Fastest Growing Industries: Supply Chain

A guide for newcomers to British Columbia
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:

<table>
<thead>
<tr>
<th>Province</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
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<tbody>
<tr>
<td>British Columbia</td>
<td>81,453</td>
<td>83,420</td>
<td>86,439</td>
<td>86,049</td>
<td>91,681</td>
<td>99,243</td>
<td>101,629</td>
<td>103,343</td>
<td>104,875</td>
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Supply Chain Sector Labour Force for Selected Metro Areas

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</thead>
<tbody>
<tr>
<td>Vancouver</td>
<td>50,080</td>
<td>51,086</td>
<td>52,719</td>
<td>53,495</td>
<td>55,463</td>
<td>62,127</td>
<td>62,105</td>
<td>63,249</td>
<td>64,293</td>
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<tr>
<td>Victoria</td>
<td>3,976</td>
<td>4,039</td>
<td>4,160</td>
<td>4,237</td>
<td>4,435</td>
<td>3,997</td>
<td>4,460</td>
<td>4,512</td>
<td>4,554</td>
</tr>
</tbody>
</table>

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

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

Last updated: May 17, 2017
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<thead>
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<tr>
<td>0016 Senior managers - Goods production, utilities, transportation and construction</td>
<td>927</td>
<td>978</td>
<td>1,018</td>
<td>1,032</td>
<td>1,053</td>
<td>1,072</td>
<td>1,089</td>
<td>1,106</td>
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<tr>
<td>0113 Purchasing managers</td>
<td>1,387</td>
<td>1,523</td>
<td>1,685</td>
<td>1,628</td>
<td>1,667</td>
<td>1,703</td>
<td>1,739</td>
<td>1,776</td>
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<tr>
<td>0114 Other administrative services managers</td>
<td>1,831</td>
<td>1,899</td>
<td>2,010</td>
<td>2,071</td>
<td>2,097</td>
<td>2,119</td>
<td>2,141</td>
<td>2,164</td>
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<tr>
<td>0124 Advertising, marketing, public relations and Sales Manager</td>
<td>660</td>
<td>683</td>
<td>705</td>
<td>694</td>
<td>705</td>
<td>715</td>
<td>724</td>
<td>733</td>
<td></td>
</tr>
<tr>
<td>0132 Postal and courier services managers</td>
<td>518</td>
<td>526</td>
<td>587</td>
<td>573</td>
<td>576</td>
<td>577</td>
<td>575</td>
<td>573</td>
<td></td>
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<tr>
<td>0213 Computer and information systems managers</td>
<td>1,294</td>
<td>1,365</td>
<td>1,424</td>
<td>1,474</td>
<td>1,514</td>
<td>1,555</td>
<td>1,593</td>
<td>1,628</td>
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<tr>
<td>0714 Facility operation and maintenance managers</td>
<td>3,257</td>
<td>3,374</td>
<td>3,871</td>
<td>3,861</td>
<td>3,931</td>
<td>3,989</td>
<td>4,029</td>
<td>4,066</td>
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<tr>
<td>0731 Transportation managers</td>
<td>3,181</td>
<td>3,149</td>
<td>3,357</td>
<td>3,203</td>
<td>3,267</td>
<td>3,341</td>
<td>3,416</td>
<td>3,491</td>
