



# TEAMSTERS CANADA

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## Trends in Approvals for TEMPORARY FOREIGN WORKER (TFW) Positions in the Trucking Sector (2010-2024)



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# Trends in Approvals for Temporary Foreign Worker (TFW) Positions in the Trucking Sector (2010-2024)

## Takeaways:



Annual approvals for Temporary Foreign Worker (TFW) positions for truck drivers in Canada have **more than quadrupled between 2010 and 2024**.



**The approvals for TFW positions** for truck drivers in 2024 are likely the **highest on record**.



The provinces with the **highest number** of approved positions are **British Columbia, Alberta and Ontario**.



Although TFW approvals have increased for all professions, they **rose at a more rapid rate for truck drivers** than for total approvals across all professions.



Individual companies have had up to **220 approved positions** in a single year.



The increase of these approved positions demonstrates a reliance on **poor working conditions** and **lack of public policies** to create better quality jobs which attract Canadians to Trucking.



**“Worker advocates, (...), argue that these closed permits are inherently exploitative and that many companies have adopted business models that rely on low labour standards<sup>2</sup>.”**



## **Introduction:**

Recent debates have taken place in the media regarding the use of temporary foreign worker permits in the trucking sector. Employers claim that these permits are needed to fill positions due to temporary labour shortages. Some employer groups have also opposed the federal government’s efforts to reduce the number of permits in the sector<sup>1</sup>. Worker advocates, on the other hand, argue that these closed permits are inherently exploitative and that many companies have adopted business models that rely on low labour standards<sup>2</sup>.

We would like to assess what is the frequency of approvals for these work permits in the trucking sector over time and determine which provinces have companies that have made the most applications. We would also want to establish what are the highest number of permits awarded to single companies in each of those years.

## **Methods:**

An Access to Information request was filed with Employment and Social Development Canada (ESDC) to obtain the number of positive Labour Market Impact Assessments that were approved between 2010 and 2025 for truck driver positions (National Occupational Classification (NOC) 7511). The following request was made:

*Requesting data for years 2010-2025 with respect to the Temporary Foreign Worker program, total Number of approved positions per year and per province as well as the top 5 companies (name, province and number of positions approved) with the most permits approved for each year all for this occupation alone: 7511-Transport Truck drivers”. Please provide in Excel spreadsheet where possible.*

<sup>1</sup> Marieke Glorieux-Stryckman, « Le camionnage divisé autour des travailleurs étrangers », *Le Devoir*, publié et mis à jour le 25 juillet 2025, <https://www.ledevoir.com/economie/903901/s-camionnage-divise-autour-travailleurs-etrangers>

<sup>2</sup> Centrale des syndicats démocratiques (CSD), Confédération des syndicats nationaux (CSN), Centrale des syndicats du Québec (CSQ), and Fédération des travailleurs et travailleuses du Québec (FTQ), "Brief Presented by Quebec’s Central Labour Bodies to the Standing Committee on Citizenship and Immigration as Part of the Consultation on Closed Work Permits and Temporary Foreign Workers," December 14, 2023, <https://www.ourcommons.ca/Content/Committee/441/CIMM/Brief/BR12825721/br-external/Jointly3-10816776-e.pdf>



## Results:

The data obtained shows that the number of approved TFW positions for companies seeking to hire truck drivers has increased dramatically since 2010 (See Table 1).

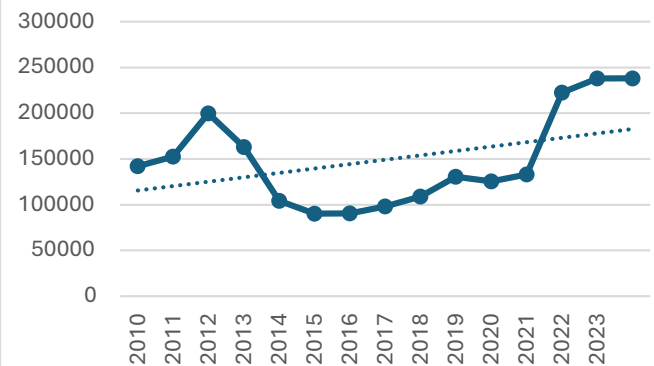
*Table 1. Number of approved applications for Temporary foreign worker positions by NOC code*

