

Toolkit Features

The CSCSC's LMI Toolkit is the place to find supply chain-specific labour-market data and information.

The **LMI Portal** provides links to:

- Historical data on supply chain occupations across Canada that can be dissected to address information needs
- LMI websites from around the world

The **Using the Working in Canada Website page** provides instructions on using the valuable Working in Canada resource, where you can access career information related to:

- Main Duties
- Jobs and Skills Requirements
- Wages
- Outlooks and Prospects
- Training Opportunities
- Associations and Unions
- Language Assessment
- Other Information

Results of the CSCSC's monthly HR-trends surveys are also located here. This information gives a feel for current labour-market conditions in the sector.

Searching for **supply chain-specific** information on:

- Roles and responsibilities for jobs in the sector?
- Wages or salaries?
- Hiring trends?
- Prospects for employment?
- Training or education?

Find it in the Canadian Supply Chain Sector Council's LMI Toolkit.

Go to www.supplychaincanada.org to access labour-market information for the Canadian supply chain sector.



Canadian
Supply Chain
Sector Council

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Canada

An **LMI Toolkit** for the **Supply Chain Sector**

Current and historical
labour-market data

A snapshot view of current
conditions in the market

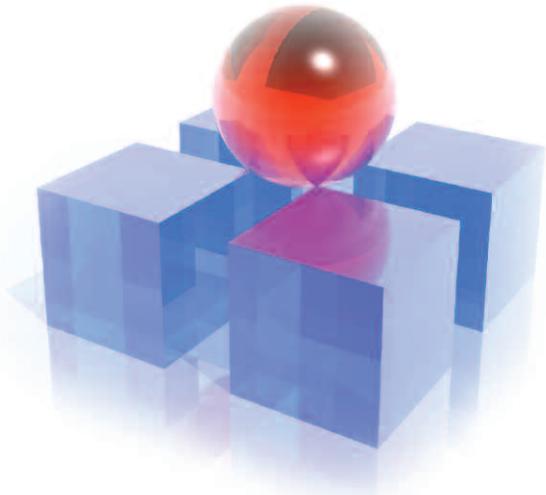
Position-specific information on
duties, wages and prospects

LMI



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The **Canadian Supply Chain Sector Council** has the supply chain **labour-market information** that stakeholders want... in **one convenient source.**

Labour-market information (LMI) accessible through the CSCSC website can be used to:

- Gather wage and salary information
- Understand trends, and local and regional market conditions
- Assess employment/job opportunities
- Assist with recruitment, hiring and retention initiatives
- Determine education and training needs and develop a continuing-education program

The core tool in the LMI Toolkit is the LMI Portal, a connection to numerous primary sources of national LMI statistics. Through it, you can easily find accurate, timely data on conditions in your marketplace.

Using Supply Chain **LMI**

POSITION: VP of Planning

NEED: To determine the feasibility of opening a manufacturing facility in a new location

You'll need various supply chain employees: buyers, material handlers, shippers/receivers and contract administrators, for example. To prepare the feasibility study, you need to understand the labour market in the proposed location. You need to be able to answer the questions:

- Does the market have the supply of labour I need, in the quantities I need?
- Do these people have the specialized skills I need?
- What are the current local wages for these positions?

The CSCSC LMI Toolkit helps you search for data based on job titles, location, certifications, years of experience, wages, and more.

POSITION: Program Director at a local educational institution

NEED: To know if your programs are meeting the needs of your community

To evaluate your programs, you need to know:

- What skills are in demand in my community?
- Am I providing my students with the skills that are in demand?
- What trends exist in supply and demand for my students?
- What programs are other local institutions providing and how many students do they serve?

Using the CSCSC LMI Toolkit, you discover that there is a market for 100 forklift operators, but you and your competitors can provide only 50. You decide to ramp up class sizes to meet the increased demand.

You learn that demand is shifting from low lifts to high lifts, using order pickers and specialized rough-terrain models. You decide that you should offer training on a broader range of forklift models.

POSITION: HR Manager

NEED: To review current HR policies

To ensure that your company's policies promote employee satisfaction and engagement, you need to determine, for example:

- What are typical role descriptions and skill sets for the positions within my company?
- What are the typical career progressions, and what skills/training opportunities are required to help someone get from one role to the next in the career progression?
- Are we meeting market rates for salaries and benefits?

The CSCSC LMI tools provide you with occupational standards, a career chart with typical career progressions identified, and best practices for policies around retention.

POSITION: Job-information Seeker

NEED: To understand your job prospects

You are a student about to graduate and want to know:

- What demand exists for my role? Where is it?
- What is the average wage for my role?
- What further training do I need to be more marketable to employers?
- Who is hiring?

Within the CSCSC LMI Toolkit, you find the typical wage for employees in your area. You can see job descriptions that include the required training and education to help you identify what credentials you are missing. You can find out if companies in your area are hiring, and what they are looking for. In addition, you can compare wages and demand across multiple geographic locations to determine if your job prospects are better in another location.



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