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# THE TOURISM & HOSPITALITY WORKFORCE PROFILE IN THE TRANSPORTATION & TRAVEL SECTOR



In partnership with





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# THE WORKFORCE PROFILE

In 2020, the global onset of the COVID-19 pandemic triggered unprecedented challenges in the Tourism and Hospitality industry, marked by extensive layoffs, widespread business closures, and profound uncertainty about the pandemic's short-term and long-term effects on both the demand for and supply of labor within the sector. The subsequent years witnessed the industry, along with the broader economy, navigating through these turbulent times, striving for recovery. By 2023, notable strides towards rejuvenation were evident, yet the path to full recovery remains dotted with ongoing challenges, underscoring the need for continued, concerted efforts.

This context sets the stage for the labour market information project initiated by go2HR in 2021, aimed at providing a comprehensive and evolving snapshot of the industry's labour market at provincial, regional, and sectoral levels. These workforce profiles, now encompassing data up to and including the year 2023, offer a detailed understanding of the labour market dynamics, spotlighting the workforce characteristics, and delineating the trajectory of the industry's recovery. This information is crucial for developing effective strategies and policies that not only aid the industry's current recovery but also strengthen its long-term stability.

This report focuses on the transportation and travel sector, presenting an in-depth profile of its industry workforce. The analysis utilizes detailed Labor Force Survey data, gathered monthly by Statistics Canada<sup>1</sup>, and incorporates additional data sources such as Census information.

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<sup>1</sup> Readers should be aware that the LFS is a sample survey and estimates are subject to both sampling and non-sampling errors. Sample bias increases as sample size decreases. Unless otherwise stated, all information contained in this report is based on LFS data.

# THE TRANSPORTATION & TRAVEL SECTOR

The transportation and travel sector includes businesses whose primary function is to provide either for hire or scheduled transportation services via land, water, or air, or transportation information and booking services to their customers. For example, this sector includes companies that provide scheduled and charter air travel, rail transportation, scheduled or charter boat or ferry services, scheduled or charter bus services, taxis and limousines, urban transit systems, automotive rental or leasing, scenic and sightseeing transportation, and travel arrangements and booking agents.

Due to travel restrictions and health and safety measures implemented in response to the pandemic, the transportation and travel sector saw reduced capacity and business activity. Although the sector managed to recover about 5,000 jobs in 2023, bringing the total to 60,854 employees in BC, this figure still falls short of the 2019 level of 65,521. Looking ahead, the sector is projected to experience positive growth over the next decade, with an annual growth rate of 0.9% expected, resulting in approximately 15,800 job openings.<sup>2</sup>

The transportation and travel sector is a crucial part of BC's Tourism and Hospitality industry as it not only allows visitors to move around the province, but due to BC's great natural beauty and vast size, it serves as a way for travelers to enjoy the journey and becomes a part of the experience itself. Given the remote nature of many areas of BC, transportation services such as planes, ferries, and trains can allow visitors to see and experience some of the rugged

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<sup>2</sup> BC Labour Market Outlook, 2023. [https://www.workbc.ca/sites/default/files/2023-11/MPSEFS\\_11803\\_BC\\_Jobs\\_LMO\\_2023\\_FINAL..pdf](https://www.workbc.ca/sites/default/files/2023-11/MPSEFS_11803_BC_Jobs_LMO_2023_FINAL..pdf)

wilderness that BC has to offer without the added difficulty of driving on remote roads or covering long distances on foot. Services such as BC Ferries or the Rocky Mountaineer passenger train allow visitors and locals alike to view wildlife like orcas, seals, eagles, elk, big horn sheep, and bears all in a comfortable and safe setting.

This series of workforce profiles follows the Tourism Satellite Account's definition of the Tourism and Hospitality sector, in particular, the NAICs Codes that are used to define the transportation and travel sector. Those NAICs codes are:

- 4811: Scheduled air transport
- 4812: Non-scheduled air transport
- 4821: Rail transport
- 4831: Deep sea, coastal and great lakes water transportation
- 4832: Inland water transportation
- 4851: Urban transit systems
- 4852: Interurban and rural bus transportation
- 4853: Taxi and limousine service
- 4854: School and employee bus transportation
- 4855: Charter bus industry
- 4859: Other transit and ground passenger transportation
- 4871: Scenic and sightseeing transportation – land
- 4872: Scenic and sightseeing transportation - water
- 4879: Scenic and sightseeing transportation - other
- 5321: Automotive equipment rental leasing
- 5615: Travel arrangement and reservation services

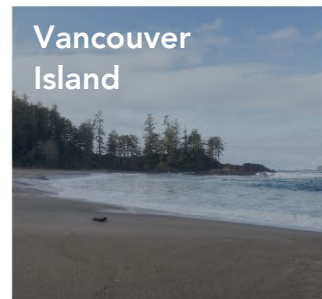
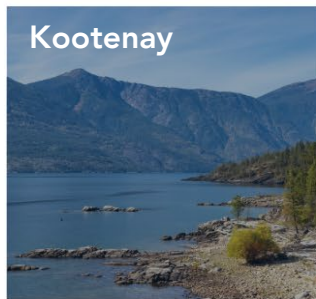
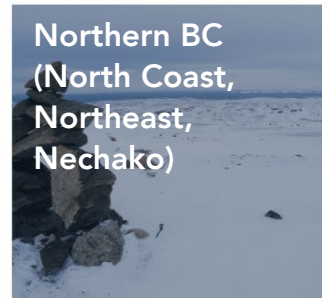
Note: Any business is assigned to only one NAICs code, corresponding to the industry classification from which it generates its greatest revenues. NAICs Codes can be found at the following link: <https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=380372>



# BREAKDOWN OF BC'S DEVELOPMENT AND TOURISM REGIONS



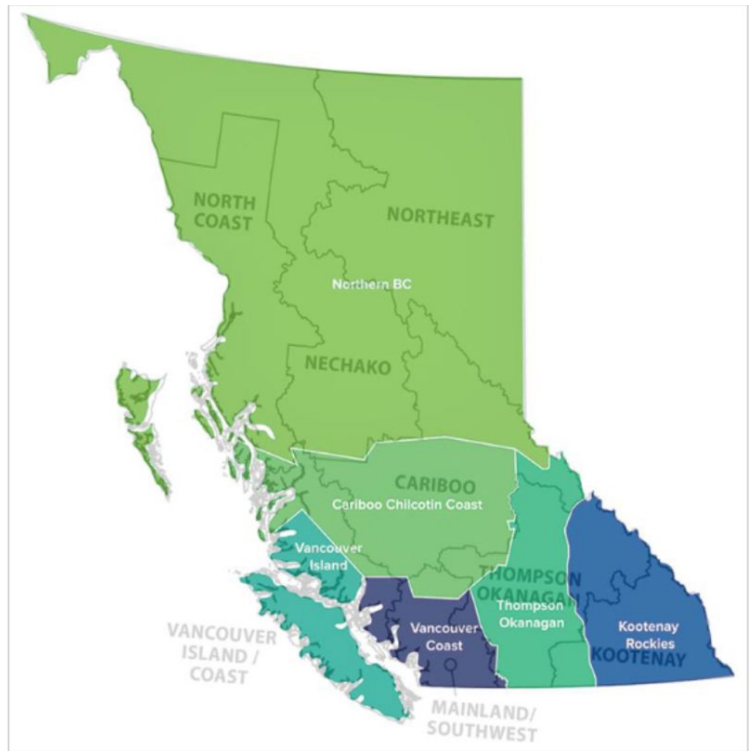
There are eight development regions in BC. The series of regional reports combines the three most northerly regions, presenting data for six development regions:





