

Fastest Growing Industries: Supply Chain

A guide for newcomers to British Columbia



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1. Overview of the Supply Chain Sector

Introduction

The Supply Chain sector includes all the activities that take place to get a product to its intended market from the time of raw materials extraction to the minute the final product is delivered.

Companies involved in this process are linked to each other through a ‘supply chain’. Supply Chain Management (SCM) focuses on planning and forecasting, purchasing, product assembly, moving, storing, and keeping track of a product as it flows toward you and other consumers.

SCM includes these functions:

- Purchasing/Procurement
- Strategic Sourcing
- Contract Management
- Materials/Inventory Management
- Logistics and Transportation

In ten key supply chain occupations in British Columbia:

- *46,000 job openings are expected for the 2011–2020 forecast period.*
- *34,000 job openings relate to attrition and 12,000 to economic growth*

Source: Accelerator Project

Supply chain labour force across Canada:

There are supply chain functions and sub-functions in almost all sectors of the Canadian economy:

- in 2014, there were approximately 820,364 workers in the supply chain sector labour force within Canada (excluding truck drivers)
- in March 2012, the number of vacant supply chain positions across Canada was 26,852
- the anticipated number of new and vacant positions in Canada from 2012-2017 will be an additional 65,979 positions/year for a total of 356,747 positions over five years
- from 2012 – 2017, it is expected that the rate of increase for supply chain employees will increase anywhere from 8.4% for tactical occupations, to 14.9% for managerial occupations

Supply chain labour force in BC:

Supply Chain Sector Labour Force by Province

Province	2006	2007	2008	2009	2010	2011	2012	2013	2014
British Columbia	81,453	83,420	86,439	88,040	91,681	99,243	101,629	103,343	104,875

Supply Chain Sector Labour Force for Selected Metro Areas

CMA	2006	2007	2008	2009	2010	2011	2012	2013	2014
Vancouver	50,080	51,086	52,719	53,495	55,463	62,127	62,105	63,249	64,293
Victoria	3,976	4,039	4,160	4,237	4,435	3,997	4,460	4,512	4,554

Source: Supply Chain Sector Facts and Figures [Canadian Supply Chain Sector Council]

<http://www.supplychaincanada.org/assets/u/SectorFactsandFiguresEnglish.pdf>

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Province	British Columbia
Metropolitan Area	(All)
Industry 2 Digit	(All)
Industry 3 Digit	(All)
Supply Chain Area	(All)
Occupation Group	(Multiple)

Employment by Selected Supply Chain Occupations All BC cities/regions - 2009 - 2016

Occupation	Values							
	2009	2010	2011	2012	2013	2014	2015	2016
0016 Senior managers - Goods production, utilities, transportation and construction	927	978	1,018	1,032	1,053	1,072	1,089	1,106
0113 Purchasing managers	1,387	1,523	1,685	1,628	1,667	1,703	1,739	1,776
0114 Other administrative services managers	1,831	1,899	2,010	2,071	2,097	2,119	2,141	2,164
0124 Advertising, marketing, public relations and Sales Manager	660	683	705	694	705	715	724	733
0132 Postal and courier services managers	518	526	587	573	576	577	575	573
0213 Computer and information systems managers	1,294	1,365	1,424	1,474	1,514	1,555	1,593	1,628
0714 Facility operation and maintenance managers	3,257	3,374	3,871	3,861	3,931	3,989	4,029	4,066
0731 Transportation managers	3,181	3,149	3,357	3,203	3,267	3,341	3,416	3,491
1122 Professional occupations in business services to management	112	116	124	128	130	132	134	135
1214 Supervisors, mail and message distribution occupations	876	900	917	959	973	985	992	998
1215 Supervisors, recording, distributing and scheduling occupations	3,886	4,213	4,678	4,602	4,664	4,719	4,775	4,832
1225 Purchasing agents and officers	2,918	3,051	3,307	3,419	3,530	3,632	3,730	3,824
1315 Customs, ship and other brokers	526	511	578	579	584	586	589	591
1521 Shippers and receivers	13,132	13,481	14,298	14,242	14,364	14,443	14,521	14,599
1522 Storekeepers and partspersons	4,342	4,538	4,694	4,886	4,916	4,934	4,947	4,955
1524 Purchasing and inventory control workers	6,345	6,693	7,368	7,420	7,555	7,675	7,790	7,900
1525 Dispatchers and radio operators	350	366	400	391	395	397	399	401
1526 Transportation route and crew schedulers	825	905	998	990	1,001	1,009	1,018	1,026
7451 Longshore workers	926	961	1,020	1,025	1,034	1,040	1,045	1,048
7452 Material handlers	27,550	28,754	32,605	33,007	33,339	33,589	33,804	33,984
9617 Labourers in food, beverage and tobacco processing	7,600	7,843	7,870	9,424	9,897	10,388	10,924	11,497
Grand Total	82,444	85,831	93,514	95,608	97,191	98,601	99,975	101,326

