

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.

Case Study #1: Sherritt International, Oil & Gas and Power Divisions

The Challenge?

A slump in Canada's oil and gas sector in 2015 forced Sherritt to reduce staff as part of an overall review of its supply chain. The company needed to find ways for its downsized staff to meet business demands and to ensure that day-to-day operations were not adversely affected.

The Solution

First, Sherritt revised job descriptions for the most-essential roles in its supply chain operation, with information from the Canadian Supply Chain Sector Council's 48 occupational standards. It combined responsibilities where necessary to meet needs with fewer people. Then, using Connector's occupation-related assessments, Sherritt gained a firm grasp of the skills and knowledge, as well as the skill gaps, of the remaining employees on its supply chain team.

With the information it gathered, Sherritt focused on fitting people to roles. The company's director of supply chain reviewed the Connector assessment results and learning plans to determine how to effectively match employees with responsibilities. The learning plans were as important in this process as the assessments; they indicated how Sherritt might go about filling its new skills and knowledge gaps – improving employees' skill sets – with the diminished team it had in place.

"Solid questions, valuable information."
~ Sarah Stata, CSCP
Director, Supply Chain
Sherritt International, Oil & Gas and Power Divisions

