



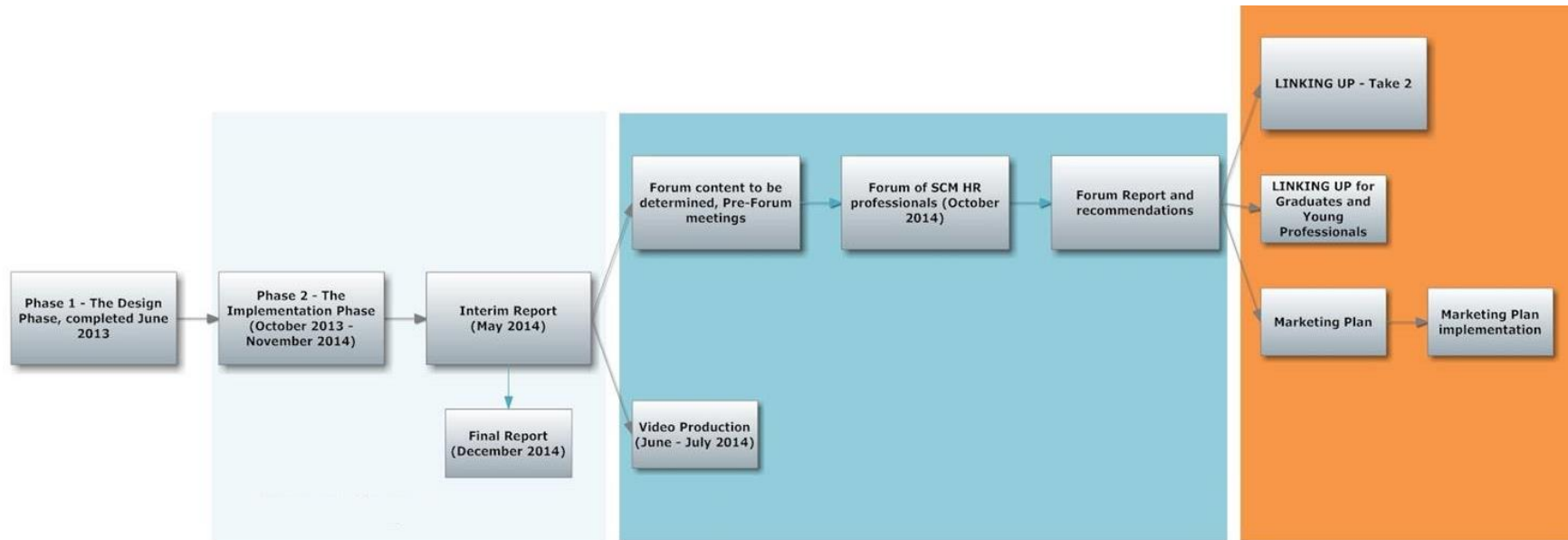
# **Attracting Youth to a Sustainable Supply Chain Workforce: *A Pilot Project***

**APPENDICES for Phase 3 – *Industry Engagement***

**Submitted to Alberta Human Services  
By the Van Horne Institute  
March 2015**

## APPENDIX A

### Suggestions for continuation of the project



## APPENDIX B

### E-flyer sent to prospect participants

# HR Strategies for Supply Chain

## *Attracting and Retaining the Next Generation*

**October 23<sup>rd</sup> and 24<sup>th</sup>, 2014 – SAIT Polytechnic, Aldred Centre**

The HR Strategies for Supply Chain Forum will provide supply chain and HR professionals with a forum to discuss current best practices in the attraction and retention of youth, and will be an excellent venue for networking with HR industry leaders.



***This is a great opportunity which you should not miss to:***

- Learn and share best practice strategies in the attraction and retention of talent
- Rethink traditional hiring concepts and processes that will incorporate the needs and characteristics of the next generation workforce
- Develop for your organization, a new strategic HR process for attracting and retaining the next generation in supply chain and logistics

**Register now at [www.youthinsupplychain.org/events](http://www.youthinsupplychain.org/events)**

**Sponsors**



THE VAN HORNE INSTITUTE



SAIT  
POLYTECHNIC



Canada



Alberta



BOW VALLEY  
COLLEGE



CALGARY LOGISTICS COUNCIL



Canadian  
Supply Chain  
Sector Council



Conseil canadien  
sectoriel de la chaîne  
d'approvisionnement



PACIFIC  
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**Partners**



MOUNT ROYAL  
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of Business



UNIVERSITY OF  
CALGARY



Calgary Regional Partnership

Poster printed and located inside SAIT Polytechnic, Aldred Centre



## HR Strategies for Supply Chain

*Attracting and retaining the next generation*



October 23<sup>rd</sup> and 24<sup>th</sup>, 2014  
SAIT Polytechnic – Aldred Centre, room CA 415

