



# 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 in a Canadian workplace.

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## Case Study: Manitoulin Group of Companies

### The Challenge?

Work in the supply chain at every level is increasingly technical and complex. Hiring people with all of the skills required to meet their job responsibilities is a serious challenge for many employers. And because training can be expensive and time-consuming, it's important to employers to know that their training dollars are targeting actual needs and building the competencies that are most needed by their workforce.

### Manitoulin's Solution

Manitoulin, a growing transportation and logistics company, plans to use Connector's assessments to determine where employees have gaps in their skills and knowledge relative to their roles. With that information, the HR department can both pinpoint existing training needs and enhance its training and development matrix to meet future needs.

To enable succession planning and management, the HR team will also use Connector to gauge employees' readiness for new roles. With skills-gap information derived from the tool's assessments, Manitoulin will get a picture of what specific workers need to learn to be promotion-ready, along with a plan to get them there. A solid retention strategy, providing career-path possibilities will help Manitoulin meet at least some of its skill needs internally, almost certainly at a lower cost than it would incur to hire equally qualified new employees.



"The list of learning programs generated upon completion of assessments is very helpful in deciding on next steps."

~ Jennifer Podstawskyj

Human Resources Analyst

Manitoulin Group of Companies