Source: Canadian Supply Chain Sector Council [CSCSC],
http://www.supplychaincanada.org/en/LMI_Portal [accessed 2016]

For more information:

- **Canadian Supply Chain Sector Council [CSCSC]**
<http://www.supplychaincanada.org/en/>
- **2012 HR Study Update Supply Chain [CSCSC]**
<http://www.supplychaincanada.org/en/sector-study>
- **Infographic: Supply Chain Labour Shortage – Today and in the Future**
<http://www.womeninsupplychain.org/infographic/>
<http://www.supplychaincanada.org/assets/u/WiSCInfographic.pdf>
- **Why a career in supply chain management?**
<http://www.womeninsupplychain.org/why-supply-chain/>
- **Asia Pacific Gateway Skills Table**
<http://apgst.ca/>
 - **Accelerator Project: supply chain human resources strategy**
<http://docs.google.com/viewer?a=v&pid=sites&srcid=ZGVmYXVsdGRvbWFpbnxjYWxnYXJ5bG9naXN0aWNzY291bmNpbHxneDo3MWNiMGExOTc4YTNhMGRj>

For information on programs to assist newcomers to Canada, see:

- **Career Paths for Skilled Immigrants Program**
<https://www.welcomebc.ca/Work-or-Study-in-B-C/Work-in-B-C/Employment-Language-Programs>
assists in finding jobs that match your experience and background
- **ITA (Industry Training Authority) Immigrants in Trades Training**
<http://www.itabc.ca/immigrants-trades/overview>
provides hands-on experience, financial assistance, safety training, English courses and career counselling for over 100 trades including: *'Logistics & Distribution Person'* and *'Parts and Warehousing Person'*
- **Immigrant Employment Council of BC – Mentor Connect Program**
<http://www.iecbc.ca/our-initiatives/mentorconnect>
brings together skilled immigrants and established professionals in occupation-specific mentoring relationships; 24 hours of mentoring over a four month period, meetings in person, online and by telephone

2. Occupations in the Supply Chain Sector

Newcomers to BC are projected to fill more than 30 per cent of all job openings in the province by 2022.

Source: BC 2022 Labour Market Outlook

BC's supply chain sector is made up of numerous occupations.

The ten key supply chain occupations are:

1. Senior Managers – Goods Production, Utilities, Transportation and Construction
2. Purchasing Managers
3. Computer and Information Systems Managers
4. Transportation Managers
5. Facility Operation and Maintenance Managers
6. Supervisors, Recording, Distributing and Scheduling Occupations
7. Purchasing Agents and Officers
8. Customs, Ship and Other Brokers
9. Information Systems Analysts and Consultants
10. Truck Drivers

Source: http://apgst.ca/projects/pdfs/accelerator_hr_full_report_reduced.pdf

Supply Chain Industry in BC – Job Outlook for Occupations in Demand

Occupation	Number of Job Openings 2015-2025
Transportation Managers (NOC 0731)	2,360
Purchasing Managers (NOC 0113)	710
Purchasing Agents & Officers (NOC 1225)	2,220
Supervisors of supply chain , tracking and scheduling co-ordination occupations (NOC 1215)	2,120
Occupations in: Supply chain logistics, tracking and scheduling co-ordination (NOC 152) (including. shippers & receivers, storekeepers, dispatchers, transportation & route schedulers, inventory control workers)	10,160
Customs, Ship & Other Brokers (NOC 1315)	230