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Truck driver 7511	2035	2765	5037	4513	1678	1556	1079	1693	1584	5052	4095	3299	7510	7286	8533
Total LMIA approvals across all sectors	142012	152417	199728	163034	104241	90210	90314	98146	108988	130457	125278	133178	222512	238009	238098
Proportion of Truck driver LMIA's	1.43%	1.81%	2.52%	2.77%	1.61%	1.72%	1.19%	1.72%	1.45%	3.87%	3.27%	2.48%	3.38%	3.06%	3.58%

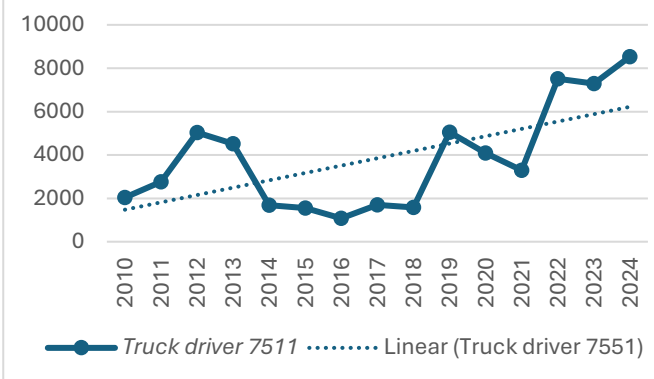
In 2010, the number of positive annual approved positions was roughly two thousand and reached over 8,500 in 2024 alone. Data for 2025 was excluded from most analyses because it was incomplete at the time of the request. Positive LMIA approvals across all sectors also increased, reaching nearly 250,000 in 2024 (See Graph 1). The total number of approved positions across many sectors has increased and while truck driver jobs are a minority, they have taken up a larger proportion of total LMIA over the years (See Table 1 and Graph 3). Truck driver approved positions made up 1.43% of all approvals in 2010 and rose to 3.58% in 2024. The provinces that have led in terms of permits are British Columbia, Alberta and Ontario in that order (See Graph 4). Approvals have increased in Quebec as well but not to the levels seen in these provinces.

In terms of single companies (See Table 2 -*End of document*), the information indicates that one company was given 220 permits across three provinces in a single year (H&R Transport Ltd.). Many companies applied and received over 100 permits in a single year and continued to receive a high number each year. For example, H&R Transport Ltd. - 775 total permits (2010-2017) and Westcan Bulk Transport Ltd - 555 total permits (2010-2013).

**Graph 1: Total LMIA approvals across all sectors**



**Graph 2: Truck driver 7511 Positive LMIA by year**

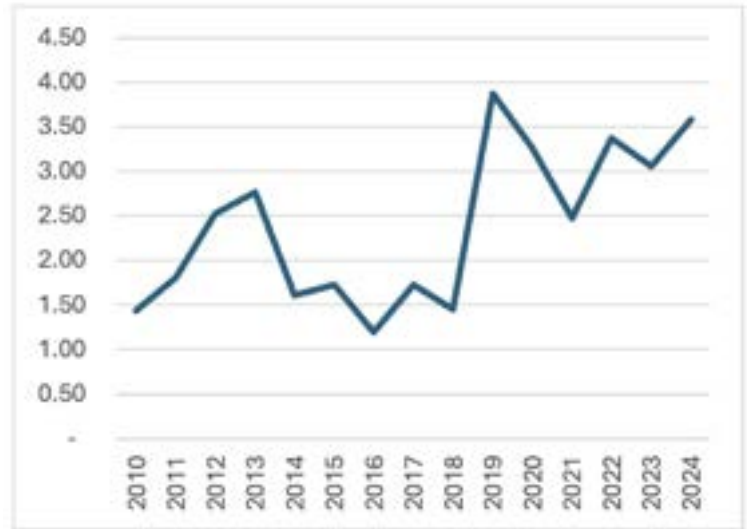


**Discussion:**

In the 1980s, Canada followed the lead of the United States in deregulating the trucking industry. The passage of the 1987 Motor Vehicle Transport Act (MVTA) lowered costs for shippers, but it also contributed to a decline in working conditions for truck drivers. Over the years, Canada in some cases went further than the United States in weakening working standards, for example by allowing 13 hours maximum daily driving time, while the U.S. limits drivers to 11 hours. Advocates have warned that difficult working conditions, weak standards, and poor enforcement of labour rules are driving more workers away from the industry<sup>3</sup>.

