Public & Environmental Health and Occupational Health & Safety	some challenges					difficult		some challenges			
2271	Air Pilots, Flight Engineers and Flying Instructors	easy market	some challenges				difficult		some challenges			
6222	Retail and Wholesale Buyers	some challenges	easy market	some challenges								
7231	Machinists and Machining and Tooling Inspectors	some challenges					some challenges					
7242	Industrial Electricians	some challenges				difficult			some challenges			
7304	Supervisors, Railway Transport Operations	some challenges	easy market	some challenges								
7305	Supervisors, Motor Transport and Other Ground Transit Operators	easy market	some challenges									
7311	Construction Millwrights and Industrial Mechanics	some challenges					difficult		easy market			
7314	Railway Carmen/women	difficult	some challenges		difficult			some challenges				
7315	Aircraft Mechanics and Aircraft Inspectors	easy market	some challenges		easy market	some challenges		easy market				
7321	Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers	some challenges					difficult		some challenges			
7361	Railway and Yard Locomotive Engineers	difficult	some challenges		difficult							
7362	Railway Conductors and Brakemen/women	difficult	some challenges		difficult							
7452	Material Handlers	difficult	some challenges								easy market	
7511	Transport Truck Drivers	some challenges					difficult		some challenges			
7531	Railway Track Maintenance Workers	difficult	some challenges		difficult							

Hiring Difficulty Index by Occupation

Alberta Hiring Difficulty Index by Occupation

NOC	Occupation Title	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	
0016	Senior Managers – Construction, Transportation, Production and Utilities	easy market	difficult	some challenges								
0113	Purchasing Managers	easy market	some challenges									
0714	Facility Operation and Maintenance Managers	easy market	some challenges				easy market		some challenges			
0731	Managers in Transportation	easy market	some challenges				easy market		some challenges			
1215	Supervisors, Supply Chain, Tracking and Scheduling Co-ordination Occupations	easy market	some challenges				easy market		some challenges			
1225	Purchasing Agents and Officers	some challenges	easy market	difficult			some challenges		difficult			
1315	Customs, Ship and Other Brokers	easy market	over-supplied market	difficult	some challenges		difficult	some challenges				
1521	Shippers and Receivers	some challenges	difficult	some challenges								
1523	Production Logistics Coordinators	some challenges										
1524	Purchasing and Inventory Control Workers	some challenges	difficult	some challenges				some challenges				
1525	Dispatchers	some challenges	difficult	some challenges								
1526	Transportation Route and Crew Schedulers	some challenges	easy market		some challenges							
2131	Civil Engineers	some challenges	easy market	difficult	some challenges				some challenges			
2231	Civil Engineering Technologists and Technicians	some challenges	difficult			some challenges						
2241	Electrical and Electronics Engineering Technologists and Technicians	over-supplied market	difficult	some challenges				some challenges				
2243	Industrial Instrument Technicians and Mechanics	some challenges	difficult	some challenges			easy market					
2261	Non-Destructive Testers and Inspection Technicians	over-supplied market	difficult	some challenges								
2262	Engineering Inspectors and Regulatory Officers	easy market		difficult	some challenges							
2263	Inspectors in Public & Environmental Health and Occupational Health & Safety	some challenges	easy market	some challenges								
2271	Air Pilots, Flight Engineers and Flying Instructors	over-supplied market	easy market	some challenges								
6222	Retail and Wholesale Buyers	some challenges	difficult		some challenges			easy market		some challenges		
7231	Machinists and Machining and Tooling Inspectors	easy market	extremely difficult	difficult		some challenges						
7242	Industrial Electricians	easy market	difficult			some challenges						
7304	Supervisors, Railway Transport Operations	easy market	some challenges				easy market		some challenges			
7305	Supervisors, Motor Transport and Other Ground Transit Operators	some challenges	difficult		some challenges			easy market		some challenges		