Source: WorkBC Career Profiles

Skills Required in Key Supply Chain Occupations:

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 & cost analysis
- Forecasting
- Knowledge of international business practices
- Knowledge of laws and regulations
- Knowledge of logistics functions, transportation and the supply chain
- Mechanical skills
- Optimization of workflow
- General management and business
- Languages

Source: Supply Chain Sector Facts & Figures [Canadian Supply Chain Sector Council]

<http://www.supplychaincanada.org/assets/u/SectorFactsandFiguresEnglish.pdf>

New employment opportunities are also emerging in the supply chain industry.

These include a wide range of occupations such as:

Supply Chain

- Supply Chain Planner
- Supply Chain Business Analyst
- Supply Chain Operations Support
- Supply Chain Customer Service
- Supply Chain Financial Analyst
- Supply Chain Senior Operations Manager
- Supply Chain Process Improvement Manager

Procurement & Sourcing

- Junior-Senior Buyer/Clerk
- Purchasing Assistant/Clerk/Analyst
- Procurement Specialist
- Commodity Manager
- Retail / Wholesale Buyer
- Purchasing Agent/Analyst/Coordinator/Officer/Manager
- Contract Administrator
- Inventory Control Coordinator/Manager
- Global Sourcing Analyst/Specialist/Coordinator
- Quality Assurance Officer/Manager

Transportation & Logistics

- Customs Broker
- Logistics Clerk/Assistant
- Warehouse Clerk/Assistant
- Shipper & Receiver
- Dispatcher / Dispatch Supervisor/Coordinator
- Logistics Analyst/Administrator/Coordinator/Specialist/Supervisor/Manager

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- Land Transport Distribution Coordinator
- Route Planner
- Transportation Route & Crew Schedulers
- Supervisor, Warehouse & Distribution/Team Lead
- Commodity Manager
- Inventory Planner
- Freight Auditor
- 3PL (third party logistics) Specialist / Coordinator

Operations, Warehousing & Distribution

- Production Administrator/Assistant/Clerk/Expeditor/Planner
- Material/Inventory Control Administrator/Coordinator
- Warehouse Inventory Specialist/Coordinator
- Inventory Auditor
- Material Handler or Manager
- Storekeepers & Parts Clerk (Parts Supplier/Supply Clerk)
- Production Analyst/Administrator/Coordinator/Specialist/Supervisor
- Stores/Warehouse/Distribution Supervisor
- Warehouse Operations Manager

Sources:

- **Career Profiles, Careers in the Supply Chain**
<http://www.careersinsupplychain.ca/careers-scm/>
- **Supply Chain Sector Facts & Figures [Canadian Supply Chain Sector Council]**
<http://www.supplychaincanada.org/assets/u/SectorFactsandFiguresEnglish.pdf>

For more information, see:

- **WorkBC Career Profiles**
<https://www.workbc.ca/Job-Seekers/Career-Profiles.aspx> [search by job title]