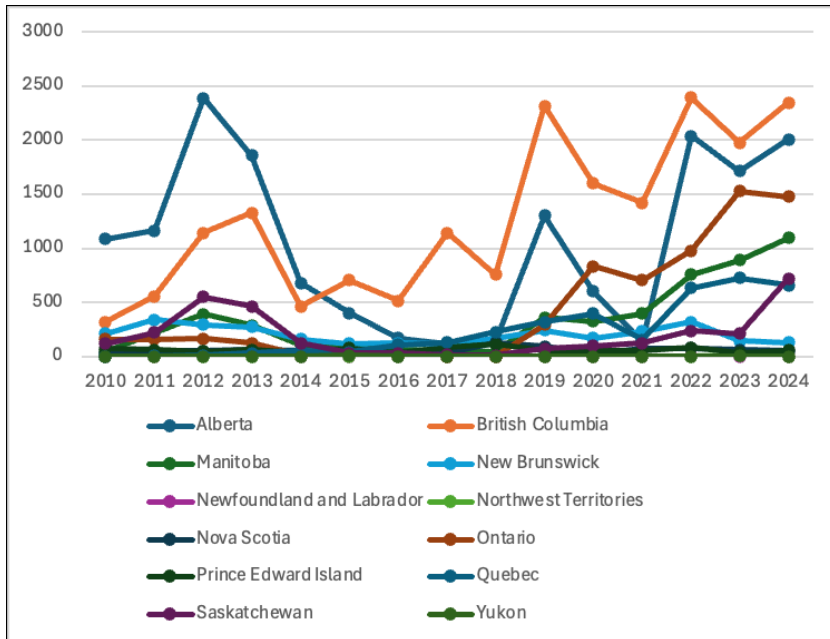
A Labour Market Impact Assessment (LMIA) is a document that an employer in Canada may need to get before hiring a foreign worker. According to the federal government:

*Graph 3: Proportion of Truck Driver LMIA's*



A positive LMIA will show that there is a need for a foreign worker to fill the job. It will also show that no Canadian worker or permanent resident is available to do the job. A positive LMIA is sometimes called a confirmation letter.

*Graph 4: Approved TFW truck driver positions by province*



The data presented here cover only approved TFW positions, not TFWs who were issued a work permit or who entered Canada. It is therefore an indirect measure of TFW use in trucking. To our knowledge, no previous report has attempted to quantify the use of TFWs in trucking. Each LMIA is valid for six months from the date it is issued, so a new permit would be required if the position were not filled by the following year. Permits can, however, be extended for many years. A separate ATIP request has been filed with Immigration, Refugees and Citizenship Canada to obtain data on workers who came to Canada under a closed temporary permit to drive a truck.

<sup>3</sup> Workers' Action Centre, *Running on Empty: Truck Drivers in Canada Are Underpaid and Overworked*, February 10, 2026, <https://workersactioncentre.org/running-on-empty-new-report-on-wage-theft-out-now/>.



There is a clear trend toward increased use of TFWs in trucking in Canada over the last 15 years. There are also signs that some companies expect to use them for a large share of their fleets. Although TFWs in trucking represent a small percentage of all permits issued under the TFW program, a quick review of online data shows that truck driver is often the 5th or 6th most requested job classification.

In 2024, the UN reported that Canada's TFW program was a "breeding ground for contemporary forms of slavery<sup>4</sup>." Many worker advocates have highlighted that tying workers to a single employer leaves them especially vulnerable to exploitation. According to the central bodies of Quebec's labour unions, a TFW permit "encourages employers not to improve working conditions or invest in their company's productivity<sup>5</sup>." Amnesty International also published a scathing report on the program in 2025<sup>6</sup>. It noted that migrant workers with closed work permits who are experiencing abuse or are at risk of abuse can apply for an open work permit with federal authorities. It also highlighted that truck drivers were among the top occupations applying for open permits between 2019 and 2021.



In 2013, the Conference Board of Canada reported that a shortage of drivers was likely to emerge in the trucking sector<sup>7</sup>. It recommended several measures to address the issue, including major improvements in working conditions and wages, better promotion of truck driving as a profession, stronger training and licensing pathways, and a policy change to recognize truck driving as a skilled trade. These measures have largely gone unadopted.

<sup>4</sup> Obokata, Tomoya. *Visit to Canada: Report of the Special Rapporteur on Contemporary Forms of Slavery*. United Nations Human Rights Council, 22 July 2024, [documents.un.org/doc/undoc/gen/g24/120/97/pdf/g2412097.pdf](https://documents.un.org/doc/undoc/gen/g24/120/97/pdf/g2412097.pdf) .