The map to the right indicates the development regions of British Columbia (displayed in dark text) and the Tourism regions of British Columbia (displayed in white text). Some of the development and Tourism regions may have the same name but represent slightly different geographic areas.

As indicated in the map, there is some commonality between the two sets of regional definitions (i.e. Tourism vs development regions), however, no region aligns perfectly with their counterpart in the opposite set.



# CHARACTERISTICS OF THE TRANSPORTATION AND TRAVEL WORKFORCE

The transportation and travel sector employed 60,854 workers in 2023, of which 73% are located in the Lower Mainland, 14% in the Vancouver Island region, and 6% in the Thompson Okanagan. The sector is slightly more concentrated in the Lower Mainland than the industry overall.

*Table 1: Employment in the Tourism and Hospitality Industry, 2023*

Region	Transportation & Travel		Tourism and Hospitality	
	#	%	#	%
Lower Mainland	44,249	73%	232,979	67%
Vancouver Island	8,479	14%	54,354	16%
Thompson Okanagan	3,708	6%	33,416	10%
Kootenay	917	2%	8,813	3%
Cariboo	1,438	2%	6,250	2%
Northern BC	2,063	3%	8,167	2%
<b>British Columbia</b>	<b>60,854</b>	<b>100%</b>	<b>343,979</b>	<b>100%</b>

*Note: The LFS data in this table are annual averages.*



The sector comprises 18% of the total workforce in British Columbia's Tourism and Hospitality industry, and 2% of the province's overall workforce. Its employment concentration relative to the overall industry in BC is considerably lower than the national average for the sector in comparison to the industry (18% vs 45%).

*Table 2: Transportation & Travel vs Tourism and Hospitality, 2023*

Employment	British Columbia	Canada
Transportation & Travel Employment	60,854	912,458
Tourism and Hospitality Employment	343,979	2,007,396
Overall Employment	2,791,792	20,170,917
<b>% Tourism and Hospitality of Overall</b>	<b>12%</b>	<b>10%</b>
<b>% Transportation &amp; Travel of Overall</b>	<b>2%</b>	<b>5%</b>
<b>% Transportation &amp; Travel of Tourism and Hospitality</b>	<b>18%</b>	<b>45%</b>

*Note: The LFS data in this table are annual averages.*

The gender distribution in the sector's workforce is uneven, with a majority (70%) identifying as male. The age distribution across various age groups is approximately normal, and 71% of the workforce possess a post-secondary diploma or degree.

*Table 3: Tourism and Hospitality Industry Workforce Demographics, 2023*

Demographics	Transport & Travel	
<b>Sex</b>	<b>#</b>	<b>%</b>
Male	42,416	70%
Female	18,438	30%
<b>Age Group</b>	<b>#</b>	<b>%</b>
15 to 24	2,479	4%
25 to 34	12,813	21%
35 to 44	14,687	24%
45 to 54	14,563	24%
55 to 64	13,021	21%
65 or above	3,291	6%
<b>Education</b>	<b>#</b>	<b>%</b>
Below high school	2,208	4%
High school or some post-secondary education	15,188	25%
Degree below bachelor's	23,958	39%
Bachelor's degree or above	19,500	32%

*Note: The LFS data in this table are annual averages.*

A significant majority (87%) of the workforce is employed full-time, with over three-quarters (82%) in permanent positions. On average, employees in the sector work 35 hours per week and earn \$38.33 per hour.

*Table 4: Transportation & Travel Sector Demographics, 2023*

Demographics	Transportation & Travel	
<b>Job Status</b>	<b>#</b>	<b>%</b>
Full-time	52,875	87%
Part-time	7,979	13%
<b>Permanent and Seasonal<sup>3</sup></b>	<b>#</b>	<b>%</b>
Permanent	50,042	82%
Seasonal	729	1%
Casual	938	2%
Temporary	1,438	2%
Other	0	0%
N/A	7,708	13%

*Note: The LFS data in this table are annual averages*



**35** hours worked per week on average



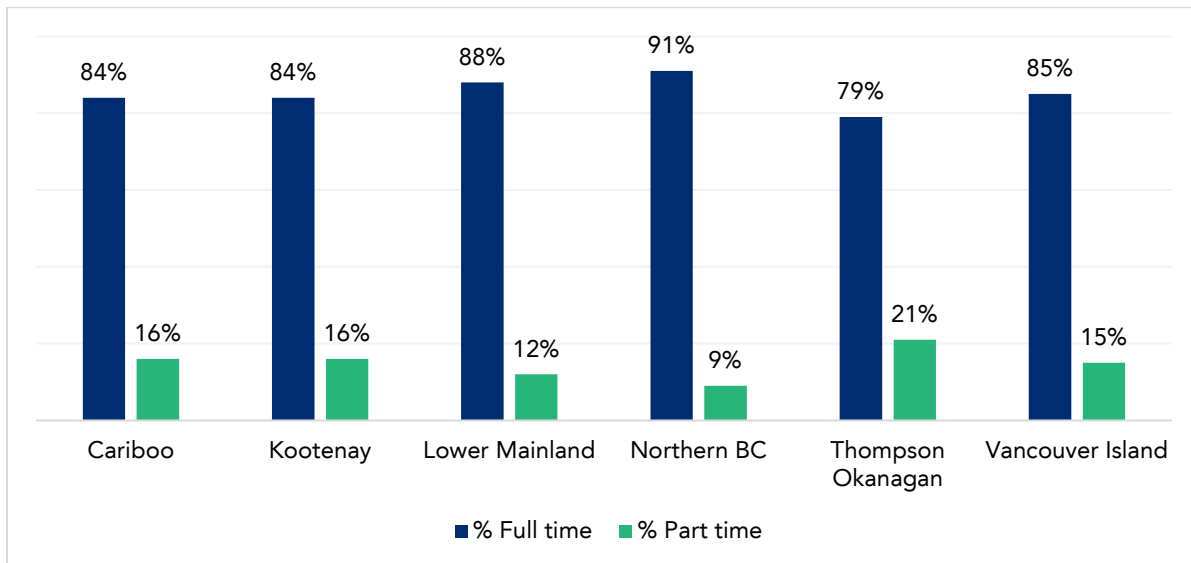
**38.33** earned per hour on average

<sup>3</sup> Permanent= indefinite employment position; Seasonal=steady work, but not for all months of the year; Casual= work only when needed or on-call; Temporary= non-permanent position.



