



Trends Analysis on HR Intelligence

Canadian Supply Chain Sector Council

Survey Findings: July 2011

Introduction

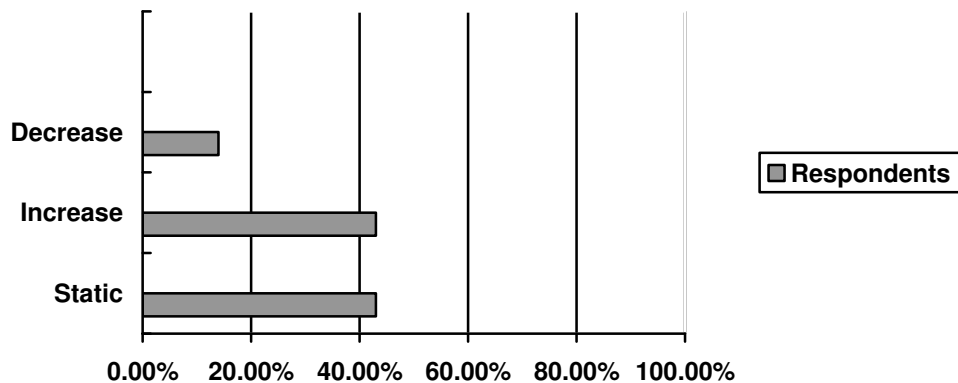
Results below are based on seven responses to our survey, which was created on SurveyMonkey and posted on our website. A request to participate was also made to CSCSC Board members and people involved in our committees and working groups.

Hirings and Recalls

“Do you anticipate that hirings or recalls in your organization will be up, down or static over the next month?”

Three of seven respondents anticipate that their hiring or recalls will be up over the next month, three expect them to remain unchanged, and one foresees them declining.

Figure 1

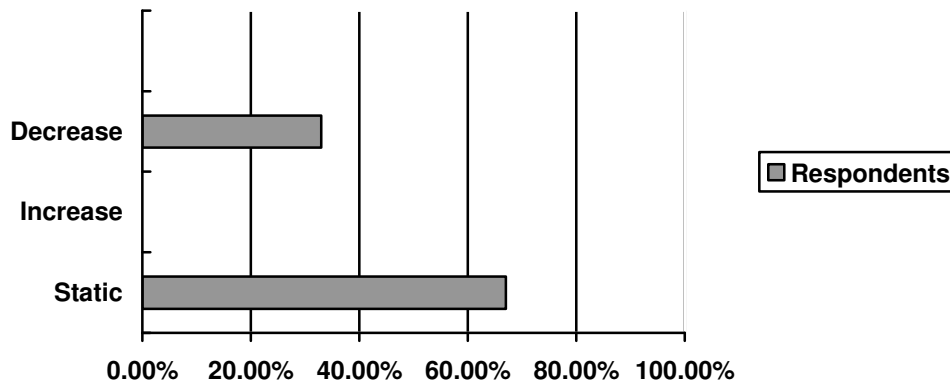


Layoffs

“Do you anticipate that layoffs in your organization will be up, down or static over the next month?”

Of six respondents to this question, four anticipate that their layoffs will be static over the next month and two expect them to decline. None expect layoffs to be up.

Figure 2

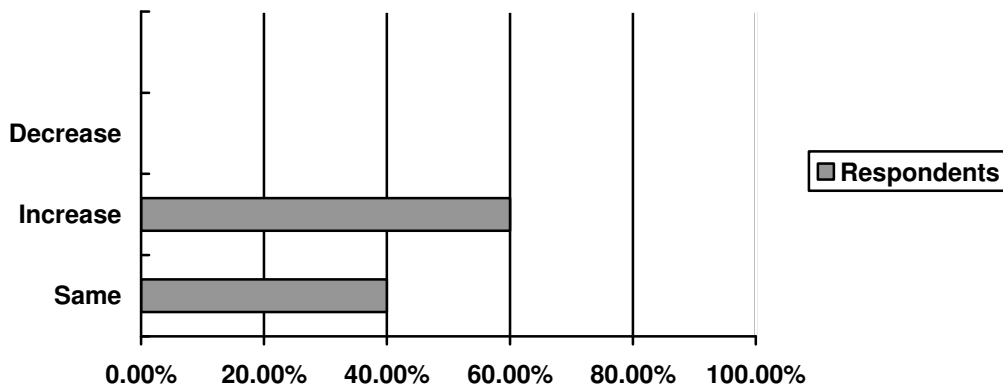


Training

“Is your organization’s planned investment in training over the next month higher, lower or the same as last year this time?”

Of the five respondents to this question, three anticipate that their training investments will be up this month over those in July last year; the remaining two expect them to be unchanged.

Figure 3



The context/ the buzz

“In relation to the above three questions what do you consider to be the key challenge facing your organization at the moment and what are the HR implications?”

Five respondents answered this question, as follows:

1. The food bank is somewhat anti-cyclical to the rest of the economy. Our challenge will be to retain the depth of knowledge and experience that might be enticed to higher-paying jobs that are likely to be available as the economy continues to improve.
2. Shutdowns, and retaining our good staff to return after the shutdowns.
3. Preparing for the fall peak volumes.
4. Maintaining skills and retaining employees.
5. Aligning of goals in the company and its divisions. Finding/training people with a balanced background.

Province of Origin

Answers for this month’s respondents relate to facilities in the following provinces and territories. Participants were encouraged to choose as many answers as were applicable. Five participants answered this question.

Province/Territory	Percentage of Respondents	Number of Respondents
Newfoundland and Labrador	0%	0
Nova Scotia	20%	1
Prince Edward Island	0%	0
New Brunswick	0%	0
Quebec	20%	1
Ontario	60%	3
Manitoba	0%	0
Saskatchewan	0%	0
Alberta	40%	2
British Columbia	0%	0
Yukon	0%	0
Northwest Territories	0%	0
Nunavut	0%	0