<sup>5</sup> Centrale des syndicats démocratiques (CSD), Confédération des syndicats nationaux (CSN), Centrale des syndicats du Québec (CSQ), and Fédération des travailleurs et travailleuses du Québec (FTQ), "Brief Presented by Quebec's Central Labour Bodies to the Standing Committee on Citizenship and Immigration as Part of the Consultation on Closed Work Permits and Temporary Foreign Workers," December 14, 2023, <https://www.ourcommons.ca/Content/Committee/441/CIMM/Brief/BR12825721/br-external/Jointly3-10816776-e.pdf>

<sup>6</sup> **Amnesty International Canada, "Canada has destroyed me": Labour exploitation of migrant workers in Canada (January 2025), <https://amnesty.ca/temporary-foreign-workers-report/>**

<sup>7</sup> Conference Board of Canada, "Understanding the Truck Driver Supply and Demand Gap and Its Implications for the Canadian Economy," February 2013, [https://www.signal49.ca/wp-content/uploads/woocommerce\\_uploads/reports/13-241\\_TruckDriverSupply.pdf](https://www.signal49.ca/wp-content/uploads/woocommerce_uploads/reports/13-241_TruckDriverSupply.pdf) (hosted by Signal49, formerly Conference Board of Canada).



We argue that low minimum labour standards in trucking continue to make Canadians less willing to work as drivers, and the TFW program allows companies to fill gaps while maintaining those standards. The average age of drivers in the industry continues to rise<sup>8</sup> as fewer younger workers are drawn to the occupation. The emergence<sup>9</sup> of the illegal Driver Inc. scheme<sup>9</sup>, combined with greater reliance on TFW permits, suggests that despite a supposed driver shortage, a race to the bottom in working standards continues as companies seek to undercut competitors and maximize profits. A recent PricewaterhouseCoopers (PwC) report<sup>10</sup>, issued in 2023, also emphasized the need for fair and transparent wages, better safety and work-life balance, and improved rest stops to attract workers to the industry, including women. A 2026 report by a coalition of community worker advocates<sup>11</sup> echoed the chronic problems of working conditions and safety and called on regulators to set minimum pay rates, ensure all time worked is paid, close gaps in labour standards, and apply effective enforcement.



In the absence of meaningful regulation and investment by the federal government to improve standards, these changes are unlikely to happen on their own.

The federal government has recently announced much-needed investments to enforce the labour code and crack down on Driver Inc.<sup>12</sup> It remains to be seen whether these investments and enforcement penalties will be sufficient to eliminate this illegal practice. Similarly, in 2025 the government announced a reduction in TFW permits, which was met with strong employer opposition in the trucking sector<sup>13</sup> as well as in the food sector<sup>14</sup>. Whether or not this announcement will have an impact on this upward trend of TFW approvals in the trucking industry has yet to be determined.

<sup>8</sup> Trucking HR Canada, “One in Four Truck Drivers Now 55-64,” *Truck News*, September 9, 2021, <https://www.trucknews.com/human-resources/one-in-four-truck-drivers-now-55-64/1003165513/>.

<sup>9</sup> What Is Driver Inc.? The \$1B Scam Some Say Is Driving Canada’s Trucking Industry into Crisis,” *CBC News*, June 25, 2025, <https://www.cbc.ca/news/canada/ottawa/driver-inc-scam-drives-truck-industry-crisis-1.7569716>

<sup>10</sup> PwC. *Truck Driver Shortage in Canada*. Food, Health & Consumer Products Canada (FHCP) and PricewaterhouseCoopers LLP, September 13, 2023. <https://www.fhpc.ca/Portals/0/Files/Industry%20Impact/FHCP%20-%20PwC%20Truck%20Driver%20Shortage%20in%20Canada%2009.13.2023.pdf?ver=2023-09-13-130559-247>.

<sup>11</sup> Workers’ Action Centre, *Running on Empty: Truck Drivers in Canada Are Underpaid and Overworked*, February 10, 2026, <https://workersactioncentre.org/running-on-empty-new-report-on-wage-theft-out-now/>.

<sup>12</sup> François-Philippe Champagne, “Minister Champagne Clamps Down on Driver Inc. Scheme in Budget 2025,” *Government of Canada, Department of Finance*, October 2025, <https://www.canada.ca/en/department-finance/news/2025/10/minister-champagne-clamps-down-on-driver-inc-scheme-in-budget-2025.html>.

