

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 2016-2021 time period, demand is expected to increase across the majority of all 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
 - Materials 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.

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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, compliance manager	19,615	1.6%
		1215	Supervisors, recording, distributing and scheduling occupations	35,067	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, Expediter, Logistics planner, analyst etc	18,717	1.2%
		1524	Purchasing and inventory control workers	31,348	1.4%
Marketing and Sales	Managerial	0124	Sales and Marketing Manager - 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	37,962	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	0621	Retail and wholesale customer service managers	550	1.7%
		7302	Supervisors and contractors (Material and Longshore)	4,987	0.8%
		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 Information Systems	Managerial	0213	Computer and information systems managers	15,099	3.9%
	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 manager	1,489	2.2%
		4163	Marketing researchers and consultants like forecast specialist, demand management specialist etc	2,897	2.3%
Grand Total				878,264	1.1%

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 by Province

Province	2014	2015	2016	2017	2018	2019	2020	2021
Alberta	109,974	110,338	109,375	110,407	112,486	114,608	116,943	119,278
British Columbia	102,122	114,144	117,795	121,067	123,761	126,076	128,161	130,355
Manitoba	30,439	30,649	30,970	31,412	31,731	31,947	32,076	32,249
New Brunswick	16,335	17,401	17,580	17,783	17,896	17,973	18,040	18,142
Newfoundland and Labrador	9,676	10,424	10,456	10,622	10,748	10,861	10,963	11,087
Nova Scotia	20,565	18,727	18,842	18,993	19,035	19,040	19,050	19,075
Ontario	343,588	341,924	345,653	350,550	354,683	357,991	361,001	364,215
Prince Edward Island	2,633	2,845	2,901	2,962	3,007	3,049	3,088	3,134
Quebec	201,252	200,728	202,660	205,051	206,483	207,152	207,658	208,431
Saskatchewan	22,758	21,800	22,031	22,290	22,481	22,641	22,810	23,031
Grand Total	859,341	868,978	878,264	891,138	902,312	911,338	919,791	928,997

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	6,152	6,520	6,777	7,018	7,229	7,418	7,600	7,794
Calgary	43,862	45,688	45,395	45,980	46,964	47,965	49,055	50,152
Edmonton	39,959	38,509	38,209	38,542	39,259	40,006	40,836	41,662
Halifax	10,313	9,003	9,088	9,197	9,251	9,290	9,334	9,385
Hamilton	19,195	19,307	19,479	19,727	19,933	20,095	20,242	20,406
Kingston	2,338	2,289	2,309	2,333	2,353	2,368	2,379	2,391
Kitchener	19,154	16,908	17,087	17,322	17,509	17,652	17,786	17,931
London	13,870	14,950	15,075	15,251	15,389	15,491	15,579	15,675
Montréal	102,750	102,226	103,358	104,740	105,618	106,081	106,469	106,993
Oshawa	12,865	11,226	11,354	11,512	11,636	11,736	11,829	11,928
Ottawa-Gatineau, Ontario	15,357	15,156	15,349	15,557	15,730	15,879	16,020	16,169
Ottawa-Gatineau, Quebec	6,108	6,126	6,230	6,336	6,407	6,461	6,510	6,567
Québec	21,223	22,265	22,473	22,720	22,849	22,893	22,910	22,957
Regina	5,730	5,816	5,908	6,007	6,085	6,157	6,233	6,323
Saint John, New Brunswick	3,035	2,974	3,009	3,054	3,073	3,086	3,097	3,115
Saskatoon	8,266	7,881	7,979	8,089	8,175	8,253	8,337	8,441
Sherbrooke	4,803	5,136	5,178	5,237	5,272	5,294	5,313	5,339
St. Catharines - Niagara	8,199	8,246	8,318	8,418	8,496	8,555	8,604	8,661
St. John's, NL	3,859	3,880	3,900	3,975	4,031	4,083	4,133	4,192
Sudbury	2,931	2,916	2,940	2,970	2,992	3,009	3,022	3,038
Thunder Bay	1,930	1,870	1,887	1,910	1,928	1,942	1,955	1,968
Toronto	165,255	169,789	172,024	174,871	177,350	179,420	181,366	183,409
Trois-Rivières	3,196	2,977	3,004	3,037	3,057	3,069	3,079	3,093
Vancouver	65,094	72,951	75,377	77,533	79,312	80,843	82,222	83,669
Victoria	5,292	5,449	5,578	5,700	5,785	5,859	5,927	6,001
Windsor	8,913	7,778	7,860	7,972	8,072	8,154	8,226	8,299
Winnipeg	22,351	22,676	22,933	23,281	23,539	23,724	23,847	24,002

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