

2019

PEI TRUCKING WORKFORCE

Employee Satisfaction Survey Results



Overview

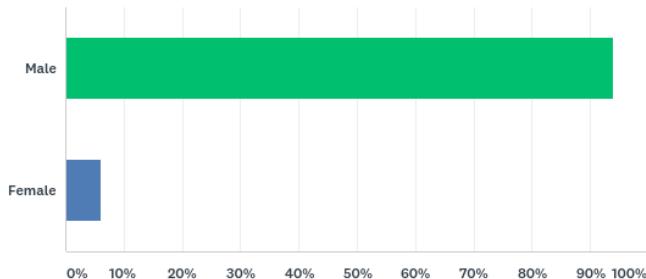
The PEI Trucking Sector Council (PEITSC) regularly collects data that pertains to the PEI trucking workforce. Over the winter of 2019, the PEITSC surveyed over 100 people working within the PEI trucking industry to gain some feedback about who they are and how satisfied they are working within the industry.

The survey was open to those in the trucking industry for about 45 days. There were qualifying questions that ensured data was indeed collected from those currently working within the industry. We also captured data on those that previously worked in the industry and left, as well as those that are looking for work in the industry. These results however will not be listed in this data.

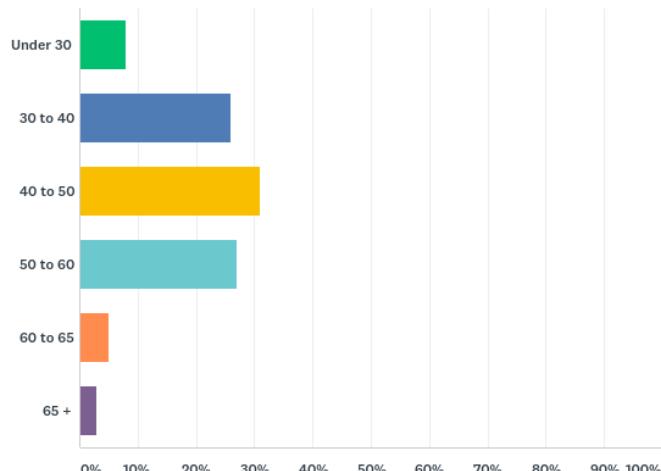
The following is a summary of some of the responses we've received from those working in the PEI Trucking industry:

Demographics

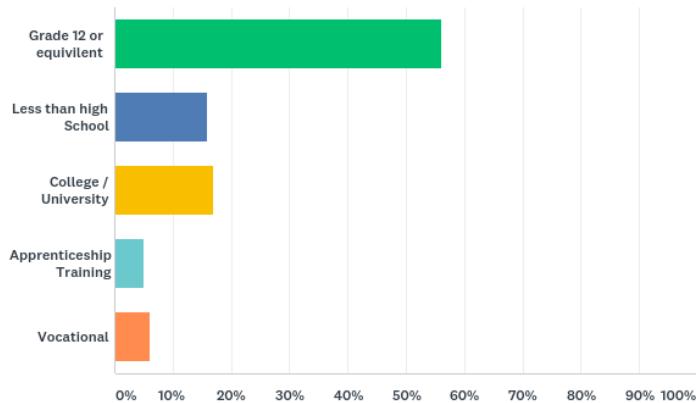
Are you...?



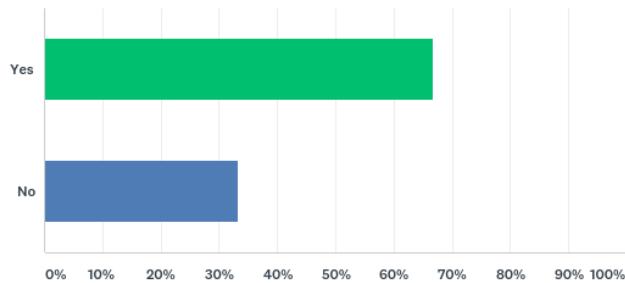
What best describes your age?



