



Trends Analysis on HR Intelligence

Canadian Supply Chain Sector Council

Survey Findings: August 2011

Introduction

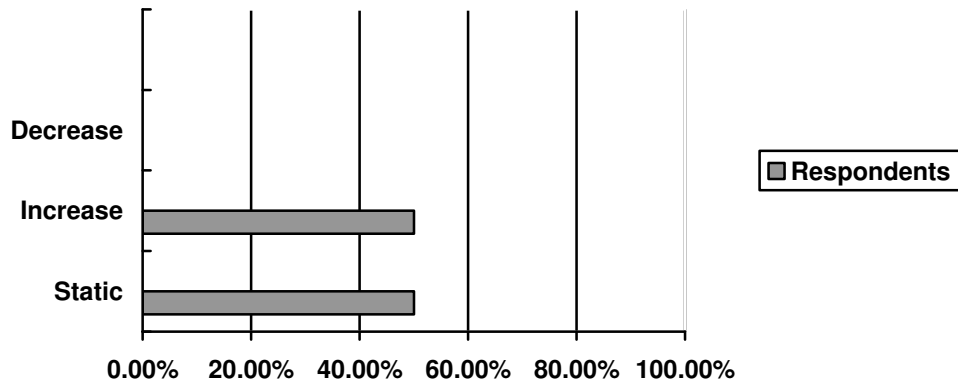
Results below are based on six responses to our survey, which was created on SurveyMonkey and posted on our website. A request to participate was also made to CSCSC Board members and people involved in our committees and working groups.

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 six respondents anticipate that their hiring or recalls will be up over the next month. The other half expects them to remain unchanged.

Figure 1

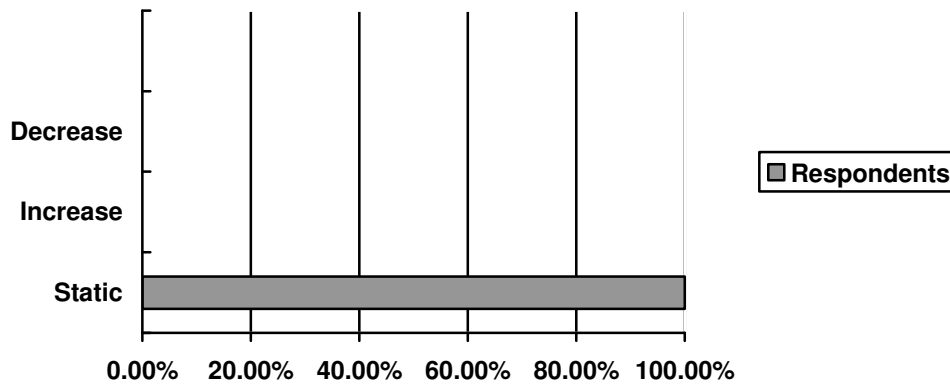


Layoffs

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

All six respondents to this question anticipate that their layoffs will be static over the next month.

Figure 2

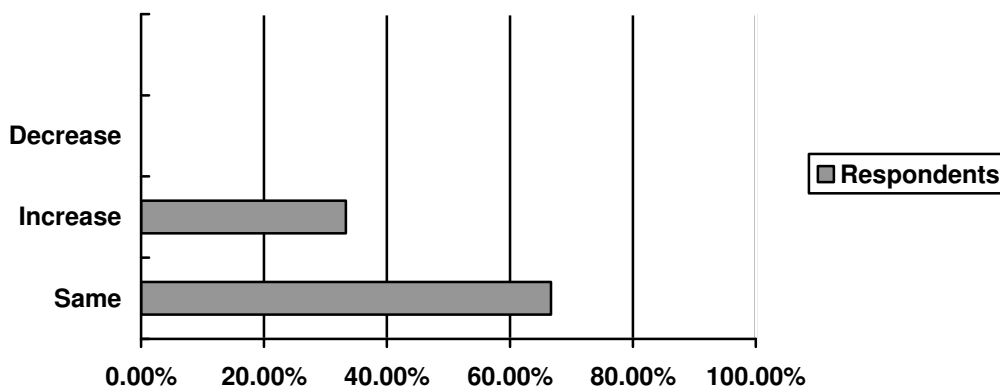


Training

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

Of the six respondents, four anticipate that their training investments will be unchanged this month over those in August last year; the remaining two expect them to be up.

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. There are more opportunities to work in collaboration with retailers/customers to improve products’ OSA (on-shelf availability). Such initiatives require a supply chain/demand management analyst.
2. Suppliers’ capacity. No HR implications.
3. Recruitment: Economic recovery or appearance of one has led to more job opportunities and, therefore, more competition for talent for our positions and for our existing talent.
4. Training and dealing with attrition.
5. Jitters with the U.S. and European economies! This could stifle our clients’ growth plans and negatively impact increased hiring.

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	17%	1
Prince Edward Island	0%	0
New Brunswick	0%	0
Quebec	33%	2
Ontario	50%	3
Manitoba	33%	2
Saskatchewan	33%	2
Alberta	33%	2
British Columbia	17%	1
Yukon	17%	1
Northwest Territories	17%	1
Nunavut	17%	1