

# Supply Chain Sector Facts and Figures

### Canadian Supply Chain Sector Council

#### Products and Resources Available to Stakeholders

##### *Connector Tool*

Connector is an online tool that provides users with assessments of their supply chain knowledge and essential skills. It generates customized learning plans and activities to upgrade users' competencies.

##### *Recruitment and Retention Toolkit*

The R&R Toolkit gives employers the information and resources they need to fill positions in the supply chain with qualified and committed people.

##### *Virtual HR Department*

Especially for small and medium-sized organizations, the VHRD includes downloadable information, tools, templates, forms, policy samples and more.

##### *National Occupational Standards for the Sector*

Occupational standards can be used by employers, employees and educators or trainers in the supply chain sector.

##### *National Accreditation Program*

The Council recognizes supply chain-related educational and training offerings that meet national standards.

##### *Education and Training Compendium*

This online database lists the supply chain-related educational and training offerings of post-secondary institutions, associations and training providers across Canada.

##### *Website Resources*

The CSCSC's website is a repository of career and education information and resources.

### What is a Supply Chain?

Definitions of a "supply chain" virtually universally encompass the following three functions: i. supply of materials to a manufacturer; ii. the manufacturing process; and, iii. the distribution of finished goods through a network of distributors and retailers to a final customer. Companies involved in various stages of this process are linked to each other through a supply chain.

To facilitate the flow of products, information is shared up and down the supply chain, i.e. with suppliers and clients. This sharing of information enables all parties to plan appropriately to meet current and future needs. Numerous goals can be achieved through successful supply chain management:

- inventory can be minimized
- costs can be reduced
- product time to market can be improved
- flexibility can be enhanced

The more the companies within a supply chain are able to integrate and coordinate their activities, the more likely they'll be to optimize the flow of goods from supplier to customer and to react efficiently to changes in demand.

### The Sector

The supply chain is one of the most essential sectors of the Canadian economy, involving an estimated 878,264 workers in 2016 who work in a range of occupations and industries. The success of this sector in meeting its human resources and labour-market challenges has the potential to positively influence the future of Canada, and the quality of life that we all enjoy.

The CSCSC published the *Strategic Human Resources Study of the Supply Chain Sector Final Report* in 2005 and the *HR Study Update* in 2012. A labour market data update was completed in June 2017. Sector highlights include the following:

- As of 2016, there were approximately 878,264 workers in the supply chain sector labour force within Canada (excluding truck drivers).
- The estimated annual labour force growth rate of the supply chain sector was 1.5% from 2010 to 2016.
- The sector added an average of about 10,721 new jobs a year between 2010 and 2016. As well as an anticipated continuation of growth in new jobs, the sector is expected to face challenges filling jobs left vacant due to retirements and worker turnover.
- In the future, the sector is expected to see similar growth, adding over 50,700 jobs between 2016 and 2021, approximating an increase of 10,000 jobs per year.
- Over the 2016 to 2021 time period, demand is expected to increase across the majority of supply chain occupations.
- The greatest increase in job growth is expected to occur in professional and high-tech occupations such as:
  - Database analysts and database administrators
  - Computer and information systems managers
  - Information systems analysts and consultants
  - Professional occupations in business services, including consulting and compliance
  - Web designers and developers
- Demand is expected to remain stable for the most common occupations in the sector including:
  - Shippers and receivers
  - Delivery and courier service drivers
  - Material handlers
  - Labourers in food processing
  - Purchasing agents and officers(There are between 50,000 and 175,000 workers employed in each of these occupational categories.)
- The supply chain is expected to grow in every province over the long term. British Columbia and Alberta are both expected to lead growth, especially as economic conditions stabilize and recover over the next several years.