<sup>13</sup> Marieke Glorieux-Stryckman, « Le camionnage divisé autour des travailleurs étrangers », *Le Devoir*, publié et mis à jour le 25 juillet 2025, <https://www.ledevoir.com/economie/903901/s-camionnage-divise-autour-travailleurs-etrangers>

<sup>14</sup> “Tim Hortons lobbied MPs for more temporary foreign workers over last 18 months,” December 3, 2025, <https://www.cbc.ca/news/politics/tim-hortons-temporary-foreign-workers-9.7001008>



*Table 2 – Top five employers by approved TFW positions, by year, 2010-2025*

<b>Year</b>	<b>BN</b>	<b>Employer Name</b>	<b>Job Location</b>	<b>Positions</b>
2010	102413689	H&R Transport Ltd.	Alberta Ontario <b>Total</b>	130 20 <b>150</b>
	105627723	Westcan Bulk Transport Ltd	Alberta Saskatchewan <b>Total</b>	97 33 <b>130</b>
	124612284	AJR Motor Express Inc.	New Brunswick	78
	852887678	2052425 Ontario Inc. dba Predm Transport	Alberta Ontario <b>Total</b>	37 13 <b>50</b>
	862132560	Mainstreet Carriers Ltd.	Alberta	46
2011	102413689	H&R Transport Ltd.	Alberta Manitoba <b>Total</b>	120 40 <b>160</b>
	105627723	Westcan Bulk Transport Ltd	Alberta Saskatchewan <b>Total</b>	100 22 <b>122</b>
	862132560	Mainstreet Carriers Ltd.	Alberta British Columbia <b>Total</b>	60 30 <b>90</b>
	137246799	Transport Solutions (Sunbury Transport)	New Brunswick	90
	102837846	Kindersley Transport Ltd	Alberta Manitoba Saskatchewan <b>Total</b>	15 29 25 <b>69</b>
2012	102413689	H&R Transport Ltd.	Alberta Manitoba Saskatchewan	160 40 20



			<b>Total</b>	<b>220</b>
	105627723	Westcan Bulk Transport Ltd	Alberta Saskatchewan <b>Total</b>	124 60 <b>184</b>
	102837846	Kindersley Transport Ltd	Alberta British Columbia Manitoba Saskatchewan <b>Total</b>	30 20 30 35 <b>115</b>
	825619513	CEDA-Reactor Canada LP	Alberta	100
	100644129	GFS Prairies Inc o/a GFS Calgary	Alberta	92
2013	809178148	Direct Limited Partnership o/a Canada Cartage Systems	Alberta British Columbia <b>Total</b>	115 60 <b>175</b>
	102413689	H&R Transport Ltd. o/a H&R Transport	Alberta Manitoba Saskatchewan <b>Total</b>	110 20 20 <b>150</b>
	829345826	Syndicate Transport Ltd	Alberta British Columbia <b>Total</b>	60 60 <b>120</b>
	105627723	Westcan Bulk Transport Ltd	Alberta Northwest Territories Saskatchewan <b>Total</b>	65 2 42 <b>109</b>
	102837846	Kindersley Transport Ltd	Alberta Manitoba Saskatchewan <b>Total</b>	15 15 35 <b>65</b>



2014	809178148	Direct Limited Partnership o/a Canada Cartage Systems	Alberta	70
			British Columbia	10
			<b>Total</b>	<b>80</b>
	102413689	H&R Transport Ltd. o/a H&R Transport	Alberta	40
			Manitoba	10
		<b>Total</b>	<b>50</b>	
	120867965	McConnell Transport Ltd.	New Brunswick	46
	102837846	Kindersley Transport Ltd	Alberta	8
			Saskatchewan	26
			Manitoba	8
			<b>Total</b>	<b>42</b>
	101542645	Eassons Transport Ltd.	Nova Scotia	36
2015	809178148	Direct Limited Partnership o/a Canada Cartage Systems	Alberta	35
			British Columbia	25
			<b>Total</b>	<b>60</b>
	100689280	Bulk Carriers (P.E.I.) Limited	Prince Edward Island	40
	102413689	H&R Transport Ltd.	Manitoba	20
		Alberta	20	
		<b>Total</b>	<b>40</b>	
	119462109	SGT 2000 inc.	British Columbia	25
			Quebec	9
			<b>Total</b>	<b>34</b>
	104761937	Seafood Express (PEI) Limited	Prince Edward Island	30
2016	809178148	Direct Limited Partnership o/a Canada Cartage Systems	Alberta	50
			British Columbia	20
			<b>Total</b>	<b>70</b>
	134463876	Système Danfreight inc.	Quebec	49
	829133768	4 Tracks Ltd.	Manitoba	25