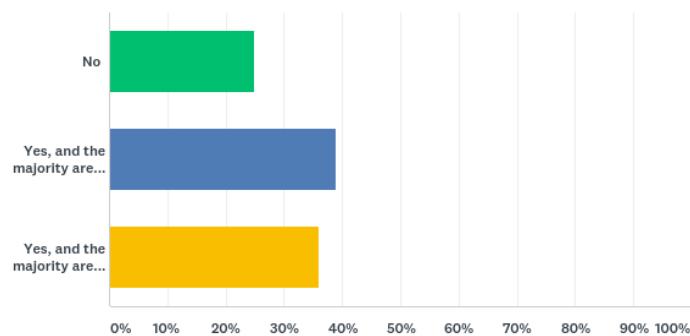
What best describes your education level



Are you married?

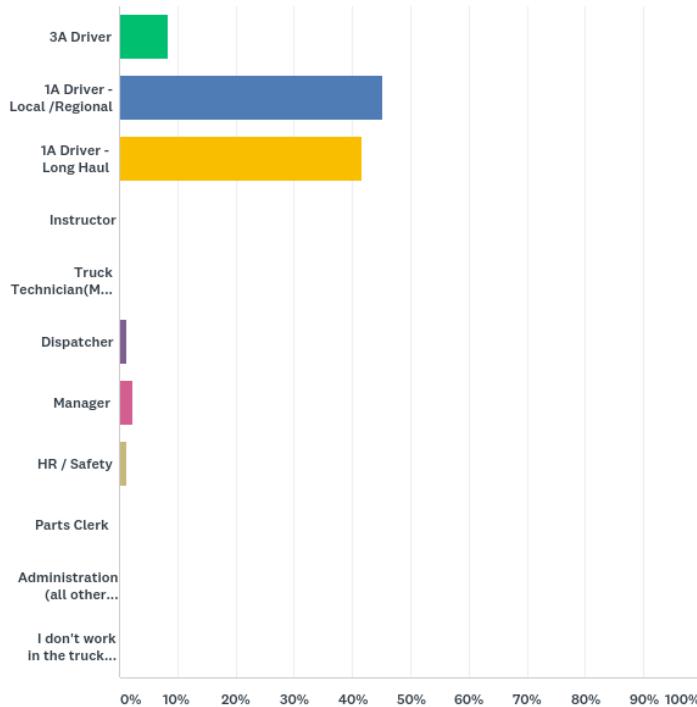


Do you have children?

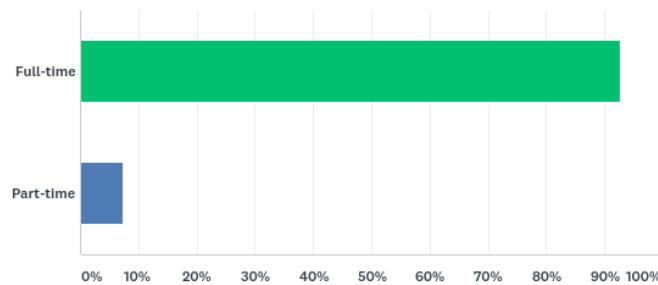


Working in the PEI Trucking Industry

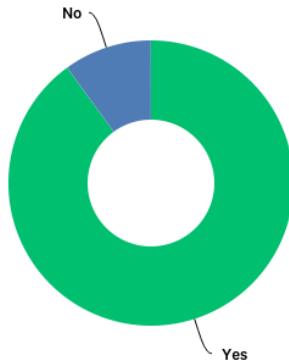
What best describes your occupation?



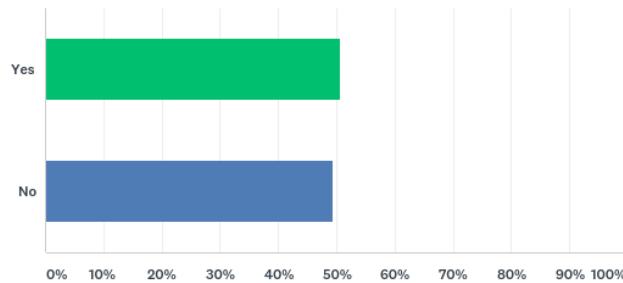
Do you work full-time or part-time in the industry?