# Canadian Supply Chain Sector Council

## Supply Chain Sector Labour Force by Occupation

Sub-function	Occupation Category	NOC Code	Sample Position Titles	Supply Chain Employees (2016)	Expected Compound Annual Growth Rate (2016 to 2021)
Inventory/ Material Control	Managerial	0114	Other administrative service managers: e.g., inventory, material managers, support services	16,176	1.6%
		1215	Supervisors, recording, distributing and scheduling occupations	40,054	1.5%
	Operational	6541	Security guards – cargo	1,913	2.0%
	Tactical	1122	Professional occupations in business services to management: consulting, compliance	1,144	3.6%
		1431	Rate and accounting-related clerks	4,404	0.1%
		1523	Production logistics co-ordinators, expeditors, logistics planners, analysts, etc.	18,717	1.2%
		1524	Purchasing and inventory control workers	31,348	1.4%
Management	Managerial	0111	Financial regulatory and compliance managers	3,989	1.7%
		0125	Other business services managers, such as terminal managers	4,589	0.7%
Marketing and Sales	Managerial	0124	Sales and marketing managers – supply chain	4,006	0.7%
Purchasing	Managerial	0113	Purchasing managers	15,440	1.9%
	Tactical	1225	Purchasing agents and officers	53,563	2.1%
		6222	Retail and wholesale buyers	30,401	1.7%
Senior Management	Managerial	0016	Senior managers – goods production, utilities, transportation and construction	7,469	0.8%
Transportation	Managerial	0731	Managers in transportation	33,373	1.7%
	Operational	1521	Shippers and receivers	114,928	0.7%
		7514	Delivery and courier service drivers	94,108	0.2%
		7534	Air transport ramp attendants	8,336	0.9%
	Tactical	1315	Customs, ship and other brokers	4,789	1.2%
		1525	Dispatchers	2,834	1.0%
		1526	Transportation route and crew schedulers	5,051	1.0%
Warehousing	Managerial	0132	Postal and courier services managers	4,142	-0.6%
		0714	Facility operation and maintenance managers	26,954	0.4%
		1214	Supervisors, mail and message distribution occupations	10,111	1.5%

Sub-function	Occupation Category	NOC Code	Sample Position Titles	Supply Chain Employees (2016)	Expected Compound Annual Growth Rate (2016 to 2021)
Warehousing	Operational	1522	Storekeepers and parts persons	47,172	1.3%
		7451	Longshore workers	5,984	0.8%
		7452	Material handlers	171,358	0.8%
		9617	Labourers in food, beverage and associated products processing	59,663	0.8%
Logistics	Managerial	0213	Computer and information systems managers	15,099	3.9%
Information Systems	Tactical	2171	Information systems analysts and consultants	17,079	3.4%
		2172	Database analysts and data administrators	1,458	4.2%
		2175	Web designers and developers	1,209	3.3%
		2233	Industrial engineering and manufacturing technologists and technicians	17,019	1.4%
		4161	Emergency and continuity managers	1,489	2.2%
		4163	Marketing researchers and consultants like forecast specialists, demand management specialists, etc.	2,897	2.3%
<b>Grand Total</b>				<b>878,264</b>	<b>1.1%</b>

Sources: 2011 Census; Labour Force Survey; (NAICS: 11, 21, 22, 31-33, 41, 44, 45, 48, 49, 51-56, 61, 62, 71, 72, 91)