In Northern BC, the highest proportion of full-time workers is observed, accounting for 91% of the workforce, while Thompson Okanagan has the highest percentage of part-time workers, at 21%.

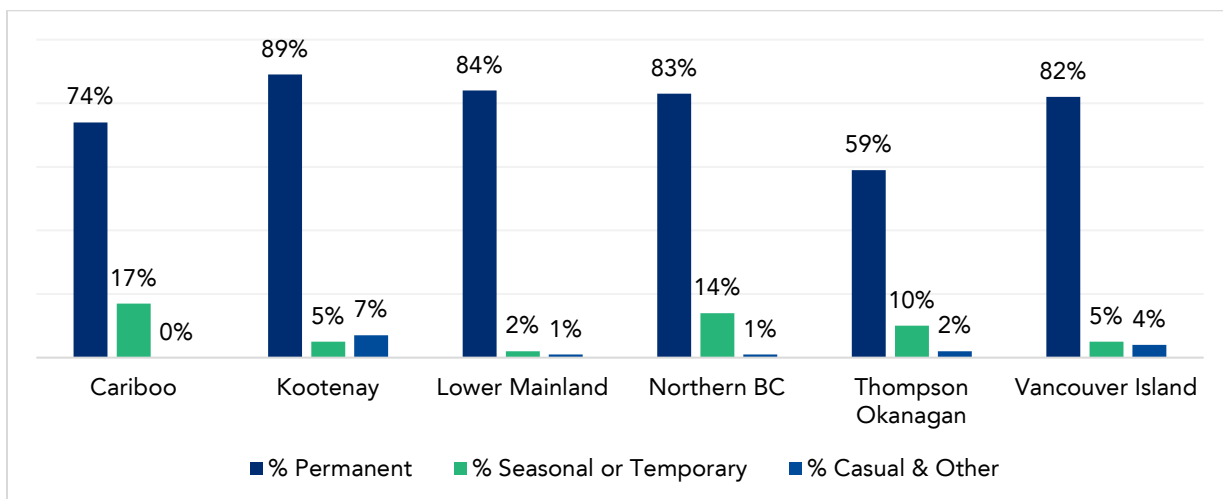
**Chart 1: Transportation & Travel Sector Job Status by Region, 2023**



Note: The LFS data in this chart are annual averages.

In each region the majority of employees hold permanent positions, with the Kootenays employing the highest percentage of permanent workers (89%) while the Cariboo region employs the highest percentage of seasonal or temporary workers (17%)

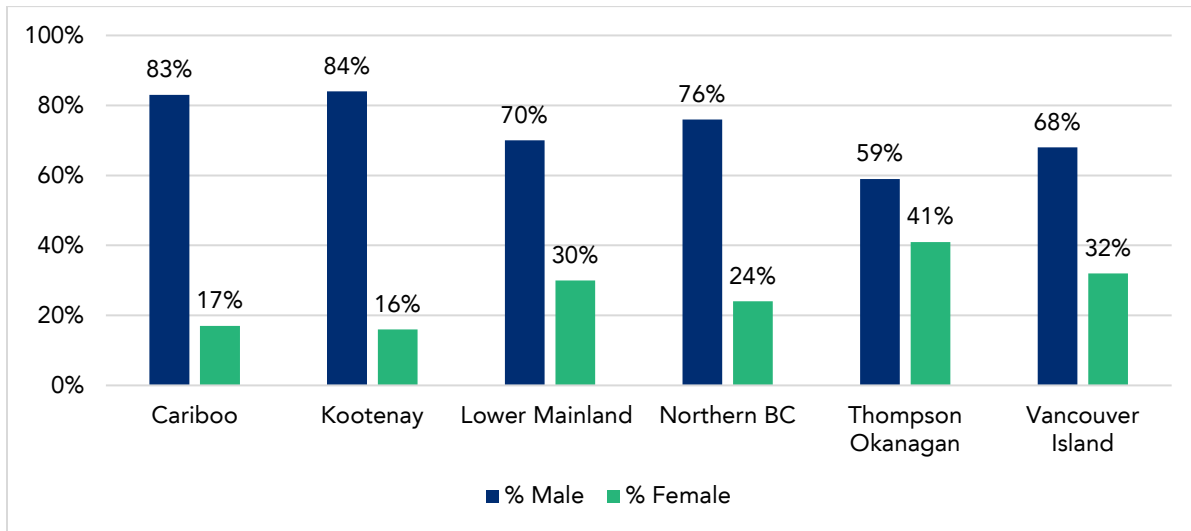
**Chart 2: Transportation & Travel Sector Employee Type by Region, 2023**



Note: The LFS data in this chart are annual averages. Percentages may not total 100% because a small portion of employees did not record their employment type, which is indicated as N/A in Table 4.

There are significantly more males working in the sector in each region, with the highest sex inequality occurring in the Kootenay region where only 16% of the workforce identify as female.

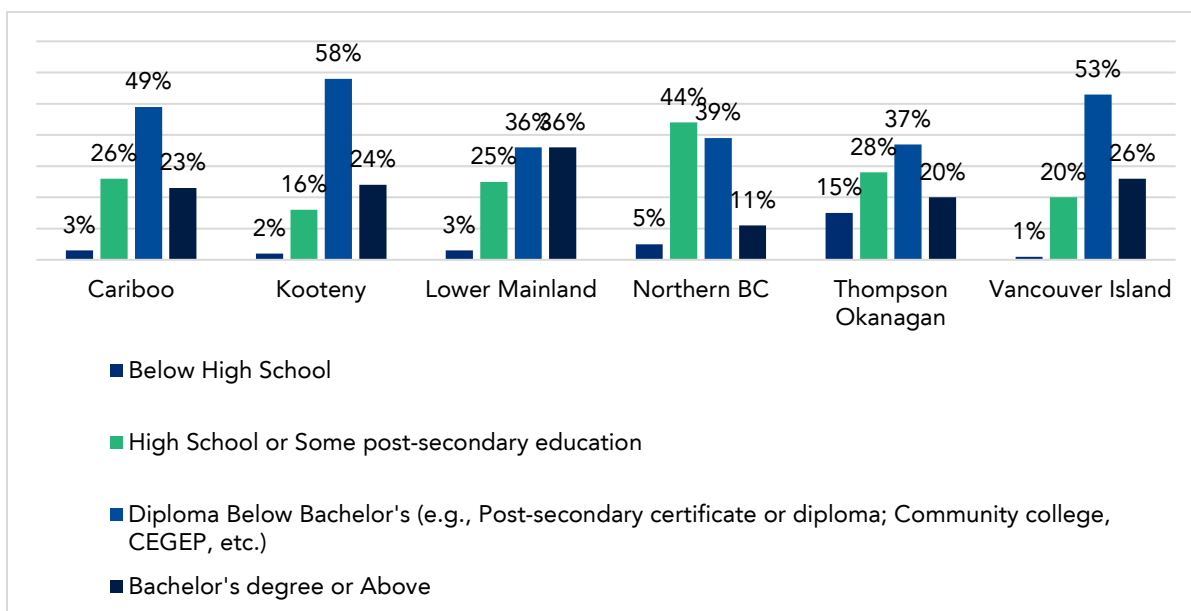
**Chart 3: Transportation & Travel Sector Workforce Sex by Sector, 2023**



