

Supply Chain Sector Facts and Figures

Canadian Supply Chain Sector Council

1100 Central Parkway West, Suite 17-1, Mississauga, Ontario L5C 4E5

T: 905-897-6700 ■ F: 905-897-1100

E: info@supplychaincanada.org ■ W: www.supplychaincanada.org

Canadian Supply Chain Sector Council

Products and Resources Available to Stakeholders

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.

LMI Toolkit

This toolkit provides links to both historical data on supply chain occupations across Canada, which can be dissected to address information needs, and LMI websites from around the world. It also shows how to use the valuable Working in Canada resource.

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.

Career Focus Program

Funds are available to employers for wage subsidies for new hires.

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.

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 more than 767,000 workers from 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 final report of the Strategic Human Resources Study of the Supply Chain Sector was published in October 2005, and a labour-market update was completed in May 2011. Sector highlights include the following:

- As of 2010, there were approximately 767,200 workers in the supply chain sector labour force within Canada (excluding truck drivers).

- The annual labour force growth rate of the supply chain sector was 2.23% from 2001 to 2010.
- The sector added about 15,300 new jobs per year between 2001 and 2010. 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.
- Interview and survey results from industry participants indicate the following to be the main human resources issues facing the supply chain sector:
 - Attraction
 - Education and training
 - Keeping pace with technology
 - Succession and career planning
- Employees identified the following skills that they feel they require much more of either now or in the next five years in order 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
- Most organizations are not prepared for the level of technological integration that will be required to compete successfully. In general, Canadian organizations lag in both investing in and implementing new technologies. Despite the number of organizations that indicate that technology is applied in their organization, few (<12%) indicate they currently have the requisite skills to fully employ technology.

Canadian Supply Chain Sector Council

Supply Chain Sector Labour Force by Occupation¹

Sub-function	Occupation Category	NOC Code	Sample Position Titles	Supply Chain Labour Force 2010	Compound Annual Growth Rate (2001-2010)
Senior Management	Managerial	0016	Senior managers: goods, production, utilities, transportation and construction	9,551	4.2%
Logistics Information Systems	Managerial	0213	Computer and information systems managers	13,225	4.1%
	Tactical	2233	Industrial engineering and manufacturing technologists and technicians	19,038	3.0%
		2172	Database analysts and data administrators	436	4.2%
		2171	Computer analysts	13,583	4.2%
		2175	Web/Internet site developers	959	4.3%
Warehousing	Managerial	0721	Facility operations and maintenance manager: warehouse manager	24,372	0.3%
		0132	Postal and courier service manager	2,535	-6.4%
		1214	Supervisors, mail and message distribution occupations	9,939	2.0%
	Operational	7452	Material handlers	190,147	1.4%
		9617	Labourers in food, beverage and tobacco processing: material handling, packaging	76,552	1.7%
		1472	Store keepers and parts clerks: e.g., parts supplier, supply clerk	39,857	0.8%
		7451	Longshore workers: e.g., dock worker, ship loader operator	3,479	-0.1%
Transportation	Managerial	0713	Transportation managers	24,030	-0.9%
	Tactical	1236	Customs, ship and other brokers	3,917	-0.3%
		1476	Transportation route and crew schedulers	6,809	6.7%
		1475	Dispatchers and radio operators	2,792	2.5%
	Operational	1471	Shippers and receivers	132,161	2.5%
Inventory/ Material Control	Managerial	0114	Other administrative service managers: e.g., inventory control manager, support services	15,584	1.7%
		1215	Supervisors, recording, distributing and scheduling occupations	32,155	5.0%
	Tactical	1474	Purchasing and inventory clerks: e.g., inventory analyst, planner	59,441	4.9%
		1122	Professional occupations in business services to management: consulting	954	1.7%
Purchasing	Managerial	0113	Purchasing managers	14,966	5.7%
	Tactical	1225	Purchasing agents and officers	41,898	4.6%
		6233	Retail and wholesale buyers	24,943	1.3%
Marketing and Sales	Managerial	0611	Sales, account and marketing managers	3,899	2.1%
TOTAL				767,225	2.2%

Sources: 2001, 2006 Census; Labour Force Survey; RDA Global Estimates (NAICS: 11, 21, 22, 31-33, 41, 44, 45, 48, 49, 51-56, 61, 62, 71, 72, 91)

¹ Note that historical figures may not match figures previously published by CSCSC because they have been updated to reflect the effects of population rebasing in the Labour Force Survey. For more information see: <http://www.statcan.gc.ca/pub/71f0031x/2011001/part-partie1-eng.htm>

