

## Mission Statement

"The Canadian Supply Chain Sector Council brings together partners in the sector to develop solutions to the human resource challenges faced by stakeholders. Recognizing the vital role of the supply chain to Canada's economy, the Council is committed to enhancing the sector's ability to attract and retain workers at all levels and across the full range of functions, and to advancing the skills of those workers."

## Supply Chain Sector Labour Market Facts

- As of 2008, there were approximately 738,500 people working in the supply chain sector within Canada (excluding truck drivers).
- The sector added about 15,000 new jobs a year between 2001 and 2008. As well as an anticipated continuation of growth in new jobs, the sector is expected to face a vacancy rate of more than 80,000 jobs a year due to retirements and turnover.
- The main human resources issues facing the supply chain sector are:
  - Attraction
  - Education and training
  - Keeping pace with technology
  - Succession and career planning
- Employees feel they require the following skills either now or in the next five years to be successful in their jobs:
  - Financial planning
  - Forecasting
  - Cost analysis
  - Knowledge of international business practices
  - Knowledge of laws and regulations
  - Knowledge of logistics functions and the supply chain
  - Mechanical skills
  - Optimization of workflow
  - Knowledge of transportation
  - General management and business
  - Languages

## Current Projects and Programs

### **Occupational Standards Project** *Completion in October 2009*

Occupational standards describe what a person in a particular occupation must know and be able to do to be considered "competent" at that occupation. Through this project, the Council will have created 14 occupational standards for supply chain positions by October 2009.

The CSCSC's standards, at an average of 8 to 12 pages in length, reflect industry's desire for short, clear, simple and usable documents that outline key job tasks and essential knowledge and skills required by the occupation.

Employers use standards to develop job descriptions, reduce costs for recruitment by facilitating the selection of new employees, plan education and training for employees, evaluate performance; and provide a means for better human-resources planning.

Employees use standards to identify skills and knowledge needed for occupations, assess their abilities and training needs, and identify clear career paths.

Educators and trainers use the skill sets described in occupational standards to design training and educational programs.

### **Material Handler Skills Upgrading Project** *Completion in September 2010*

Through this CSCSC project, industry will standardize the certification requirements for forklift/reach-truck operators on a national basis throughout the sector.

The expected benefits of this project are:

*For workers:* greater knowledge and information regarding entry-level career opportunities in the sector and, consequently, increased access, particularly by under-represented groups.

*For employers:* the ability to more effectively recruit and retain workers by offering entry-level apprenticeship opportunities that are nationally recognized.

The results of this project will include the development of a process that will ensure that material handlers, specifically forklift and reach-truck operators, have the requisite skills and competencies required to operate their equipment safely and efficiently in workplaces throughout the sector and that the acquisition of such skills can be clearly demonstrated so as to be accepted and recognized nationally by the sector.

### **Career Focus Program** *Completion in March 2012*

Through the Career Focus Program, funds are available to employers to hire new workers in supply chain positions. This wage-subsidy program provides up to \$12,750 per year toward the salary of a post-secondary graduate between the ages of 15 and 30 who is looking for employment in the supply chain sector.

This program is the Council's response to the financial downturn. It is intended to help both companies and job seekers, by enabling hiring at a time when companies may have reduced payroll budgets to work with. It allows companies to build and retain their workforces in preparation for the economic recovery that is to come.

More information about the program is available on the Council's website, at [www.supplychaincanada.org/en/career-focus](http://www.supplychaincanada.org/en/career-focus), or by contacting Project Manager Sheryl Keenan, at [skeenan@supplychaincanada.org](mailto:skeenan@supplychaincanada.org).

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## Current Projects and Programs – continued

### ***Recruitment and Retention Project***

Showcasing the rich diversity and complexity of supply chain careers – and the pride and passion of the sector's labour force – is the goal of this project. Promotional vehicles, possibly including one or more videos and a range of collateral materials, that the CSCSC will make available to employers and educators will build awareness of supply chain roles and their importance. The tools are expected to help employers to both recruit and retain workers.

### ***National Accreditation Program***

*Ongoing*

To help employers and employees interested in continuing supply chain education, as well as students, parents and career advisors, the CSCSC developed its National Accreditation Program to recognize supply chain-related educational offerings that meet a national standard. The NAP standard – developed in partnership with the Canadian Standards Association and with significant input from supply chain stakeholders – reflects industry's needs and educators' best practices.

Accreditation through the NAP provides a means to identify high-quality programs; while accredited programs may not be superior to others that are not accredited, they are proven.

Accredited programs and courses are identified as such in the CSCSC's online education compendium.

### ***Education/Sector Council Partnership Project***

The CSCSC has joined with the Canadian Automotive Repair and Service Council (CARS) to work with the Toronto District School Board and Lakeshore Collegiate in Etobicoke, Ont., in an education/sector council partnership, one of many currently in development. The TDSB hopes to collaborate with school boards from across Canada in this project, in order to collectively create a model that can be adapted for application anywhere in the country.

Focusing on essential skills and career awareness, the goal of the project is to develop innovative ways to engage students in high-school learning. By linking with sector councils, the TDSB aims to provide real-world information and experiences to youth as they make critical decisions about their future paths. Teachers at Lakeshore are eager to explore opportunities for job-shadowing, mentoring, experiential learning, worksite visits, career fairs and more.

### ***MicroSkills Supply Chain Sector Awareness and Employment Project***

MicroSkills is undertaking a two-year awareness and employment program aimed at increasing the participation of internationally trained individuals (ITIs) in the supply chain sector. Working closely with the CSCSC and other industry and educational partners, MicroSkills will assess the transferability of the skills and experiences of ITIs to meet the growing demand of this sector.

This project is expected to place 225 ITIs into tactical- and managerial-level positions.

### **Participate in Project Focus Groups or Working Groups**

Contact Program Manager Beverly Myers to get involved in any of these or coming Council projects.

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