Note: The LFS data in this chart are annual averages.

The education level in the sector is relatively high, with the majority of employees in every region holding at least a post-secondary degree. The workforce in the Kootenays is the most educated as 82% of employees in the region have a post-secondary degree or above.

**Chart 4: Transportation & Travel Sector Workforce Education Level by Region**

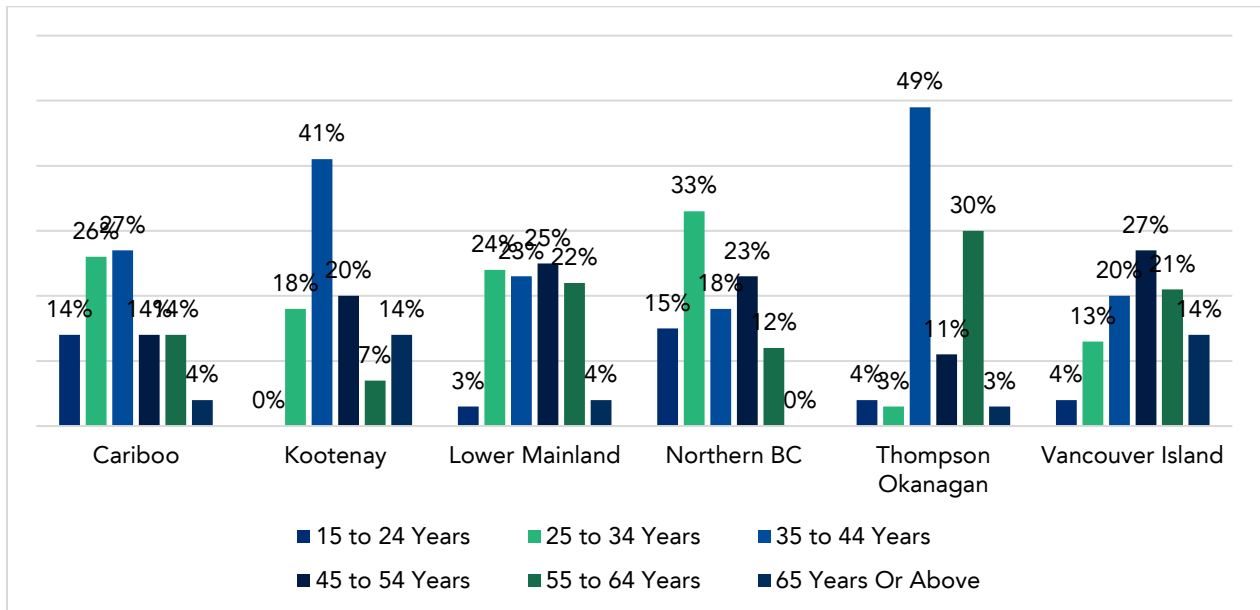




Note: The LFS data in this chart are annual averages.

Northern BC has relatively the youngest workforce with nearly half of its sector workers being below the age of 35, while Thompson Okanagan and Vancouver Island regions have the oldest workforce with approximately 35% of its workers being 55 or older.

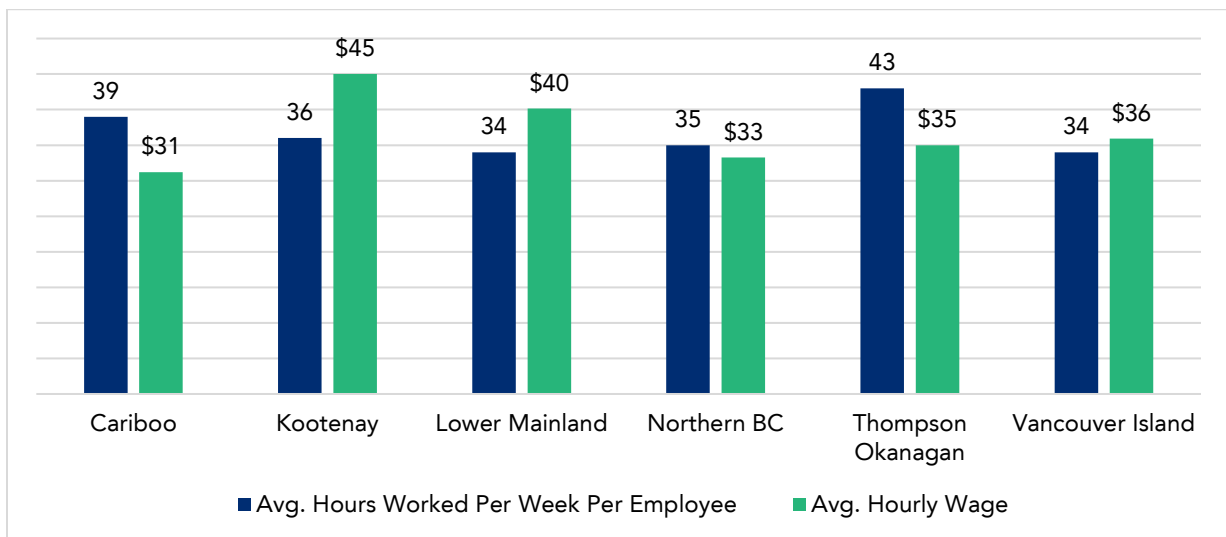
**Chart 5: Transportation & Travel Sector Workforce Age Groups by Region**



Note: The LFS data in this chart are annual averages.

Workers in Thompson Okanagan region work the most hours, averaging 43 hours per week, and workers in the Kootenay region receive the highest wages at \$45 per hour.

**Chart 6: Transportation & Travel Sector Average Hours Worked and Wages by Region, 2023**



Note: The LFS data in this chart are annual averages.