**Sponsors:**



**Partners:**



Table tent printed and placed at the tables during the HR Strategies for Supply Chain Forum

### Useful Resources

Van Horne Institute  
[www.vanhorne.info](http://www.vanhorne.info)

Alberta Human Services  
[www.humanservices.alberta.ca](http://www.humanservices.alberta.ca)

Job, Skills, Training and Labour  
[www.work.alberta.ca](http://www.work.alberta.ca)

The City of Calgary  
Youth Employment Centre  
[www.nextsteps.org](http://www.nextsteps.org)

Youth in Supply Chain  
[www.youthinsupplychain.org](http://www.youthinsupplychain.org)



### HR Strategies for Supply Chain

*Attracting and retaining the  
next generation*



October 23<sup>rd</sup> and 24<sup>th</sup>, 2014  
SAIT – Aldred Centre (room CA 415)

[www.youthinsupplychain.org](http://www.youthinsupplychain.org)

*An initiative led by  
The Van Horne Institute*

Thank you to our sponsors:



APPENDIX C

Program for the HR Strategies for Supply Chain Forum



**HR Strategies for Supply Chain**

*Attracting and retaining the next generation*



[www.youthinsupplychain.org](http://www.youthinsupplychain.org)

October 23rd and 24th, 2014  
SAIT – Aldred Centre (room CA 415)



## Peter Wallis

President and CEO, The Van Horne Institute

The Youth in Supply Chain Project was a response to a need identified by members of The Van Horne Institute, and supported by the Government of Alberta. We understand that there are many available jobs in the supply chain field, and the question to be answered was: “How do we reach youth who are unemployed or under employed and create an opportunity for them to access supply chain job opportunities?”

One of the solutions was the creation of the Linking Up pilot project through which we have learned a great deal. We are eager to now share our findings and to discuss new ways of recruiting young talents.

We are very honoured to host supply chain and HR professionals in this Forum to together discover effective ways of tapping into this talent pool that we have available in Alberta and Canada.

## Project Advisory Committee Message

The pilot project “Attracting Youth to a Sustainable Supply Chain Workforce”, led by the Van Horne Institute in collaboration with its numerous partners and Alberta Human Services (AHS), has counted on the committed support of a Project Advisory Committee (PAC). The PAC is comprised of passionate people from the supply chain industry, from education, government and economic development organizations. Since the beginning of the project two years ago, the PAC has held monthly meetings to offer feedback, advice and share professional connections with the Van Horne Institute.

It is with great pleasure that PAC members welcome you to this Forum, and hope that the discussion of successful youth attraction and retention will bring to light new ideas, best practices and tangible ways to successfully engage youth into supply chain careers.

## AGENDA

October 23<sup>rd</sup>, 2014

- 12:00 **Registration**
- 1:00 **Forum Opening**  
Peter Wallis, President & CEO, Van Horne Institute  
www.vanhorne.info
- 1:10 **Session: Supply Chain and Canada’s Labor Shortage**  
Linda Lucas, President, ELLE & Associates Inc.  
linda.lucas@shaw.ca
- 1:30 **Session: Linking Up – Youth in Supply Chain**  
Jean-Marc Lacasse, Project Manager, Linking Up  
JLacasse@chestermere.ca
- 1:50 **Group Discussion facilitated by Joceli Cardozo and Linda Lucas**
- 2:30 **Coffee Break**
- 2:50 **Session: Supply Chain Management at SAIT**  
Heather McMillan, Academic Chair, SAIT, School of Business  
heather.mcmillan@sait.ca
- 3:10 **Panel Discussion: The Unintended Barriers in Recruiting**  
Corrie Banks, President, Triskele Logistics  
cbanks@triskelelogisticsltd.com  
Tom Keigher, GM Western Distribution, Tim Hortons  
www.timhortons.com  
Joceli Marina Cardozo, Partner, Crossbridge Consulting  
www.crossbridge.ca
- 4:10 **Youth Panel: My Experience Looking for a Position**  
Leita Blasetti, The City of Calgary Youth Employment Centre  
www.nextsteps.org  
Ryland Brennan and Karine Araújo, young professionals
- 5 to 6:00 **Networking Reception with industry and students from educational partners**

