VALLEY DRIVING SCHOOL LTD.
Pay transparency report

Valley Driving School is a leader in the driver training industry, dedicated to fostering skilled and confident drivers for over 70 years. We are a proudly Canadian company with a reputation for excellence, safety, and community engagement. Our mission is to provide safe, inspiring, and customizable driving education that meets the unique needs of each student.

We strive to create an inclusive workplace where compensation decisions are based on role requirements, skills, and experience. Our organization supports the goals of the Pay Transparency Act and continues to review our practices to promote equity for all employees.

Employer details

Employer:	VALLEY DRIVING SCHOOL LTD.
Address:	2639D Progressive Way, Abbotsford, BC
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	61 - Educational services
Number of Employees:	50-299

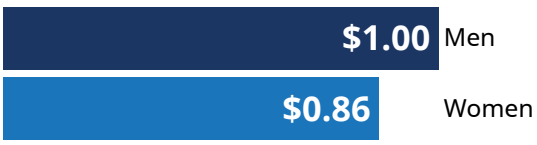
Hourly pay

Mean hourly pay gap[1]



In this organization women's average hourly wages are 10% less than men's. For every dollar men earn in average hourly wages, women earn 90 cents in average hourly wages. *

Median hourly pay gap[2]



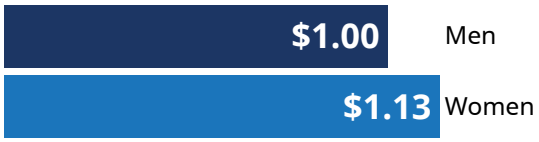
In this organization women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

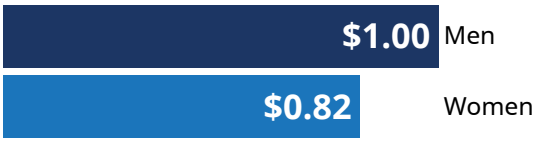
Overtime pay

Mean overtime pay [3]



In this organization women's average overtime pay is 13% more than men's. For every dollar men earn in average overtime pay, women earn $1.13 in average overtime pay. *

Median overtime pay [4]



In this organization women's median overtime pay is 18% less than men's. For every dollar men earn in median overtime pay, women earn 82 cents in median overtime pay. *

Mean overtime paid hours [5]

Difference as compared to reference group (Men)

Women	28

In this organization the average number of overtime hours worked by women was 28 more than by men. *

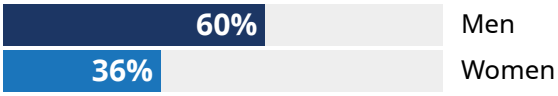
Median overtime paid hours [6]

Difference as compared to reference group (Men)

Women	-2

In this organization the median number of overtime hours worked by women was 2 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Bonus pay

Mean bonus pay [7]

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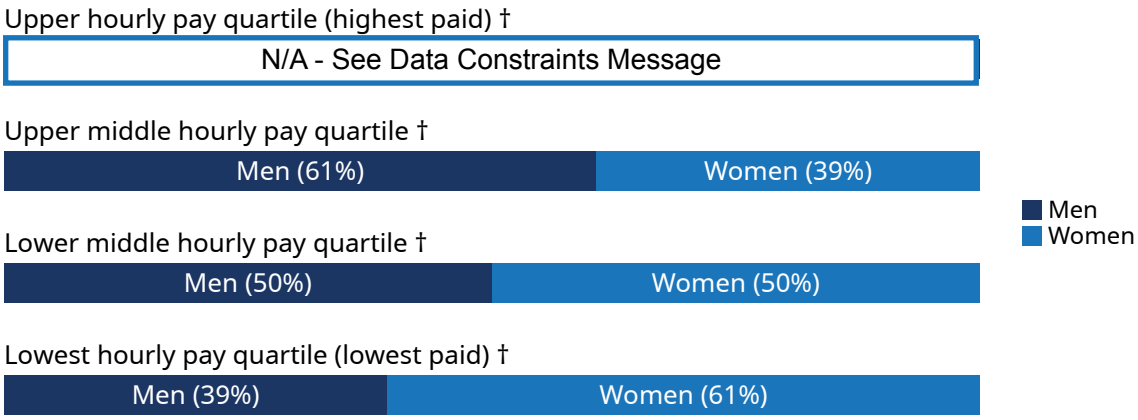
Median bonus pay [8]

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 61% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

In the *Upper hourly pay quartile (highest paid)*, results for women have been suppressed by the reporting model. The data was suppressed because the number of employees in this gender category is below the reporting threshold of ten (10). Unfortunately, as a result, the gender breakdown displayed for this quartile does not reflect the actual data for Valley Driving School. Suppression is required to protect employee privacy.

Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.