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Human Resources Outlook for Supply Chain Workers in British Columbia

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Sources

- Canadian Logistics Steering Committee 2005, *Strategic Human Resources Study of the Supply Chain Sector 2005*
- Government of Canada, *2001 Canadian Census Data*
- Government of British Columbia, *Work Futures BC*
- PMAC, *Purchasing B2B: Purchasing Profile and Salary Survey*



Current Workforce Size (BC)

Procurement	3,350
Logistics/ Customs/ Transportation	3,140
Inventory Control/Warehousing	11,000



Current Workforce Profile (BC)

- 70% male
- 85% with some post-secondary education
- 50% with college diplomas or university degrees
- 98% Full Time Employment



Current Workforce Profile (BC) continued

- Largest age group is 36-45, experienced
- Wages higher on average than similar positions in other occupations
- Average salaries increased 10 % 2003- 2005
- Unemployment rate is lower than the average for all other occupations (FT only)



From Now to the Future

Currently, almost all vacancies are

- filled by promotion from within, or
- attracting skilled, trained people from similar positions at other companies.

Will not meet upcoming demand



Procurement workforce forecast to 2001 to 2011

- 24% of workforce will retire
- Need will increase 26%

By 2011, 50% of workers in this occupational group will be new



Inventory Management/ Transportation workforce forecast 2001 to 2011

- 20% of workforce will retire
- Need will increase 10%

By 2011, 30% of workers in this occupational group will be new

- Particular need for Strategic Business Managers (Executive level), supply chain specialists such as planners and analysts, and Customer and Service management



Increasing Environmental Pressures

Technology

- Increased pace of work with less lead time
- More “real-time” information, need to manage its influx and react

New Areas of Skills and Knowledge

- Financial planning
- Forecasting
- International business practices
- Laws and Regulations
- General Management and business expertise
- Languages

Competition from other sectors (esp. trades, construction)



Recommendations

1. *Sector Governance*
2. *Training and Education*
3. *Marketing the Sector and the 'Profession'*
4. *Policy Implications for Government*
5. *Human Resources Policies and Practices*