According to Statistic Canada's 2021 Census, approximately 4% of BC's transportation and travel sector is indigenous, which is slightly lower than the provincial industry average and the provincial population (5% for both). The highest percentage of Indigenous workers in the sector are employed in Northern BC (17%). Also, less transportation and travel employees are members of a visible minority (38%) than the provincial industry average (40%), but more than the provincial population (35%). Approximately 38% of the sector workforce are immigrants to Canada, with the Lower Mainland employing the highest percentage of immigrants in the sector (49%). Similarly, the Lower Mainland accounts for the highest percentage of workers for whom English or French is not their mother tongue (43%), 10% higher than the sector average (33%).



Table 5: Ethnicity, Immigration, and Mother Tongue in the Transportation and Travel Workforce, 2021

Selected Characteristics	Lower Mainland		Vancouver Island		Thompson Okanagan		Kootenay		Cariboo		Northern BC		BC Transportation and Travel		BC T&H	BC Pop.
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	%
<b>Labour Force</b>	<b>38,330</b>	<b>100%</b>	<b>8,270</b>	<b>100%</b>	<b>4,545</b>	<b>100%</b>	<b>1,060</b>	<b>100%</b>	<b>1,480</b>	<b>100%</b>	<b>1,355</b>	<b>100%</b>	<b>49,620</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Indigenous Identity</b>																
Indigenous	735	2%	470	6%	305	7%	60	6%	145	10%	235	17%	1,920	4%	5%	5%
Non-Indigenous	37,595	98%	7,810	94%	4,240	93%	1,000	94%	1,335	90%	1,120	83%	47,700	96%	95%	95%
<b>Visible Minority Status</b>																
Visible Minority	19,465	51%	1,150	14%	465	10%	15	1%	130	9%	105	8%	18,635	38%	40%	35%
Not a Visible Minority	18,865	49%	7,120	86%	4,080	90%	1,045	99%	1,350	91%	1,250	92%	30,985	62%	60%	65%
<b>Immigrant Status</b>																
Non-immigrant	18,805	49%	6,600	80%	3,770	83%	955	90%	1,285	87%	1,150	85%	29,770	60%	61%	65%
Immigrant	18,660	49%	1,645	20%	735	16%	95	9%	185	13%	205	15%	18,905	38%	31%	31%
Non-permanent residents	865	2%	25	0%	40	1%	10	1%	10	1%	0	0%	945	2%	8%	4%
<b>Mother Tongue</b>																
English	19,370	51%	6,870	83%	3,865	85%	955	90%	1,260	85%	1,165	86%	30,470	61%	63%	66%
French	465	1%	130	2%	95	2%	0	0%	20	1%	0	0%	720	1%	1%	1%
Non-official language	16,470	43%	1,100	13%	505	11%	40	4%	135	9%	120	9%	16,415	33%	32%	29%
Other	2,025	5%	170	2%	80	2%	65	6%	65	4%	70	5%	2,015	4%	4%	4%

Source: Custom Tabulation, 2021 Census, Statistics Canada. "BC T&H" refers to BC Tourism and Hospitality industry, and "BC Pop." Refers to BC population.



The table below presents the industry's predominant occupations, the primary sector of their employment, and typical certifications, training, or education requirements. As highlighted, the top four occupations in the sector are primarily associated with Bus Drivers, Subway Operators, and Other Transit Operators; Taxi and Limousine Drivers and Chauffeurs; Transportation Managers; and Air Pilots, Flight Engineers, and Flying Instructors.



*Table 6: Leading Occupations in the Transportation & Travel Sector Workforce, 2023*

<b>NOC</b>	<b>Occupation Title</b>	<b>Certification/Training Requirements</b>	<b>Employment</b>
73301	Bus drivers, subway operators, and other transit operators	<ul style="list-style-type: none"> <li>▪ Up to three months of on-the-job training, including classroom instruction, is usually provided for all occupations in this unit group.</li> <li>▪ A minimum of one year of safe driving experience is required.</li> </ul>	10,354
75200	Taxi and limousine drivers and chauffeurs	<ul style="list-style-type: none"> <li>▪ A minimum of one year of safe driving experience is usually required.</li> <li>▪ A Class G driver's licence is required in Ontario, and a Class 4 driver's licence is required in all other provinces and the territories.</li> <li>▪ Taxi drivers usually require a municipal permit.</li> <li>▪ First aid certification may be required</li> </ul>	5,750
70020	Managers in transportation	<ul style="list-style-type: none"> <li>▪ Relevant degree or diploma</li> <li>▪ Certification as an operator of a particular mode of transportation, such as commercial pilot, vessel master or truck driver, is usually required.</li> <li>▪ Several years of clerical, operational or administrative experience related to freight traffic are required.</li> </ul>	4,125
72600	Air pilots, flight engineers and flying instructors	<ul style="list-style-type: none"> <li>▪ Commercial pilot's licence or transport pilot's license</li> <li>▪ Flight engineers required a flight engineer licence issued by transport Canada</li> </ul>	3,375
64311	Pursers and flight attendants	<ul style="list-style-type: none"> <li>▪ Flight attendants and flight pursers require the completion of secondary school and a training program approved by Transport Canada</li> </ul>	2,417
64312	Airline ticket and service agents	<ul style="list-style-type: none"> <li>▪ Airline station agents usually require experience as a ticket, baggage or cargo agent.</li> <li>▪ Load planners require a restricted radio operator's licence and usually require airline operations experience</li> </ul>	2,292
60020	Retail and wholesale trade managers	<ul style="list-style-type: none"> <li>▪ Post-secondary degree or diploma may be required</li> <li>▪ Several years of related retail or wholesale sales experience at increasing levels of responsibility are usually required.</li> </ul>	2,167
64310	Travel counsellors	<ul style="list-style-type: none"> <li>▪ Certification with the Association of Canadian Travel Agencies (ACTA)</li> <li>▪ A college diploma or vocational training in travel and Tourism and Hospitality</li> </ul>	2,000
72024	Supervisors, motor transport and other ground transit operators	<ul style="list-style-type: none"> <li>▪ Completion of secondary school is usually required.</li> <li>▪ Several years of experience as a driver or operator of motor transport or ground transit equipment are usually required.</li> </ul>	1,958
74201	Water transport deck and engine room crew	<ul style="list-style-type: none"> <li>▪ On-the-job training is provided</li> </ul>	1,417
74202	Air transport ramp attendants	<ul style="list-style-type: none"> <li>▪ On-the-job training is provided</li> <li>▪ A driver's licence and a good driving record is required</li> </ul>	1,333

