

Connector Skills-Matching Tool

The Canadian Supply Chain Sector Council's Connector tool provides information to users about supply chain occupations. Its assessments – in seven industry-knowledge skill areas and six essential skills – then enable users to compare their skills with what's required to do the jobs that interest them. It generates a customized learning plan and activities users can do to improve their skills. Finally, Connector links people to information about education and training available across Canada to further build skills where gaps were identified.

This case study looks at one way that Connector has been put to use by a supply chain professional.

Case Study: Olajide Adetunji

The Challenge?

A shortage of employees in the supply chain has been in the news for some time. The situation is expected to worsen as baby boomers retire in droves in coming years. Employers can expect to increasingly compete for a shrinking labour force.

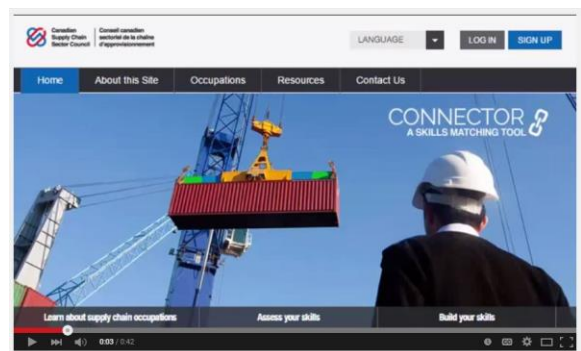
Immigrants to Canada educated overseas are a much-discussed underutilized resource. While they may have the skills and knowledge to work in the supply chain here, they don't have experience in the Canadian labour market. For many employers, that, along with the problem of foreign-credential recognition, is reason to overlook qualified immigrant job applicants.

Adetunji's Solution

Olajide Adetunji hopes to immigrate to Canada. In West Africa, he has worked his way up in the supply chain to a senior managerial role responsible for international trade. He also teaches masters-level courses in supply chain management. He is APICS, IBF and CIPS certified.

To research the transferability of his skills to the Canadian job market, Adetunji took assessments through Connector for two roles, as a supply chain manager and a forecasting and demand management specialist. He was looking for validation of his skills and knowledge relative to Canadian industry standards, and to understand where he might need to brush up his grasp of relevant concepts.

Adetunji believes that Canadian supply chain employers could use Connector as a "sieve" for hiring internationally trained individuals, utilizing assessment results to evaluate their skills.



"The Connector tool gave me insights to the things I normally overlook in everyday practice. I was also quite surprised at the requirement to have in-depth knowledge in certain non-traditional SC skill areas like security and health & safety. Now I'm paying more attention to these areas."

~ Olajide Adetunji