	102413689	H & R Transport Ltd.	Manitoba	5
			Alberta	20
			<b>Total</b>	<b>25</b>
	120867965	McConnell Transport Ltd.	New Brunswick	22
2017	100689280	Bulk Carriers (P.E.I.) Limited	Prince Edward Island	55
	102413689	H & R Transport Ltd.	Alberta	20
			Manitoba	20
			<b>Total</b>	<b>40</b>
	134463876	Système Danfreight inc.	Quebec	39
	104761937	Seafood Express (PEI) Limited	Prince Edward Island	30
	105066419	Sunbury Transport Limited	New Brunswick	22
2018	100689280	Bulk Carriers (P.E.I.) Limited	Prince Edward Island	75
	134463876	Systèmes Danfreight Inc.	Quebec	36
	101096519	Connors Transfer Limited	New Brunswick	35
	124612284	AYR Motor Express Inc.	New Brunswick	31
	104761937	Seafood Express (PEI) Limited	Prince Edward Island	30
2019	120867965	McConnell Transport Ltd.	New Brunswick	70
	867629834	Light Speed Logistics Inc	Alberta	60
	821739331	Daytona Freight Systems Inc.	Nova Scotia	50
			Ontario	10
			<b>Total</b>	<b>60</b>
	104761937	Seafood Express (PEI) Limited	Prince Edward Island	40
	124612284	AYR Motor Express Inc.	New Brunswick	40
2020	867629834	Light Speed Logistics Inc.	Alberta	50
	124612284	AYR Motor Express Inc	New Brunswick	40
	864449038	New-Way Trucking Ltd.	British Columbia	16
		Ontario	18	
		<b>Total</b>	<b>34</b>	



	100689280	Bulk Carriers (P.E.I.) Limited	Prince Edward Island	32
	128778131	Prince Logistic Services	Quebec	31
2021	867629834	Light Speed Logistics Inc.	Ontario	50
	105066419	Sunbury Transport Limited	New Brunswick	45
	829345826	SYNDICATE TRANSPORT	Alberta	40
	124612284	AYR Motor Express Inc	New Brunswick	40
	104761937	SFX Transport	Prince Edward Island	38
	2022	128778131	Prince Logistic Services	New Brunswick Quebec <b>Total</b>
867629834		Light Speed Logistics Inc.	Alberta	100
857065338		Sysco Canada, Inc.	New Brunswick Nova Scotia Ontario Quebec Newfoundland and Labrador <b>Total</b>	9 12 4 19 3 <b>47</b>
105066419		Sunbury Transport Ltd	New Brunswick	46
100689280		Bulk Carriers (P.E.I.) Limited	Prince Edward Island	45
2023		128778131	Prince Logistic Services	New Brunswick Ontario Quebec <b>Total</b>
	867629834	Light Speed Logistics Inc.	Alberta	100
	829133768	4Tracks Ltd.	Manitoba Saskatchewan <b>Total</b>	50 50 <b>100</b>
	840089155	RIG LOGISTICS INC.	Alberta	60
	855584793	Highlight Motor Freight Inc.	Ontario	49



2024	128778131	Prince Logistic Services	New Brunswick	20
			Quebec	64
			<b>Total</b>	<b>84</b>
	829133768	4Tracks Ltd.	Manitoba	25
			Saskatchewan	40
			<b>Total</b>	<b>65</b>
2025 (Jan-Sep)	867629834	Light Speed Logistics Inc.	Alberta	50
	855584793	Highlight Motor Freight Inc.	Ontario	45
	740452529	Kundra Bros Transport	Saskatchewan	43
	723849485	Denali Transport Inc	Saskatchewan	80
	128778131	Prince Logistic Services	Ontario	10
			Quebec	34
		<b>Total</b>	<b>44</b>	
	842395527	Natt Enterprises Ltd	British Columbia	35
	855584793	Highlight Motor Freight Inc.	Ontario	33
	840454565	Triple Eight Transport Inc.	British Columbia	30
	809393994	Transway Transport Inc.	Ontario	30