74200	Railway yard and track maintenance workers	<ul style="list-style-type: none"> <li>▪ On-the-job training is provided</li> <li>▪ Canadian Rail Operating Rules Certificate</li> </ul>	1,208
75210	Boat and cable ferry operators and related occupations	<ul style="list-style-type: none"> <li>▪ On-the-job training is provided</li> <li>▪ Master, Master Limited or Small Vessel Operator Proficiency (SVOP) Certificate, issued by Transport Canada is required for boat operators</li> <li>▪ Marine Emergency Duties (MED) training is required for boat operators and crew members</li> </ul>	1,188
72404	Aircraft mechanics and aircraft inspectors	<ul style="list-style-type: none"> <li>▪ College diploma in aircraft maintenance or completion of a four-year apprenticeship program</li> <li>▪ Several years on-the-job training is required for aircraft mechanics</li> <li>▪ Aircraft mechanics and inspectors who sign maintenance releases require an Aircraft Maintenance Engineer's (AME) licence issued by Transport Canada</li> </ul>	1,083
73310	Railway and yard locomotive engineers	<ul style="list-style-type: none"> <li>▪ Experience as a conductor is required for railway locomotive engineers and may be required for yard locomotive engineers.</li> <li>▪ Experience as a railway yard worker may be required for yard locomotive engineers.</li> <li>▪ Railway locomotive engineers require a Canadian Rail Operating Rules certificate</li> </ul>	1,063

*Note: The LFS data in this table are annual averages.*





In the transportation and travel sector, 40% of the workforce has been in their current position for less than five years, while 36% have worked for more than 10 years. The sector's workforce boasts a significantly higher average experience level compared to the provincial industry average, with 9.7 years versus 6.0 years.

*Table 7: Tourism and Hospitality Workforce Experience, 2023*

Length of Employment	Transport & Travel		Tourism and Hospitality	
	#	%	#	%
Less than 1 year	5,000	8%	56,208	16%
1 to 2 years	13,478	22%	121,978	35%
3 to 4 years	6,063	10%	39,938	12%
5 to 7 years	8,313	14%	40,313	12%
8 to 10 years	6,208	10%	22,646	7%
11 to 15 years	9,667	16%	23,958	7%
16 to 20 years	3,375	6%	13,146	4%
over 20 years	8,750	14%	25,792	7%
<b>Total</b>	<b>60,854</b>	<b>100%</b>	<b>343,979</b>	<b>100%</b>
<b>Avg. Length</b>	<b>9.7 years</b>		<b>6.0 years</b>	

*Note: The LFS data in this table are annual averages.*



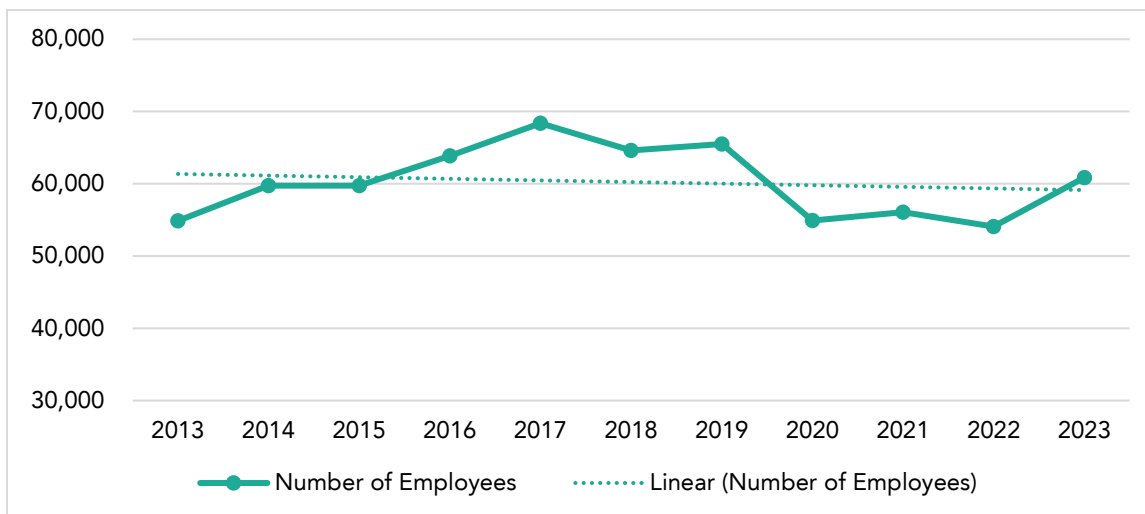
**An average employee has been working at their current job for 9.7 years**



# IMPACT OF THE COVID-19 PANDEMIC

Before the pandemic, employment in the sector was on an upward trend from 2013 to 2019, averaging about 65,521 employees per month in 2019, up from 54,896 in 2013. The compounded annual growth rate (CAGR) over this six-year period was 3%. Although there was a strong recovery in 2023, with employment reaching 60,854, the sector still has not returned to its pre-pandemic employment levels. The updated CAGR has decreased to 1%.

*Chart 7: Total Transportation & Travel Sector Workforce, 2013 - 2023*

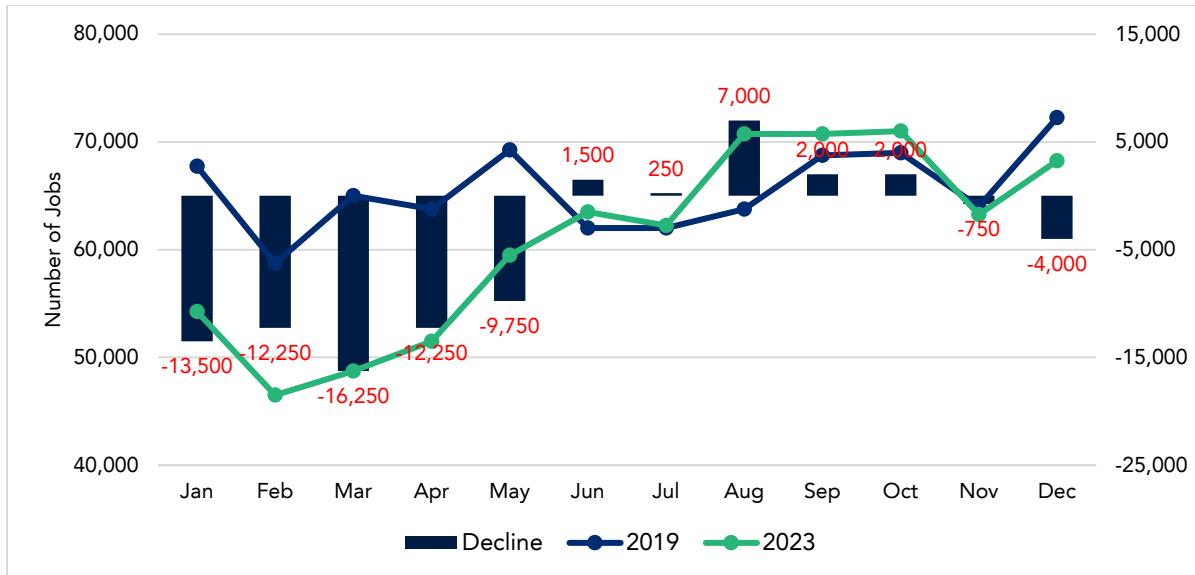


*Note: The LFS data in this chart are annual averages.*

# Sector employment saw strong recovery in 2023, yet remains below pre-pandemic levels

During the first 5 months of 2023, sectoral employment remained well below 2019 levels, reaching a low of 16,250 less jobs in March. However, in the second half of 2023, employment levels caught up and surpassed 2019 levels by 7,000 jobs in August before converging over the last 4 months.

