



Trends Analysis on HR Intelligence

Canadian Supply Chain Sector Council

Survey Findings: January 2012

**Introduction**

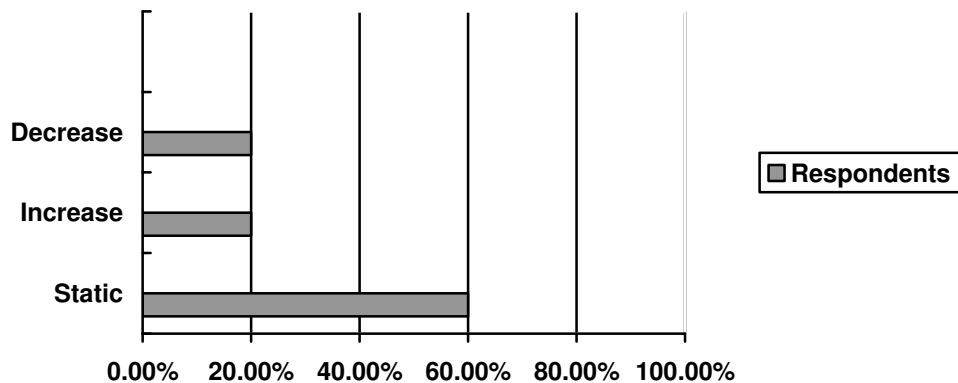
Results below are based on five responses to our survey, which was created on SurveyMonkey and posted on our website. A request to participate was also made to CSCSC Board members and people involved in our committees and working groups.

**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 five respondents anticipate that their hiring or recalls will be static over the next month. The remaining respondents are split: one foresees them rising, the other falling.

Figure 1

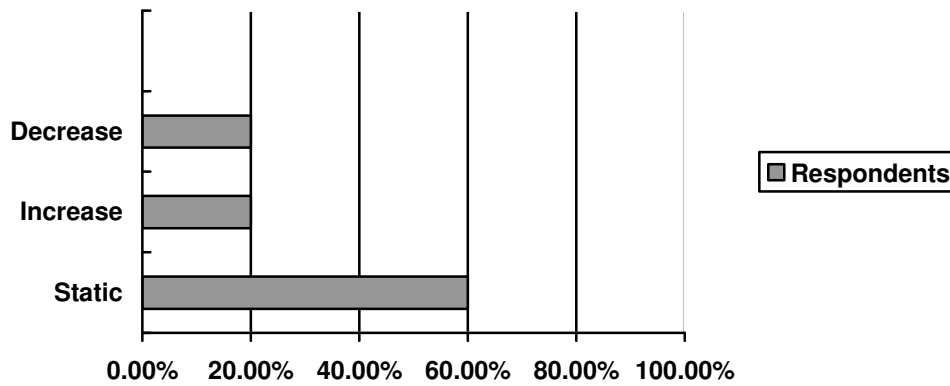


## Layoffs

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

Three of five respondents anticipate that their layoffs will be static over the next month. One expects them to increase, and the last to drop.

Figure 2

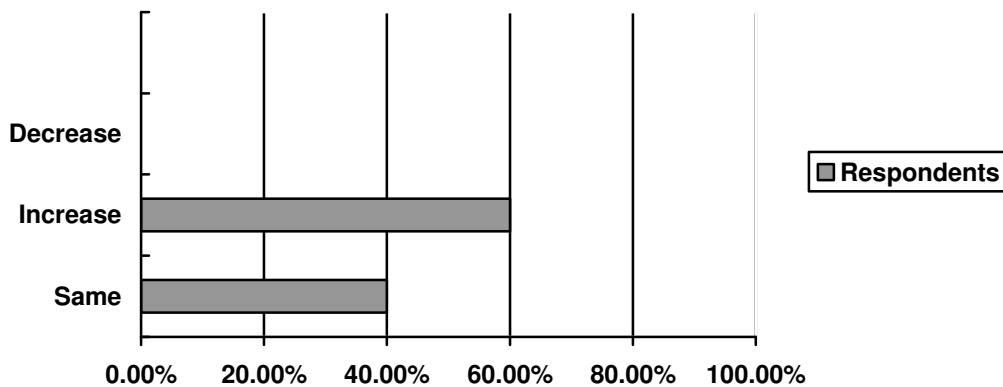


## Training

*“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, three anticipate that their training investments will be up this month over those in January 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?”*

Four respondents answered this question, as follows:

1. Training staff.
2. Further layoffs due to uncertainty of economy and the ripple effect with the challenges in Europe.
3. Market condition/growth.
4. Skills retention and economic slowdown.

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### **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. All seven participants answered this question.

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