Hiring Difficulty Index by Occupation

Alberta Hiring Difficulty Index by Occupation

NOC	Occupation Title	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
7311	Construction Millwrights and Industrial Mechanics	some challenges		difficult				some challenges			
7314	Railway Carmen/women	some challenges	easy market	difficult		some challenges	difficult		some challenges		
7315	Aircraft Mechanics and Aircraft Inspectors							some challenges			
7321	Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers	some challenges	difficult					some challenges			
7361	Railway and Yard Locomotive Engineers	some challenges	easy market		difficult			some challenges		difficult	
7362	Railway Conductors and Brakemen/women		easy market		difficult				some challenges		
7452	Material Handlers	some challenges	easy market	difficult				some challenges			
7511	Transport Truck Drivers	some challenges		difficult				some challenges			
7531	Railway Track Maintenance Workers	some challenges	easy market		difficult			some challenges		difficult	

Saskatchewan Hiring Difficulty Index by Occupation

NOC	Occupation Title	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
0016	Senior Managers – Construction, Transportation, Production and Utilities	some challenges	difficult	some challenges	difficult			some challenges			
0113	Purchasing Managers	easy market	difficult				some challenges			difficult	some challenges
0714	Facility Operation and Maintenance Managers		some challenges		difficult			some challenges			
0731	Managers in Transportation							some challenges			difficult
1215	Supervisors, Supply Chain, Tracking and Scheduling Co-ordination Occupations	difficult						some challenges			
1225	Purchasing Agents and Officers	easy market						difficult			
1315	Customs, Ship and Other Brokers	over-supplied market				easy market				over-supplied market	easy market
1521	Shippers and Receivers	easy market	some challenges		difficult		some challenges		easy market		some challenges
1523	Production Logistics Coordinators	some challenges	difficult	some challenges				difficult			some challenges

Hiring Difficulty Index by Occupation

Saskatchewan Hiring Difficulty Index by Occupation

NOC	Occupation Title	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
1524	Purchasing and Inventory Control Workers	easy market	difficult				some challenges			difficult	
1525	Dispatchers	difficult	some challenges	difficult		some challenges	easy market		some challenges		
1526	Transportation Route and Crew Schedulers	over-supplied market	easy market				some challenges				
2131	Civil Engineers	difficult	some challenges		difficult	some challenges		easy market		some challenges	difficult
2231	Civil Engineering Technologists and Technicians	some challenges	difficult	easy market	difficult	some challenges	easy market				some challenges
2241	Electrical and Electronics Engineering Technologists and Technicians	difficult		easy market	difficult	some challenges		easy market		some challenges	
2243	Industrial Instrument Technicians and Mechanics	easy market	some challenges	easy market	some challenges	extremely difficult	some challenges	easy market		some challenges	
2261	Non-Destructive Testers and Inspection Technicians	some challenges					easy market		some challenges		
2262	Engineering Inspectors and Regulatory Officers	over-supplied market	easy market								
2263	Inspectors in Public & Environmental Health and Occupational Health & Safety	easy market	difficult	easy market	difficult	some challenges		easy market		some challenges	difficult
2271	Air Pilots, Flight Engineers and Flying Instructors	easy market	over-supplied market	some challenges							
6222	Retail and Wholesale Buyers	some challenges								difficult	
7231	Machinists and Machining and Tooling Inspectors	easy market	difficult	some challenges	difficult			easy market		some challenges	
7242	Industrial Electricians	some challenges			difficult	extremely difficult	difficult	easy market			some challenges
7304	Supervisors, Railway Transport Operations	difficult	some challenges				difficult	some challenges			
7305	Supervisors, Motor Transport and Other Ground Transit Operators	difficult	some challenges		difficult	some challenges			difficult	some challenges	
7311	Construction Millwrights and Industrial Mechanics	easy market	some challenges		difficult			easy market	some challenges		
7314	Railway Carmen/women	some challenges	difficult			some challenges					
7315	Aircraft Mechanics and Aircraft Inspectors	easy market	over-supplied market	easy market	some challenges	easy market					some challenges
7321	Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers	some challenges	easy market	some challenges	difficult		some challenges				difficult
7361	Railway and Yard Locomotive Engineers	some challenges	difficult								
7362	Railway Conductors and Brakemen/women	some challenges	difficult								
7452	Material Handlers	easy market	some challenges		difficult		some challenges	easy market			some challenges
7511	Transport Truck Drivers	some challenges		difficult		some challenges		easy market		some challenges	
7531	Railway Track Maintenance Workers	some challenges	difficult								