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<tr>
<td>1122 Professional occupations in business services to management</td>
<td>112</td>
<td>116</td>
<td>124</td>
<td>128</td>
<td>130</td>
<td>132</td>
<td>134</td>
<td>135</td>
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</tr>
<tr>
<td>1214 Supervisors, mail and message distribution occupations</td>
<td>876</td>
<td>900</td>
<td>917</td>
<td>959</td>
<td>973</td>
<td>985</td>
<td>992</td>
<td>998</td>
<td></td>
</tr>
<tr>
<td>1215 Supervisors, recording, distributing and scheduling occupations</td>
<td>3,886</td>
<td>4,213</td>
<td>4,678</td>
<td>4,602</td>
<td>4,664</td>
<td>4,719</td>
<td>4,775</td>
<td>4,832</td>
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<tr>
<td>1225 Purchasing agents and officers</td>
<td>2,918</td>
<td>3,051</td>
<td>3,307</td>
<td>3,419</td>
<td>3,530</td>
<td>3,632</td>
<td>3,730</td>
<td>3,824</td>
<td></td>
</tr>
<tr>
<td>1315 Customs, ship and other brokers</td>
<td>326</td>
<td>511</td>
<td>578</td>
<td>579</td>
<td>584</td>
<td>586</td>
<td>589</td>
<td>591</td>
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<tr>
<td>1521 Shippers and receivers</td>
<td>13,132</td>
<td>13,481</td>
<td>14,298</td>
<td>14,242</td>
<td>14,364</td>
<td>14,443</td>
<td>14,521</td>
<td>14,599</td>
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</tr>
<tr>
<td>1522 Storekeepers and partspersons</td>
<td>4,342</td>
<td>4,538</td>
<td>4,664</td>
<td>4,886</td>
<td>4,916</td>
<td>4,934</td>
<td>4,947</td>
<td>4,955</td>
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</tr>
<tr>
<td>1524 Purchasing and inventory control workers</td>
<td>6,345</td>
<td>6,693</td>
<td>7,368</td>
<td>7,420</td>
<td>7,555</td>
<td>7,675</td>
<td>7,790</td>
<td>7,900</td>
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</tr>
<tr>
<td>1525 Dispatchers and radio operators</td>
<td>350</td>
<td>366</td>
<td>400</td>
<td>381</td>
<td>395</td>
<td>397</td>
<td>399</td>
<td>401</td>
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</tr>
<tr>
<td>1526 Transportation route and crew schedulers</td>
<td>825</td>
<td>905</td>
<td>998</td>
<td>990</td>
<td>1,001</td>
<td>1,009</td>
<td>1,018</td>
<td>1,026</td>
<td></td>
</tr>
<tr>
<td>7451 Longshore workers</td>
<td>926</td>
<td>961</td>
<td>1,020</td>
<td>1,025</td>
<td>1,034</td>
<td>1,040</td>
<td>1,045</td>
<td>1,048</td>
<td></td>
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<tr>
<td>7452 Material handlers</td>
<td>27,550</td>
<td>28,754</td>
<td>32,605</td>
<td>33,007</td>
<td>33,339</td>
<td>33,589</td>
<td>33,804</td>
<td>33,984</td>
<td></td>
</tr>
<tr>
<td>9617 Labourers in food, beverage and tobacco processing</td>
<td>7,600</td>
<td>7,843</td>
<td>7,870</td>
<td>9,424</td>
<td>9,897</td>
<td>10,388</td>
<td>10,924</td>
<td>11,497</td>
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</tr>
<tr>
<td>Total</td>
<td>82,444</td>
<td>85,831</td>
<td>93,514</td>
<td>95,608</td>
<td>97,191</td>
<td>98,601</td>
<td>99,975</td>
<td>101,326</td>
<td></td>
</tr>
</tbody>
</table>


