

# Canadian Supply Chain Sector Council

## Update Report April 2007

### NOC Codes and their Importance to our Sector

With its diverse nature, the supply chain sector has an immense job to organize the wide-ranging functional occupations that are part of our business into a system that makes sense, for both people in our industries and those whom we are working to attract into the sector. The Canadian Logistics Skills Committee [sector study](#), completed in the fall of 2005, utilized National Occupational Classification (NOC) codes to focus attention on the 26 occupations, in seven functional areas, that are considered relevant to our sector. Together, these 26 NOC codes constitute the almost 730,000 employees that are actively working in Canada's supply chain sector. The CSCSC's "[Supply Chain Facts and Figures](#)" document provides quick access to information about the NOC codes pertinent to our sector.

*But what is a NOC, and how does it help our sector?* NOC codes were developed by Human Resources and Social Development Canada (HRSDC) and its partners to help identify occupations and the requirements related to education, skills, knowledge and experience associated with those occupations, in order that individuals and organizations can understand and deal with job descriptions and profiles, along with related training, in a consistent fashion. The four-digit NOC codes classify occupations according to skill type and level, with each digit reflecting an important trait of the occupation the code represents.

HRSDC makes NOC code information available through its website, at [www.hrsdc.gc.ca/en/workplaceskills/noc/index.shtml](http://www.hrsdc.gc.ca/en/workplaceskills/noc/index.shtml). See, for example, [code 0113 – Purchasing Managers](#).

The Council has been using NOC codes to help raise awareness of career paths and to develop a better understanding of the scope of our sector and its impact on the Canadian labour force and economy. NOC codes will continue to be the defining tool used by the Council to promote both careers in the sector and the sector itself.

The online training and education database currently being developed by the Council will be organized by NOC codes. The database will make it possible to examine up-to-date information on the education, training and certificate programs and courses offered by associations and institutions, using NOC-code and geographical input.

We are also at work on development of a second database that will allow users to find information on occupations in the supply chain sector, including compensation ranges for each relevant NOC.

So, don't knock the NOC! It's a useful tool for defining and exploring careers in our sector.

In our next update, we'll explore a related topic: occupational standards. Read next month's report to learn how occupational standards can be used within both your business and our sector.

### In Brief

#### Labour Market Information Project Update

##### *Workshops Across Canada*

In order to have the information we need to develop plans for future efforts in the area of labour market information (LMI), the Council is conducting workshops in April and May in five cities:

- Toronto – April 18
- Calgary – April 25

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- Moncton – May 9
- Montreal – May 15
- Vancouver – May 22

Participants will explore labour-supply and -demand issues, the interaction and matching of supply and demand in the external labour market, workplace and human resource practices in firms' internal labour markets, and competition for labour among sectors.

We invite you to take part in a workshop in your area. Sessions start at 11:30 am, include lunch, and are expected to end by 3:00 pm.

To get more information or to join a workshop group, contact Project Manager Dale Ross, at [dross@supplychaincanada.org](mailto:dross@supplychaincanada.org), or complete our online questionnaire, accessible from the [LMI Project page](#) on the CSCSC website.

### **Education/Certification Project Update**

Meetings of three focus groups – in Winnipeg, Toronto and Montreal – were held in March to provide sector stakeholders with an opportunity to comment on the draft databases of educational courses and programs developed by the Council. In addition to reviewing the compiled information, participants were encouraged to discuss topics such as:

- recruitment issues at various occupational levels and in several geographical regions
- the degree to which different sector certifications enhance a potential employee's likelihood of being hired
- the perceived value of post-secondary education versus education leading to certification
- post-secondary education in comparison with on-the-job training and experience
- the usefulness of internal, company-specific training programs
- whether or not there is a need in the sector for the many different designations offered to practitioners
- if standardization in supply chain training/education is desirable

Participants' feedback is to be incorporated in the final report, which will be available in May.

### **CSCSC Annual General Meeting**

The Council's Board will meet on June 22 in Winnipeg for its 2007 Annual General Meeting. Anyone interested in attending is invited to do so. Contact the Council office for more information and to sign on to participate.

### **Council in Quebec Trucking, Transportation and Logistics Trade Show**

Along with the Canadian Trucking Human Resources Council and le Camo-route inc., the CSCSC will occupy booth 4008 at Salon CAM-Logique, a trade show for the trucking, transportation and logistics industries at Montreal's Olympic Stadium from April 26 to 28. In addition to the trade show, Salon CAM-Logique will feature a full schedule of educational and entertaining events. Information about the show can be seen at [www.masterpromotions.ca/salon-cam-logique.asp](http://www.masterpromotions.ca/salon-cam-logique.asp).

The CSCSC has been provided with complimentary passes to distribute to participants in the sector who would like to attend the show. If you would like to receive a pass or passes for free admission into the exhibition, contact Margie Stefanich at the CSCSC office.