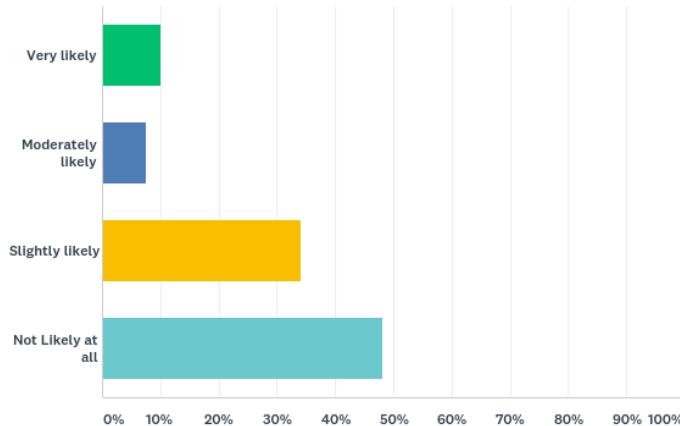
Are you proud of the company you work for?



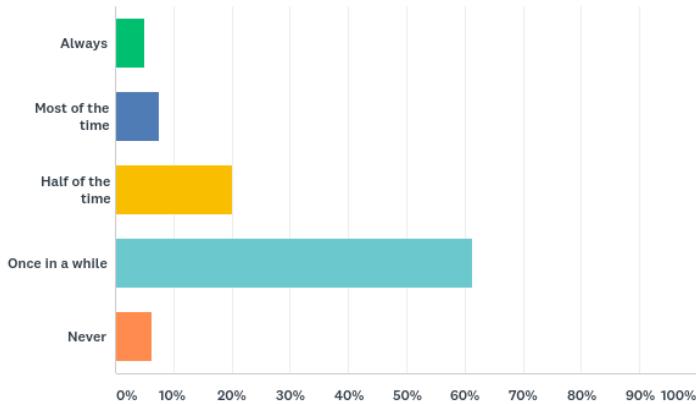
Is there opportunity to advance your career with your employer?



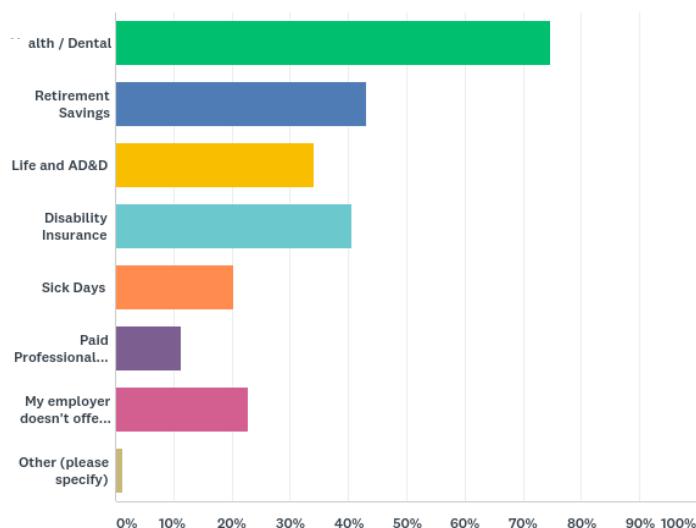
How likely are you to look for another job outside the company?



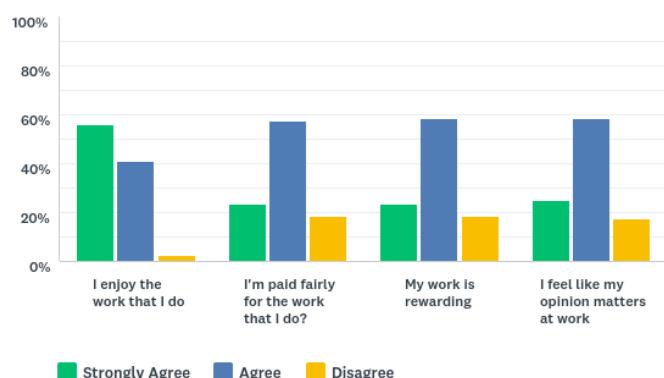
In a typical week, how often do you feel stressed at work?