For more information:
- **Canadian Supply Chain Sector Council [CSCSC]**
- **2012 HR Study Update Supply Chain [CSCSC]**
- **Infographic: Supply Chain Labour Shortage – Today and in the Future**
  [http://www.womeninsupplychain.org/infographic/](http://www.womeninsupplychain.org/infographic/)
  [http://www.supplychaincanada.org/assets/u/WiSCInfographic.pdf](http://www.supplychaincanada.org/assets/u/WiSCInfographic.pdf)
- **Why a career in supply chain management?**
- **Asia Pacific Gateway Skills Table**
  [http://apgst.ca/](http://apgst.ca/)
  - Accelerator Project: supply chain human resources strategy
    [http://docs.google.com/viewer?a=v&pid=sites&srcid=ZGVmYXVsdGRvbWFpbnxjYWxnbmXJ5bG9naXN0aWNzY291bmNpbHxneDo3MDNnMGEoOTc4YTNhMGFr](http://docs.google.com/viewer?a=v&pid=sites&srcid=ZGVmYXVsdGRvbWFpbnxjYWxnbmXJ5bG9naXN0aWNzY291bmNpbHxneDo3MDNnMGEoOTc4YTNhMGFr)
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

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

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.

### Employment Outlook by B.C. City

#### All Supply Chain Occupations 2009 - 2016

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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>British Columbia</td>
<td>Abbotsford</td>
<td>5058</td>
<td>5354</td>
<td>5006</td>
<td>5399</td>
<td>6149</td>
<td>6290</td>
<td>6430</td>
<td>6570</td>
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<tr>
<td></td>
<td>Kelowna</td>
<td>2500</td>
<td>2519</td>
<td>2516</td>
<td>2653</td>
<td>2731</td>
<td>2836</td>
<td>2880</td>
<td>2954</td>
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<tr>
<td></td>
<td>Non-CMA Area</td>
<td>22750</td>
<td>24120</td>
<td>25097</td>
<td>26411</td>
<td>25701</td>
<td>25952</td>
<td>27129</td>
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<td></td>
<td>Vancouver</td>
<td>55495</td>
<td>55468</td>
<td>62172</td>
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<td>65249</td>
<td>64295</td>
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<td>88384</td>
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<td></td>
<td>Victoria</td>
<td>4237</td>
<td>4495</td>
<td>3997</td>
<td>4460</td>
<td>4912</td>
<td>4954</td>
<td>4610</td>
<td>4665</td>
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<tr>
<td>British Columbia Total</td>
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<td>186040</td>
<td>191881</td>
<td>192243</td>
<td>201629</td>
<td>201433</td>
<td>194875</td>
<td>193666</td>
<td>197827</td>
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<tr>
<td>Grand Total</td>
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<td>186040</td>
<td>191881</td>
<td>192243</td>
<td>201629</td>
<td>201433</td>
<td>194875</td>
<td>193666</td>
<td>197827</td>
</tr>
</tbody>
</table>

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Employment by Region
Transportation Schedulers

Mainland / Southwest
63.1%
42.8%
16.4%
16.1%

Thompson-Okanagan
12.3%
10.8%

Customs, Ship & other Brokers

Mainland / Southwest
93.4%
62.8%

Vancouver Island / Coast
4.4%
16.1%

Thompson-Okanagan
0.0%
10.8%

Source: WorkBC Career Profiles
4. Finding Jobs

**Online Job Postings**

- **SCMA Career Link (Supply Chain Management Association)**
- **SCMA BC – Job Postings**
- **Hays Recruiting**
  [http://www.hays.ca/](http://www.hays.ca/)
  [http://www.hays.ca/enhance-your-career/procurement-jobs/index.htm](http://www.hays.ca/enhance-your-career/procurement-jobs/index.htm) [procurement]
  [http://www.hays.ca/enhance-your-career/logistics-jobs/index.htm](http://www.hays.ca/enhance-your-career/logistics-jobs/index.htm) [logistics]
  [http://www.hays.ca/enhance-your-career/manufacturing-operations-jobs/index.htm](http://www.hays.ca/enhance-your-career/manufacturing-operations-jobs/index.htm) [manufacturing operations]
- **Jobs in Logistics.com**
- **RK Canada: Supply chain & retail chain jobs**
  [http://www.rkcanada.ca/candidates.html](http://www.rkcanada.ca/candidates.html) [requires free registration]
- **Indeed**
  [https://ca.indeed.com/Supply-Chain-jobs](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**
- **Supply Chain Connector Directory**
  [http://www.supplychainconnector.ca/search/directory](http://www.supplychainconnector.ca/search/directory)
- **Canada Transportation.com**
5. Additional Resources

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

- **Canadian Supply Chain Sector Council**
- **Careers in the Supply Chain**
  [http://www.careersinsupplychain.ca/](http://www.careersinsupplychain.ca/)
- **Council of Supply Chain Management Professionals**
  [https://cscmp.org/](https://cscmp.org/)
- **Supply Chain Management Association (SCMA)**
  [http://www.scmanational.ca/](http://www.scmanational.ca/)
- **SCMA BC**
  [http://www.scmabc.ca/](http://www.scmabc.ca/)
- **Women in Supply Chain**
- **Welcome BC. Job Profiles for Immigrants**
  [https://www.welcomebc.ca/Work-or-Study-in-B-C/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](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](http://skilledimmigrants.vpl.ca).*