## AGENDA

October 24<sup>th</sup>, 2014

- 8:30 **Welcome Remarks**
- 8:40 **Session: Youth Recruitment and Retention Practices, Results from the 2013 Calgary & Area Employer Survey**  
 Lisette Cameron, Applications Management Consulting Ltd.,  
 Consultant to Alberta Human Services  
[www.humanservices.alberta.ca](http://www.humanservices.alberta.ca)
- 9:20 **Group Discussion facilitated by Corrie Banks**
- 10:00 **Coffee Break**
- 10:20 **Session: The Skills Connector Project**  
 Kevin Maynard, Executive Director,  
 Canadian Supply Chain Sector Council  
[www.supplychaincanada.org/en/supply\\_chain\\_links](http://www.supplychaincanada.org/en/supply_chain_links)
- 11:30 **Session: Stocking Up on Skills Project**  
 Krista Medhurst, Team Lead, Bow Valley College  
[www.bowvalleycollege.ca](http://www.bowvalleycollege.ca)
- 11:45 **Lunch Break**
- 12:45 **Session: Canada Job Grant**  
 Karen Blackmur, Workforce Consultant, Ministry of JSTL  
[www.work.alberta.ca](http://www.work.alberta.ca)
- 1:20 **Session: NextGen – Intern Program**  
 June Read, Director of NextGen, Pacific Western Transportation  
[www.pwt.ca](http://www.pwt.ca)
- 2:10 **Coffee Break**
- 2:25 **Session: The Practice and Impact of Mentoring**  
 Fred Jacques, Consulting Principal, Jacques & Associates Inc.  
[www.jacquesconsulting.com](http://www.jacquesconsulting.com)
- 3:00 **Group Discussion with PAC members**
- 4:00 **Closing Remarks**

### Information on Supply Chain Careers:

Supply Chain jobs cross all sectors, from health care, to retail, to energy, and to non-profit. More than 804,000 Canadians work in Supply Chain in jobs such as inventory management, planning, purchasing, manufacturing, dispatching, transportation, shipping and receiving, and so on.

*There is a serious shortage of workers in supply chain roles in Alberta and Canada*



**356,747**

Anticipated number of new and vacant positions in Canada over the next five years

**+ 8.4% / YEAR**

**TACTICAL OCCUPATIONS**

**+ 14.9% / YEAR**

**MANAGERIAL OCCUPATIONS**

### Useful Resources

**Van Horne Institute**  
[www.vanhorne.info](http://www.vanhorne.info)

**Alberta Human Services**  
[www.humanservices.alberta.ca](http://www.humanservices.alberta.ca)

**Job, Skills, Training and Labour**  
[www.work.alberta.ca](http://www.work.alberta.ca)

**The City of Calgary Youth Employment Centre**  
[www.nextsteps.org](http://www.nextsteps.org)

**Youth in Supply Chain**  
[www.youthinsupplychain.org](http://www.youthinsupplychain.org)



Thank you to our sponsors:



Thank you to our partners:



And a Special Thanks to our Project Advisory Committee Members:

Bob Miller  
Calgary Regional Partnership

Brendan Bakay  
Alberta Human Services

Corrie Banks  
Triskele Logistics

Jean-Marc Lacasse  
Town of Chestermere

Joceli Marina Cardozo  
CrossBridge Consulting

June Read  
Pacific Western Transportation

Karen Blackmur  
Job, Skills, Training and Labour

Kathryn Semcow  
Consultant

Leita Blasetti  
Calgary Youth Employment Centre

Linda Lucas  
ELLE & Associates Inc.

Peter Wallis  
The Van Horne Institute



## **APPENDIX D**

**The HR Strategies for Supply Chain Forum had 57 participants representing the following organizations:**

1. Alberta Motor Transportation Association
2. Bison Transport
3. Bow Valley College
4. Brewers Distributor Ltd
5. Brunel Energy
6. Calliou Group
7. Canadian Supply Chain Sector Council
8. Carey Management Inc.
9. Caron Transportation Systems
10. City of Calgary
11. City of Chestermere
12. CrossBridge Consulting
13. Ebonyi State University
14. ELLE and Associates Inc
15. Essential Skills Group Inc.
16. Gordon Food Services
17. Government of Alberta - Alberta Human Services
18. Government of Alberta - Jobs, Skills, Training and Labour
19. Harmony Logistics / Exel
20. Horizon Recruitment
21. Jacques & Associates Inc.
22. Lifemark
23. Loblaw
24. MEG Energy
25. Monarch Logistics Management
26. Mount Royal University
27. Pacific Western Transportation
28. Robert Half
29. Safeway / Sobeys
30. SAIT Polytechnic
31. Shaw Cablesystems
32. Shaw Communications Inc
33. The City of Calgary Youth Employment Centre
34. Tim Hortons
35. Triskele Logistics
36. Van Horne Institute
37. Wallace and Carey Inc
38. Westco a division of Congebec Inc