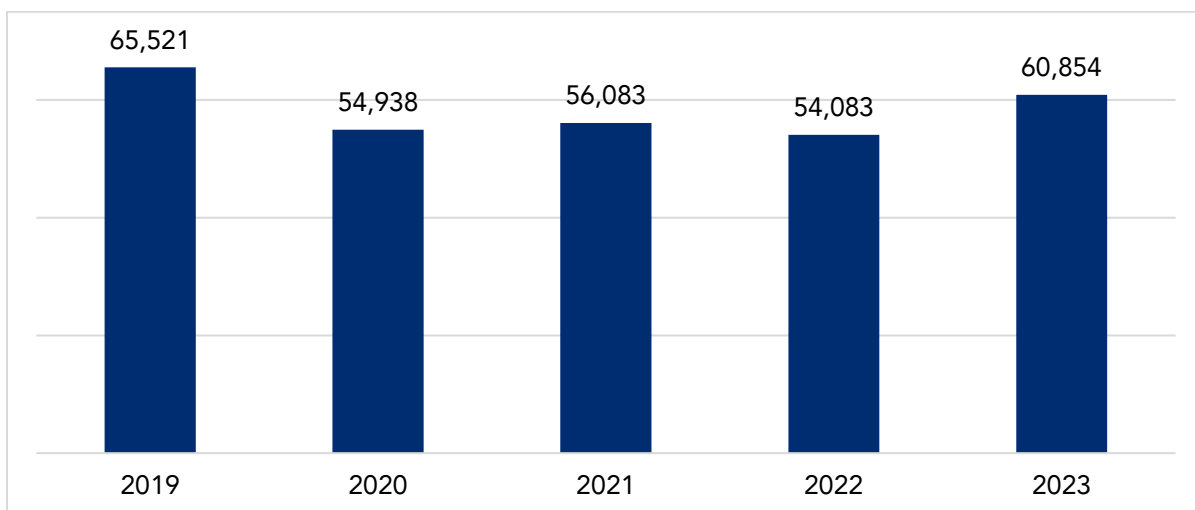
**Chart 8: Monthly Decline in Transportation & Travel Sector Employment, 2023 vs 2019**



Note: The LFS data in this chart are monthly averages.

In 2023, employment recovered to approximately 93% of the pre-pandemic levels of 2019. After reaching a five-year low in 2022 with 54,938 employees, the sector has since seen a resurgence, growing by 13% in 2023.

**Chart 9: Average Annual Change in Transportation & Travel Sector Employment, 2019 - 2023**



Note: The LFS data in this chart are monthly averages.



The transportation and travel sector experienced a 7% decline in employment levels between 2019 and 2023 with the Thompson Okanagan region seeing the largest decline at 29%.

*Table 8: Transportation & Travel Sector Change in Employment by Region, 2019 - 2023*

Employment	2019	2020	2021	2022	2023	% Change 2023 vs 2019
<b>Region</b>						
Cariboo	1,771	1,750	1,438	1,333	1,438	-19%
Kootenay*	1,063	1,708	292	1,104	917	-14%
Lower Mainland	48,125	36,855	38,375	38,479	44,250	-8%
Northern BC	1,354	1,542	2,021	2,396	2,063	52%
Thompson Okanagan	5,250	4,250	5,313	3,625	3,708	-29%
Vancouver Island	7,958	8,333	8,646	7,146	8,479	7%
<b>British Columbia</b>	<b>65,521</b>	<b>54,938</b>	<b>56,083</b>	<b>54,083</b>	<b>60,854</b>	<b>-7%</b>

*Note: The LFS data in this chart are annual averages. \*Care must be used in interpreting the data given that when the sample size is small, the Coefficient of Variation ranges from 20% to well over 35%.*



**-7%**

**Transportation  
and Travel  
(2023 vs 2019)**



Part-time jobs saw a larger decline than full-time jobs falling by 32% from 2019 to 2023. Employment fell across all types of employment, except for temporary which grew by 33% from 2019 to 2023. The largest decreases were seen in seasonal and casual employment roles which fell by 63% and 62% respectively from 2019 to 2023. Women and younger workers were disproportionately affected by the pandemic. From 2019 to 2023, the number of men employed in the transportation and travel sector fell by 2% compared to 17% for women. Also, during this time, the number of employees aged 15 to 24 fell 52%. Employment levels declined across all education levels, except for people with a bachelor's degree or higher which grew by 3% from 2019 to 2023.

*Table 9: Transportation & Travel Sector Change in Employment by Demographics, 2019 - 2023*

Demographics	2019	2020	2021	2022	2023	% Change 2023 vs 2019
<b>Job Status</b>						
Full-time	53,729 (82%)	45,292 (82%)	47,104 (84%)	46,812 (87%)	52,875 (87%)	-2%
Part-time	11,792 (18%)	9,667 (18%)	8,979 (16%)	7,271 (13%)	7,979 (13%)	-32%
<b>Permanent and Seasonal<sup>4</sup></b>						
Permanent	51,042 (78%)	42,584 (78%)	42,542 (76%)	42,104 (78%)	50,042 (82%)	-2%
Seasonal	1,979 (3%)	750 (1%)	625 (1%)	396 (1%)	729 (1%)	-63%
Casual	2,500 (4%)	1,396 (3%)	729 (1%)	979 (2%)	938 (2%)	-62%
Temporary	1,083 (2%)	188 (0.3%)	2,438 (4%)	2,208 (4%)	1,438 (2%)	33%
<b>Sex</b>						
Male	43,188 (66%)	41,521 (76%)	40,792 (73%)	38,979 (72%)	42,417 (70%)	-2%
Female	22,333 (44%)	13,417 (24%)	15,292 (27%)	15,104 (28%)	18,438 (30%)	-17%
<b>Age Group</b>						
15 to 24	5,125 (8%)	2,354 (4%)	2,375 (4%)	2,938 (5%)	2,479 (4%)	-52%
25 to 34	13,813 (21%)	8,375 (15%)	8,542 (15%)	11,313 (21%)	12,813 (21%)	-7%
35 to 44	13,375 (20%)	13,604 (25%)	13,542 (24%)	10,896 (20%)	14,687 (24%)	10%
45 to 54	17,063 (26%)	15,208 (28%)	16,333 (29%)	13,021 (24%)	14,563 (24%)	-15%

<sup>4</sup> Permanent= indefinite employment position; Seasonal=steady work, but not for all months of the year; Casual= work only when needed or on-call; Temporary= non-permanent position.