3. Hiring Forecast by Region

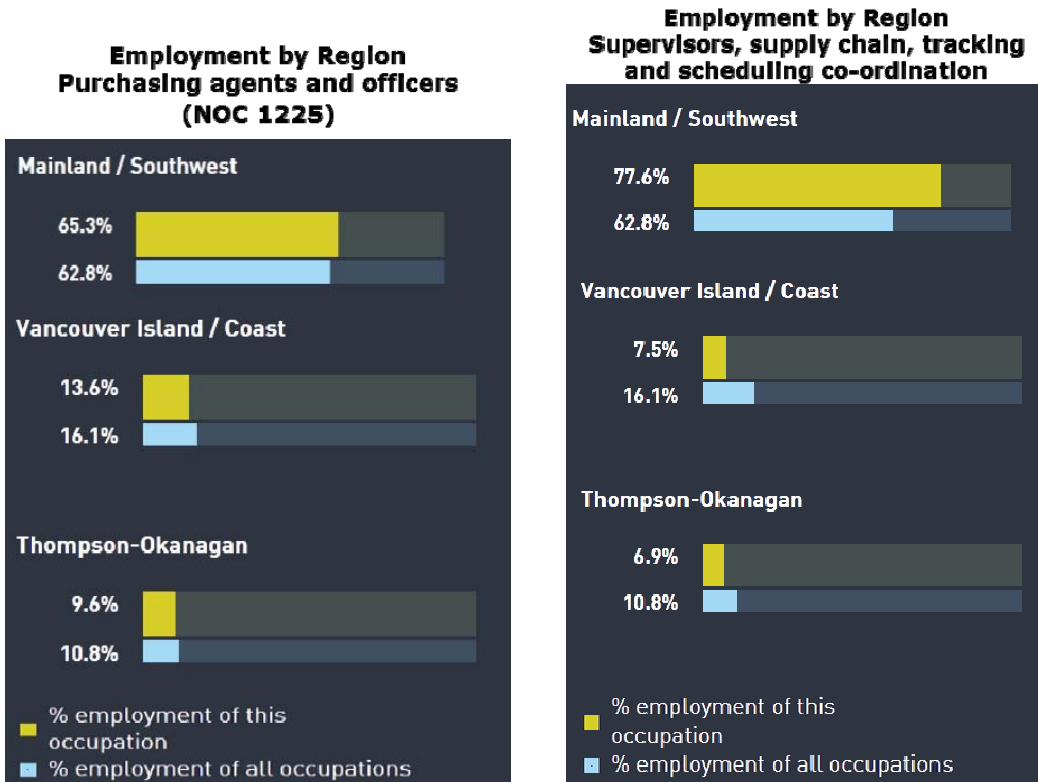
The majority of jobs in the supply chain industry are found in Metro Vancouver / Lower Mainland, Victoria/Vancouver Island and Thompson-Okanagan / Southern Interior.

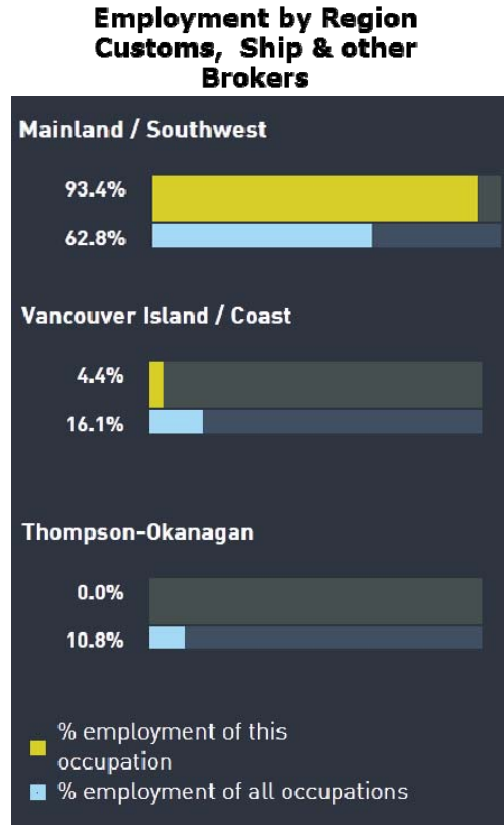
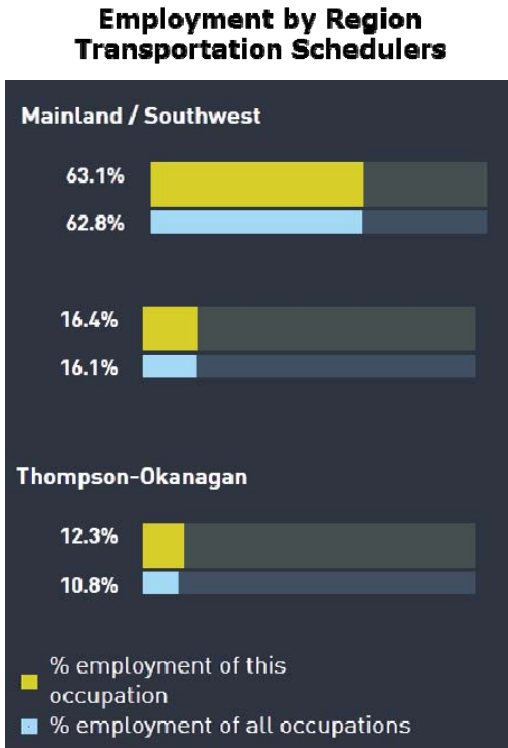
Industry 2 Digit	(All)	▼
Industry 3 Digit	(All)	▼
Supply Chain Area	(All)	▼
Occupation Group	(All)	▼
Occupation	(All)	▼

