



Canadian  
Supply Chain  
Sector Council

Conseil canadien  
sectoriel de la chaîne  
d'approvisionnement



# Introduction to the Canadian Supply Chain

Planning, engineering, procuring, handling and managing of the movement of goods and services across Canada and around the world



# What is the Canadian Supply Chain Sector Council?

- CSCSC delivers a range of products and services designed to enhance excellence in the chain's ability to recruit, retain, and train
- One of 30+ organizations that are part of the HRSDC-funded Sector Council program
- Different from trade and professional associations, the Council's primary focus is on increasing capacity and competence of the human resources of the supply chain sector





# Key Stakeholders

- **APICS – The Association for Operations Management ACCC**
- **CIFFA – Canadian International Freight Forwarders**
- **CITT – Canadian Institute of Traffic and Transportation**
- **CPPC - Canadian Public Procurement Council**
- **HCSCN – Canadian Health Care Supply Chain Network**
- **IWLA – International Warehouse and Logistics Association**
- **PMAC – Purchasing Management Association of Canada**
- **SCL – Supply Chain & Logistics Association Canada**
  
- **Federal, Provincial, Territorial, Aboriginal and Municipal Governments**
- **Learning System Providers**
- **Private Sector Employers**





# Sector Profile

Over 767,000 employees in seven sub-sectors:

- Logistics Management
- Logistics Information Systems
- Warehousing
- Transportation
- Inventory and Material Control
- Purchasing
- Marketing and sales





# What are the Occupations of Supply Chain?

Literally hundreds of jobs and careers in Supply Chain in managerial, tactical, and operational areas, including:


- **Operational:** Storekeepers, parts clerks, long shore workers, shippers and receivers, drivers and equipment operators, material handlers, packagers,
- **Tactical:** Manufacturing and industrial engineering technologists/technicians, database analysts, web developers, transportation route and crew schedulers, brokers, dispatchers, purchasing agents/officers, buyers in retail and wholesale
- **Managerial:** Supervisors and managers of teams and organizations in a wide variety of applications, from operations of facilities to supervision of systems in all seven sub-sectors



# Top Five Skills and Knowledge Requirements by Sub-functions and Occupation Category

Skill	Senior Mgmt	Logistics IS	Warehousing	Transportation	Inventory/ Material Control	Customer Service	Purchasing
Communication	✓	✓	✓	✓	✓	✓	✓
Technology		✓	✓	T/O	✓	T/O	T/O
Mechanical			O	O			
Customer Relations	✓			✓	O	✓	✓
Analytical	✓	✓	✓	✓	✓	✓	✓
Negotiation	✓						✓
Interpersonal	✓		M/T	M	M	M/T	
Time Management		✓					
Operational Planning							
Financial					M		M
International Business							
Optimization of Workflow		T	T				
Transportation Systems				M/T			
Law and Regulations							
Logistics Function			O				

# National Occupation Standards

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<b>OCCUPATIONAL STANDARD</b> (For use in the development of supply chain related job descriptions, performance evaluations, career development plans, etc.)	
<b>Position:</b>	<b>RETAIL &amp; WHOLESALE BUYER</b>
<b>Description of Position</b> (As defined by the CSCSC Stakeholder Community)	<i>Retail &amp; Wholesale Buyers purchase merchandise for resale and are integrated with merchandising operations. Retail &amp; Wholesale Buyers are employed by a wide range of establishments throughout the private and public sector.</i>
<b>Position Development</b>	Progression to supervisory and management positions is possible through experience and with additional training.
<b>Required Qualifications:</b>	<b>(Education, Training, Related Work Experience)</b>
<b>Education</b>	Post-secondary education is preferred (e.g., a bachelor's degree or college diploma in a business field such as economics, logistics, supply chain management, operations management, finance or engineering, mathematics, or statistical analysis). A professional designation related to supply chain is considered an asset.
<b>Training</b>	Individuals generally require some on-the-job training (e.g., Retail & Wholesale Buyers).



# What's Next?...

- Commitment
- Adoption
- Integration
  
- Organizational Level
  - Employers
  - Professional and Industry Associations
  - Learning System Providers
  
- As Individuals







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