**APPENDIX E**

**Results from survey conducted two weeks after the completion of the HR Strategies for Supply Chain Forum**

**HR Strategies for Supply Chain Forum  
Survey Result**

**Total Participants at the Forum: 57**

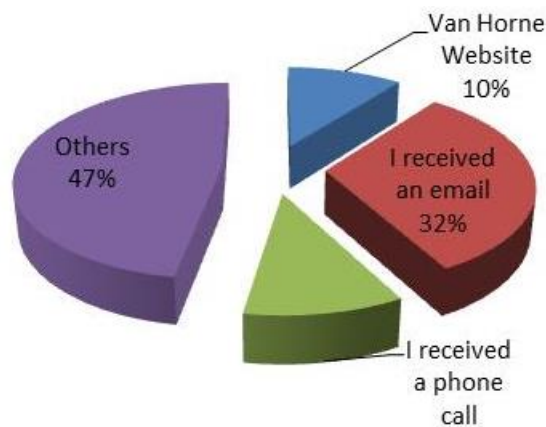
**Total Respondents: 19 (33%)**

**1) How did you first learn about the forum?**

Van Horne Website	11%
I received an email	32%
I received a phone call	11%
Others	47%

**OTHERS**

- Women in Supply Chain event
- Early discussions with Crossbridge and Van Horne Institute
- Through CSCSC working group to develop assessment questions.
- Faculty in the SCM department at MRU
- June Read invited me
- Youth Employment Centre
- Organization participated in the project
- Part of the PAC

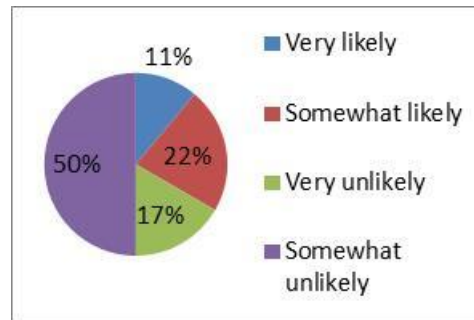


**2) Did you know about the Youth in Supply Chain Project before the event?**

Yes	32%
No	68%

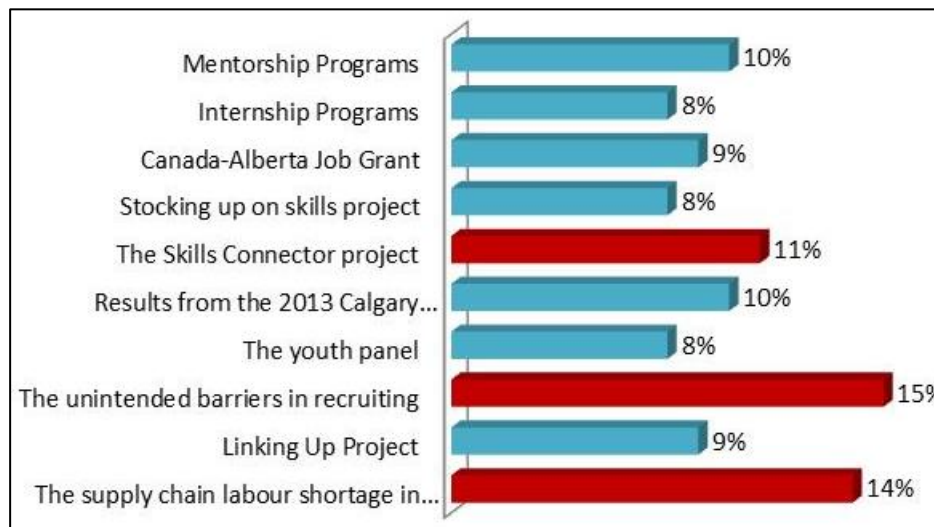
**3) What is the likelihood of your company considering a work experience or internship for youth in the next 6 months?**

Very likely	11%
Somewhat likely	22%
Very unlikely	17%
Somewhat unlikely	50%



**4) Please share which topics of discussion were of most value to you and your organization:**

The supply chain labour shortage in Alberta and Canada	4%
Linking Up Project	9%
The unintended barriers in recruiting	15%
The youth panel	8%
Results from the 2013 Calgary Employer Area Survey	10%
The Skills Connector project	11%
Stocking up on skills project	8%
Canada-Alberta Job Grant	9%
Internship Programs	8%
Mentorship Programs	10%



**5) Please tell us what issues relating to Youth in Supply Chain you think we might explore that would be of value to you.**

- How to attract youth to physically demanding work.
- How to deliver the message to the youth and youth centres of influence on a wider and more general basis
- Immigrants and job qualification
- Hours of work (i.e. late nights, transportation issues)
- How to close the gap between employers having a hard time finding youth employees and youth not always being connected to a network to find employers
- Post-secondary recruitment
- Connecting the generations - youth need to network more, but generations in the workforce need to understand what youth are looking for as well.
- Skill Development outside post-secondary education