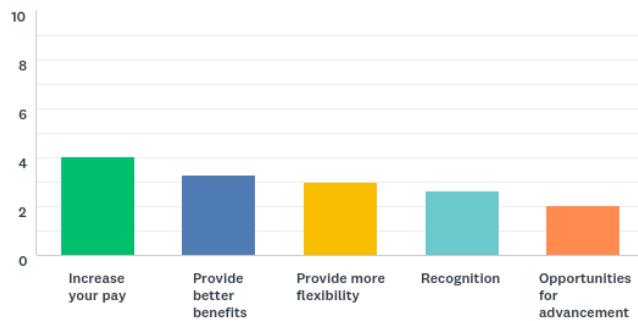
What other types of benefits does your employer offer? Choose all that apply



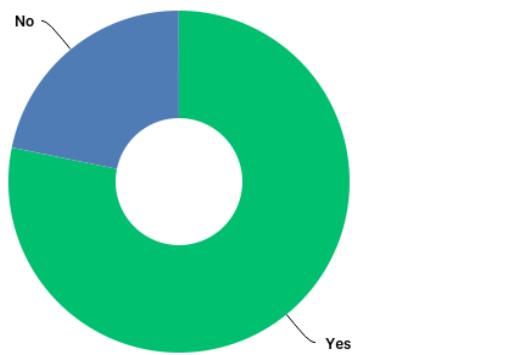
Please select the answer that best describes how you feel



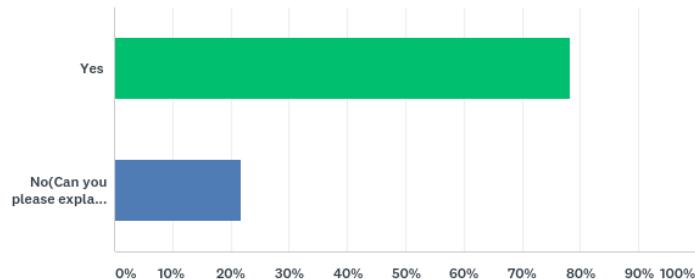
In order of importance, what could your employer do to keep you more satisfied in your career?



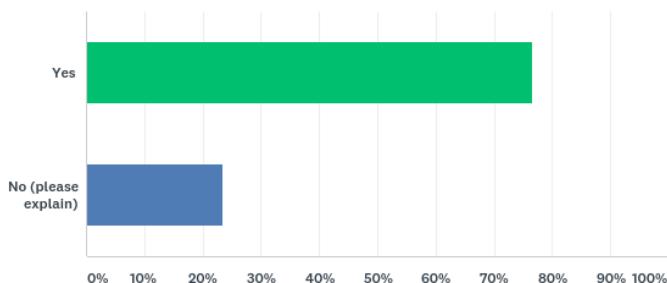
Would you recommend the trucking industry to someone looking to start a new career?



Would you recommend YOUR career in the industry to someone looking to start a new career?



| If you could do it all again, would you end up in the same occupation



Final Thoughts

Overall, data collected through this survey matches up with other data we collect from our employers. The survey sample mimics that of our overall industry in terms of demographics. Just as our respondents were, the industry is primarily made up of men over the age of 40. Most are married with children. Most of them are truck drivers.

When it comes to how satisfied they are working within the PEI trucking industry, overall our workforce seems quite content. Most responded that they really love the work that they do and take great pride in it and the companies they work for. Unlike many professions, our workforce notes they experience very little stress in their day; and they believe they are fairly paid for the work that they do. One other interesting note was that many of the survey respondents have worked for the same employer for well over a decade. In some cases we had employees that were with the same employer for 25+ years. This is quite telling of our industry as this is quite a common occurrence, one that many other sectors can only dream of. It's a clear demonstration that our employees seem to be quite satisfied overall.

This doesn't mean that everything is perfect, however. What could be done to make things better for our workforce? Our employees first mention better pay (yet they note they believe they are currently paid fairly). Most everyone would like more money if the opportunity presented itself, however. Our workforce notes several other areas that could better improve the industry for them. This includes: better benefits; more flexibility in scheduling; recognition; and opportunities for advancement.

We also had respondents note that being away from home has been tough on them and their families and improvements to getting them home more regularly would go a long way. This is especially true for those with young children. We also had respondents note that it wasn't so much about how much money they were getting paid, but how they were getting paid that was the trouble. Some noted inconsistent pay impedes their ability to get mortgages and loans. A more structured pay system would be an improvement. Finally, it's worth noting that many did make mention of the big changes in technology and regulation that our workforce had to quickly adapt to. Some were in favour of it, while others miss the old days where things were a bit more free.