Demographics	2019	2020	2021	2022	2023	% Change 2023 vs 2019
55 to 64	12,250 (19%)	12,646 (23%)	10,979 (20%)	11,813 (22%)	13,021 (21%)	6%
65 or above	3,896 (6%)	2,750 (5%)	4,313 (8%)	4,104 (8%)	3,292 (5%)	-16%
<b>Education</b>						
Below High School	2,875 (4%)	2,854 (5%)	2,063 (4%)	2,125 (4%)	2,208 (4%)	-23%
High school or some post-secondary	18,146 (28%)	17,146 (31%)	18,021 (32%)	17,063 (32%)	15,188 (25%)	-16%
Degree below bachelor's	25,583 (39%)	21,626 (39%)	21,062 (38%)	21,396 (40%)	23,958 (39%)	-6%
Bachelor's degree or above	18,917 (29%)	13,313 (25%)	14,938 (27%)	13,500 (25%)	19,500 (32%)	3%

Note: The LFS data in this table are annual averages.

The sector experienced a 22% increase in average hours worked per week in 2023. Thompson Okanagan and Kootenay saw the largest increase, while Northern BC was the only region to see a decline in average hours worked per week over this period (-10%).

Table 10: Transportation and Travel Sector Average Actual Hours Worked Per Week Per Employee

Average Hours worked	2019	2020	2021	2022	2023	% Change 2023 vs 2019
<b>Region</b>						
Cariboo	35	36	38	41	39	11%
Kootenay	20	39	19	40	36	80%
Lower Mainland	32	27	33	34	34	6%
Northern BC	39	33	40	37	35	-10%
Thompson Okanagan	31	44	31	25	43	39%
Vancouver Island	32	31	32	33	34	6%
<b>British Columbia</b>	<b>32</b>	<b>30</b>	<b>33</b>	<b>34</b>	<b>39</b>	<b>22%</b>

Note: The LFS data in this chart are annual averages.



Average hourly wages for the transportation and travel sector increased by 35% from 2019 to 2023. The Lower Mainland and Kootenay regions saw the most significant wages increases, surpassing 2019 levels by 43% and 52% in 2023, respectively. Average hourly wage in the sector is roughly 2.3 times higher than the provincial minimum wage (\$38.83 vs \$16.75)

*Table 11: Transportation and Travel Sector Average Hourly Wage by Sector*

Average Hourly wage <sup>5</sup>	2019	2020	2021	2022	2023	% Change 2023 vs 2019
	<b>Region</b>					
Cariboo	\$31.91	\$32.67	\$38.00	\$42.91	\$31.20	-2%
Kootenay	\$29.67	\$41.80	\$55.00	\$44.50	\$45.00	52%
Lower Mainland	\$28.00	\$34.75	\$34.25	\$34.67	\$40.17	43%
Northern BC	\$32.18	\$31.11	\$31.90	\$35.08	\$33.25	3%
Thompson Okanagan	\$30.50	\$31.18	\$37.64	\$41.40	\$28.20	-8%
Vancouver Island	\$30.50	\$30.92	\$32.00	\$29.17	\$35.92	18%
<b>British Columbia</b>	<b>\$28.67</b>	<b>\$33.75</b>	<b>\$34.17</b>	<b>\$34.58</b>	<b>\$38.83</b>	<b>35%</b>

*Note: The LFS data in this chart are annual averages.*



**Sector wages grew in all regions except for Cariboo and Thompson Okanagan**

## Comparison to Other Tourism & Hospitality Sectors in BC

The following table presents the key indicators across the four Tourism and Hospitality sectors in BC.

*Table 12: Key Indicators Across the Tourism & Hospitality Sectors in BC, 2023*

Key Indicators (2023)	Accommodation	Food & Beverage	Recreation & Entertainment	Transportation & Travel	Tourism & Hospitality
<b>Employment 2023</b>					
Relative Share to BC Employment	1%	6%	4%	2%	12%
Relative Share to Tourism & Hospitality Employment	9%	45%	29%	17%	100%
Employment Change (2023 vs 2019)	-16%	-1%	13%	-7%	-0.4%
<b>Avg. Hours Worked Per Week Per Employee and Avg. Hourly Wage</b>					
Avg. Hours Worked	32	26	28	35	28
Avg. Hourly Wage	\$25.83	\$20.73	\$31.08	\$38.33	\$27.00
<b>Length of Employment of Current or Latest Job</b>					
Less than 1 year	15%	21%	15%	8%	16%
1 to 2 years	36%	43%	32%	22%	35%
3 to 4 years	6%	14%	11%	10%	12%
5 to 7 years	11%	9%	15%	14%	12%
8 to 10 years	7%	4%	8%	10%	7%
11 to 15 years	9%	4%	5%	16%	7%
16 to 20 years	5%	3%	4%	6%	4%
Over 20 years	11%	3%	10%	14%	7%
<b>Avg. Length in years</b>	<b>7.4 years</b>	<b>3.8 years</b>	<b>6.9 years</b>	<b>9.7 years</b>	<b>6.0 years</b>
<b>Job Status</b>					
% Full-time Workers	78%	54%	67%	87%	66%
% Permanent Workers	22%	46%	33%	13%	34%
<b>Age Group</b>					

Key Indicators (2023)	Accommodation	Food & Beverage	Recreation & Entertainment	Transportation & Travel	Tourism & Hospitality
15 to 24 years	13%	43%	26%	4%	29%
25 to 34 years	26%	25%	27%	21%	25%
35 to 44 years	23%	12%	20%	24%	17%
45 to 54 years	17%	12%	11%	24%	14%
55 to 64 years	14%	6%	10%	21%	11%
Over 65 years	7%	2%	5%	6%	4%
<b>Sex and Education</b>					
% Female	58%	56%	46%	30%	49%
% Bachelor's degree or above	23%	21%	38%	32%	28%
<b>Ethnicity and Immigration* (2021 Census)</b>					
% Indigenous	6%	5%	5%	4%	5%
% Visible Minority	37%	50%	25%	38%	40%
% Immigrant	37%	32%	24%	38%	31%
<b>Mother Tongue* (2021 Census)</b>					
% English	61%	54%	76%	61%	62%
% French	2%	1%	2%	1%	1%
% Non-official language	33%	40%	18%	33%	32%

Note: The LFS data in this table are annual averages. \*Sourced from 2021 Census, Statistics Canada.





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