Hiring Difficulty Index by Occupation

Manitoba Hiring Difficulty Index by Occupation

NOC	Occupation Title	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
0016	Senior Managers – Construction, Transportation, Production and Utilities	difficult	some challenges					difficult			
0113	Purchasing Managers	difficult	some challenges	difficult	some challenges			difficult			
0714	Facility Operation and Maintenance Managers	difficult	some challenges					difficult			
0731	Managers in Transportation	difficult	some challenges								
1215	Supervisors, Supply Chain, Tracking and Scheduling Co-ordination Occupations	difficult	some challenges	difficult	some challenges			difficult			
1225	Purchasing Agents and Officers	difficult		extremely difficult	difficult						
1315	Customs, Ship and Other Brokers	difficult		some challenges					difficult		
1521	Shippers and Receivers	some challenges	easy market	some challenges	easy market	some challenges					
1523	Production Logistics Coordinators	some challenges	easy market	difficult	some challenges	difficult	some challenges	difficult			
1524	Purchasing and Inventory Control Workers	difficult			some challenges			difficult			
1525	Dispatchers	easy market		some challenges			difficult	some challenges			
1526	Transportation Route and Crew Schedulers	extremely difficult	some challenges				easy market	some challenges			
2131	Civil Engineers	extremely difficult	difficult	some challenges	difficult	some challenges	difficult	some challenges	difficult		
2231	Civil Engineering Technologists and Technicians	extremely difficult	difficult	over-supplied market	easy market		some challenges	easy market	some challenges		
2241	Electrical and Electronics Engineering Technologists and Technicians	difficult	some challenges				extremely difficult	some challenges	difficult		
2243	Industrial Instrument Technicians and Mechanics	over-supplied market	easy market	some challenges		easy market	some challenges	easy market			
2261	Non-Destructive Testers and Inspection Technicians	easy market		some challenges							
2262	Engineering Inspectors and Regulatory Officers	extremely difficult	difficult				extremely difficult	difficult	some challenges		
2263	Inspectors in Public & Environmental Health and Occupational Health & Safety	difficult			some challenges				difficult		
2271	Air Pilots, Flight Engineers and Flying Instructors	extremely difficult	difficult	some challenges	easy market	some challenges	easy market	some challenges	easy market	difficult	
6222	Retail and Wholesale Buyers	difficult	some challenges	difficult	some challenges			difficult	some challenges	difficult	
7231	Machinists and Machining and Tooling Inspectors	difficult	some challenges	difficult		some challenges	easy market	some challenges			
7242	Industrial Electricians	difficult		some challenges	difficult	some challenges			difficult		
7304	Supervisors, Railway Transport Operations	difficult	some challenges					difficult			
7305	Supervisors, Motor Transport and Other Ground Transit Operators	some challenges				difficult	some challenges	difficult			

Hiring Difficulty Index by Occupation

Manitoba Hiring Difficulty Index by Occupation

NOC	Occupation Title	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
7311	Construction Millwrights and Industrial Mechanics	some challenges	difficult		some challenges	easy market	some challenges	difficult			
7314	Railway Carmen/women	extremely difficult			difficult				some challenges	difficult	
7315	Aircraft Mechanics and Aircraft Inspectors	extremely difficult	difficult		some challenges						difficult
7321	Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers	easy market	some challenges	difficult	some challenges					difficult	
7361	Railway and Yard Locomotive Engineers				difficult						
7362	Railway Conductors and Brakemen/women			difficult			extremely difficult			difficult	
7452	Material Handlers	some challenges	easy market	some challenges	easy market				some challenges		
7511	Transport Truck Drivers	easy market	some challenges	easy market	difficult	some challenges	difficult	some challenges	difficult		
7531	Railway Track Maintenance Workers				difficult						





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Executive Summary
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Asia Pacific Gateway Corridor
Transportation Labour Market
Outlook 2016–2025
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Asia Pacific Gateway Skills Table
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