



Press Release

CSCSC Labour Market Information Project Completed: Final Report Now Available Online

August 14, 2007, Mississauga, Ontario – A project to assess labour market information (LMI) needs, initiated by the Canadian Supply Chain Sector Council (CSCSC) in December 2006, has wrapped up with the release of a final report that indicates a high need and demand for LMI in the supply chain sector. The [report](#) is available on the CSCSC website, on the Labour Market Information Project page in the Research section.

The LMI project was designed to gather stakeholders' input regarding the types of LMI that the Council should develop in order to support the people, businesses and organizations involved in supply chain activities in Canada. SPR Associates Inc. conducted the research under the guidance of a working group of the CSCSC Research Committee.

The project centred on five half-day workshops conducted with supply chain sector stakeholders in Vancouver, Calgary, Toronto, Montreal and Moncton. Additional input was provided via an online survey implemented by the CSCSC on its website. Background research included a consultation with representatives from 10 sector councils, focused on identifying lessons learned and best practices in LMI that could benefit the CSCSC.

Key Findings

1. There is a *substantial need for LMI of all types* and a need to share this information with stakeholders. Areas in which the CSCSC could develop specific LMI tools (e.g., on wages, awareness, recruitment and retention) were identified, as well as the need for the Council to prepare LMI that is relevant, accessible and reliable. Workshop participants noted that credible LMI could be used to make the case to senior management and HR managers about the core function of the supply chain to the organization by demonstrating the value of supply chain skills to the bottom line. Participants also noted that it would be important to account for regional differences in the development of LMI and to build on regional networks to ensure sector buy-in. Participants emphasized that the CSCSC should develop LMI tools in partnership with sector associations, other sector councils and various levels of government.
2. *Occupation and labour-force-related LMI products*: Needs in this area include broad labour-force data, including: job descriptions for specific occupations; data on supply and demand for specific occupations, broken down by region and function; information on wages, including comparative scales; and, guiding information on accreditation and certification to assess the qualifications of job candidates.

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3. *Non-occupation-related LMI needs* identified by participants include: information on "best practices" in HR, including employee well-being policies and other recruitment/retention strategies; information on career planning and awareness for workers who would like to attain higher-level management positions and for students of all ages to learn about the sector; education and training information, particularly assessments of courses and programs available and access to tools such as e-learning; and, co-op and internship programs tailored to the needs of the sector.
4. *LMI implementation and distribution methods*: Channels for distribution of LMI should be wide-ranging, including the Internet, and print and video materials, and a key element for sharing information should be through networking.
5. *The business case for LMI in the supply chain sector*: In all of the workshops, an underlying theme developed around the need to increase the value of supply chain skills in the corporate view – as seen by senior managers and HR personnel. Participants argued that only if the value of supply chain management to the bottom line were more clearly respected could professionalism and skill levels be significantly increased. The researchers saw this as pointing to the potential value of a background research report on the profit-driving value of supply chain skills, as an important LMI tool for sector stakeholders.

Recommendations

The project's final report provides the following recommendations:

- The CSCSC should develop a regionally based network to aid the development of LMI and sector HR generally.
- LMI products should be developed to increase the current level of awareness of LMI, and any gaps that should be filled should be identified.
- The CSCSC should begin to develop key tools in areas such as project supply and demand for specific occupations, occupational (skill profile and wage) data, and awareness promotion.

Next Steps

Funding from the Government of Canada's Sector Council Program is being secured for a Phase II LMI project that will set out the priority elements of an LMI system that responds to the needs identified by sector stakeholders in the first phase of the project.

The Canadian Supply Chain Sector Council is an all-stakeholder, not-for-profit organization responsible for the human resources strategy for the supply chain sector in Canada. The CSCSC is funded by the Government of Canada's Sector Council Program.

For further information, please contact:
Kim Biggar
Media and Communications Coordinator
Canadian Supply Chain Sector Council
Phone 905-897-6700
Email kbiggar@supplychaincanada.org