Canadian Supply Chain Sector Council

Supply Chain Sector Labour Force by Province¹

PROVINCE	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Alberta	62,850	66,096	69,342	72,587	75,820	79,036	81,582	85,280	87,630	91,994
British Columbia	67,255	70,103	72,950	75,797	78,638	81,453	83,420	86,439	88,040	91,681
Manitoba	21,922	22,354	22,782	23,208	23,634	24,060	24,397	25,137	25,537	26,546
New Brunswick	12,636	12,976	13,314	13,644	13,947	14,251	14,480	15,003	15,376	16,204
Newfoundland and Labrador	7,241	7,424	7,606	7,789	7,971	8,152	8,386	8,799	9,100	9,636
Nova Scotia	14,366	14,697	15,028	15,359	15,689	16,003	16,272	16,809	17,140	17,948
Ontario	265,242	271,635	278,010	284,377	290,738	297,043	299,743	305,900	306,509	313,737
Prince Edward	2,188	2,218	2,246	2,274	2,298	2,317	2,369	2,470	2,586	2,801
Quebec	159,634	162,086	164,532	166,841	169,089	171,333	171,664	174,055	173,577	177,207
Saskatchewan	15,772	16,081	16,391	16,686	16,974	17,263	17,558	18,185	18,589	19,471
Grand Total	629,108	645,670	662,201	678,560	694,798	710,910	719,872	738,077	744,083	767,225

Supply Chain Sector Labour Force for Selected Metro Areas¹

CMA	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Abbotsford	3,118	3,386	3,655	3,923	4,185	4,420	4,613	4,875	5,058	5,354
Calgary	23,985	25,263	26,542	27,821	29,087	30,336	31,221	32,479	33,144	34,558
Edmonton	21,756	22,942	24,128	25,314	26,500	27,686	28,529	29,685	30,319	31,611
Halifax	6,073	6,243	6,412	6,582	6,752	6,922	7,097	7,410	7,634	8,049
Hamilton	16,821	17,020	17,219	17,418	17,616	17,815	17,787	17,972	17,857	18,168
Kingston	1,638	1,672	1,707	1,741	1,775	1,807	1,832	1,883	1,919	2,008
Kitchener	13,031	13,593	14,154	14,716	15,278	15,785	16,073	16,536	16,716	17,272
London	10,202	10,409	10,616	10,823	11,031	11,238	11,297	11,465	11,425	11,655
Montréal	88,311	89,284	90,257	91,102	91,891	92,680	92,365	93,131	92,351	93,734
Oshawa	7,251	7,585	7,919	8,253	8,587	8,921	9,137	9,449	9,589	9,947
Ottawa-Gatineau, Ontario	10,312	10,672	11,032	11,392	11,746	12,101	12,337	12,776	13,002	13,530
Ottawa-Gatineau, Quebec	3,910	4,037	4,165	4,293	4,421	4,549	4,634	4,800	4,890	5,093
Québec	12,739	13,222	13,706	14,189	14,673	15,156	15,449	15,910	16,083	16,610
Regina	3,700	3,733	3,767	3,800	3,833	3,866	3,922	4,094	4,224	4,457
Saint John, NB	1,678	1,766	1,851	1,936	2,017	2,097	2,187	2,343	2,474	2,658
Saskatoon	5,044	5,300	5,556	5,812	6,068	6,323	6,545	6,828	6,985	7,316
Sherbrooke	2,447	2,628	2,804	2,971	3,133	3,294	3,432	3,614	3,732	3,940
St. Catharines - Niagara	7,280	7,291	7,299	7,303	7,307	7,311	7,240	7,280	7,206	7,306
St. John's, NL	2,894	2,923	2,951	2,979	3,008	3,036	3,105	3,241	3,354	3,570
Sudbury	1,889	1,985	2,080	2,175	2,270	2,365	2,443	2,555	2,628	2,765
Thunder Bay	1,767	1,761	1,742	1,718	1,694	1,670	1,639	1,658	1,658	1,715
Toronto	125,634	129,327	133,020	136,712	140,405	144,098	145,917	149,307	149,805	153,212
Trois-Rivières	2,240	2,254	2,268	2,281	2,295	2,305	2,315	2,374	2,414	2,524
Vancouver	42,326	43,877	45,427	46,978	48,529	50,080	51,086	52,719	53,495	55,463
Victoria	3,455	3,559	3,663	3,767	3,871	3,976	4,039	4,160	4,237	4,435
Windsor	6,024	6,087	6,150	6,213	6,276	6,339	6,337	6,409	6,359	6,467
Winnipeg	15,455	15,801	16,147	16,493	16,839	17,186	17,479	18,053	18,363	19,092

Sources: 2001, 2006 Census; Labour Force Survey; RDA Global Estimates (NAICS: 11, 21, 22, 31-33, 41, 44, 45, 48, 49, 51-56, 61, 62, 71, 72, 91)