# Canadian Supply Chain Sector Council

## Supply Chain Sector Labour Force by Province

Province	2014	2015	2016	2017	2018	2019	2020	2021
Alberta	110,091	110,477	109,516	110,552	112,635	114,759	117,098	119,436
British Columbia	102,167	114,159	117,810	121,081	123,774	126,087	128,169	130,361
Manitoba	30,454	30,653	30,974	31,416	31,735	31,951	32,080	32,253
New Brunswick	16,371	17,421	17,601	17,803	17,917	17,993	18,061	18,163
Newfoundland and Labrador	9,700	10,434	10,466	10,632	10,757	10,871	10,972	11,096
Nova Scotia	20,540	18,729	18,845	18,996	19,039	19,044	19,055	19,080
Ontario	343,526	341,860	345,585	350,478	354,606	357,910	360,916	364,125
Prince Edward	2,630	2,843	2,900	2,961	3,006	3,047	3,086	3,132
Quebec	201,095	200,608	202,541	204,933	206,367	207,039	207,547	208,322
Saskatchewan	22,765	21,795	22,026	22,286	22,477	22,638	22,807	23,028
<b>Grand Total</b>	<b>859,341</b>	<b>868,978</b>	<b>878,264</b>	<b>891,138</b>	<b>902,312</b>	<b>911,338</b>	<b>919,791</b>	<b>928,997</b>

Sources: 2011 Census; Labour Force Survey; (NAICS: 11, 21, 22, 31-33, 41, 44, 45, 48, 49, 51-56, 61, 62, 71, 72, 91)

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## Supply Chain Sector Labour Force for Selected Metro Areas

Metropolitan Area	2014	2015	2016	2017	2018	2019	2020	2021
Abbotsford	6,131	6,496	6,751	6,990	7,200	7,388	7,568	7,761
Calgary	43,909	45,777	45,485	46,072	47,058	48,061	49,152	50,251
Edmonton	40,021	38,539	38,238	38,572	39,288	40,036	40,866	41,692
Halifax	10,314	9,007	9,092	9,201	9,255	9,295	9,339	9,390
Hamilton	19,244	19,365	19,537	19,785	19,991	20,153	20,301	20,464
Kingston	2,339	2,289	2,309	2,333	2,353	2,368	2,379	2,391
Kitchener	19,128	16,937	17,116	17,351	17,539	17,682	17,816	17,961
London	13,854	14,922	15,046	15,222	15,359	15,461	15,549	15,644
Montreal	102,728	102,234	103,367	104,749	105,626	106,089	106,477	107,000
Oshawa	12,816	11,189	11,317	11,474	11,598	11,698	11,791	11,890
Ottawa-Gatineau, Ontario	15,344	15,163	15,357	15,565	15,738	15,887	16,027	16,177
Ottawa-Gatineau, Quebec	6,124	6,144	6,248	6,354	6,424	6,479	6,528	6,585
Quebec City	21,204	22,236	22,444	22,690	22,820	22,863	22,880	22,928
Regina	5,716	5,803	5,895	5,994	6,071	6,143	6,218	6,308
Saint John, N.B.	3,036	2,992	3,027	3,072	3,091	3,104	3,115	3,132
Saskatoon	8,283	7,896	7,994	8,105	8,192	8,270	8,354	8,459
Sherbrooke	4,783	5,121	5,163	5,222	5,257	5,279	5,298	5,324
St. Catharines–Niagara	8,199	8,256	8,328	8,428	8,506	8,566	8,614	8,672
St. John's, Nfld.	3,880	3,899	3,920	3,995	4,051	4,103	4,153	4,212
Sudbury	2,942	2,925	2,949	2,979	3,001	3,018	3,031	3,047
Thunder Bay	1,938	1,876	1,893	1,916	1,934	1,948	1,961	1,975
Toronto	165,402	169,842	172,073	174,918	177,393	179,460	181,401	183,441
Trois-Rivières	3,193	2,975	3,001	3,034	3,055	3,066	3,076	3,090
Vancouver	65,288	73,140	75,573	77,734	79,517	81,051	82,432	83,880
Victoria	5,284	5,455	5,584	5,706	5,791	5,865	5,933	6,007
Windsor	8,864	7,762	7,844	7,955	8,055	8,137	8,208	8,282
Winnipeg	22,375	22,679	22,937	23,285	23,543	23,728	23,851	24,006

Sources: 2011 Census; Labour Force Survey; (NAICS: 11, 21, 22, 31-33, 41, 44, 45, 48, 49, 51-56, 61, 62, 71, 72, 91)