Employment Outlook by B.C. City All Supply Chain Occupations 2009 - 2016

		Values							
Province	Metropolitan Area	2009	2010	2011	2012	2013	2014	2015	2016
British Columbia	Abbotsford	5058	5354	5506	5999	6149	6290	6430	6570
	Kelowna	2500	2319	2516	2653	2731	2806	2880	2954
	Non-CMA Area	22750	24110	25097	26411	26701	26932	27129	27303
	Vancouver	53495	55463	62127	62105	63249	64293	65316	66334
	Victoria	4237	4435	3997	4460	4512	4554	4610	4665
British Columbia Total		88040	91681	99243	101629	103343	104875	106366	107827
Grand Total		88040	91681	99243	101629	103343	104875	106366	107827

Source: Canadian Supply Chain Sector Council (CSCSC),
http://www.supplychaincanada.org/en/LMI_Portal [accessed 2016]





Source: WorkBC Career Profiles

4. Finding Jobs

Online Job Postings

- **SCMA Career Link (Supply Chain Management Association)**
http://niche.workopolis.com/pmac-career-link/index_en.htm
- **SCMA BC – Job Postings**
<http://scma.com/bc/careers/job-postings>
- **Hays Recruiting**
<http://www.hays.ca/>
<http://www.hays.ca/enhance-your-career/procurement-jobs/index.htm> [procurement]
<http://www.hays.ca/enhance-your-career/logistics-jobs/index.htm> [logistics]
<http://www.hays.ca/enhance-your-career/manufacturing-operations-jobs/index.htm>
[manufacturing operations]
- **Jobs in Logistics.com**
<http://www.jobsinlogistics.com/>
- **RK Canada: Supply chain & retail chain jobs**
<http://www.rkcanada.ca/candidates.html> [requires free registration]
- **Indeed**
<https://ca.indeed.com/Supply-Chain-jobs>

Creating a List of Potential Employers

You can use directories to produce lists of employers in the supply chain sector in British Columbia. Contact them directly to find out if they're hiring.

- **Canadian Shipper. Buyers Guide**
<http://www.canadianshipper.com/buyers-guide/>
- **Supply Chain Connector Directory**
<http://www.supplychainconnector.ca/search/directory>
- **Canada Transportation.com**
<http://www.canadatransportation.com/>

5. Additional Resources

Still looking for more information? Try looking at the following resources:

- **Canadian Supply Chain Sector Council**
<http://www.supplychaincanada.org/>
- **Careers in the Supply Chain**
<http://www.careersinsupplychain.ca/>
- **Council of Supply Chain Management Professionals**
<https://cscmp.org/>
- **Supply Chain Management Association (SCMA)**
<http://www.scmanational.ca/>
- **SCMA BC**
<http://www.scmabc.ca/>
- **Women in Supply Chain**
<http://www.womeninsupplychain.org/>
- **Welcome BC. Job Profiles for Immigrants**
<https://www.welcomebc.ca/Work-or-Study-in-B-C/Job-profiles-for-immigrants>
- Click on '**Employment Guides**' at <http://skilledimmigrants.vpl.ca> for:
 - Customs Brokers & Freight Forwarders
 - Purchasing Agents
 - Truck Drivers

Questions? Please ask the Information Staff at the Central Library or telephone 604-331-3603.

Please note that the information in this guide is also available online through the Skilled Immigrant InfoCentre website at <http://skilledimmigrants.vpl.ca/>.