

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 (vendors, service suppliers, producers, warehouses, distribution centres, transportation providers and retailers), 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.

Supply Chain Management (SCM) includes these functions:

- Purchasing/Procurement
- Strategic Sourcing
- Contract Management
- Materials/Inventory Management
- Logistics and Transportation and Distribution
- Supplier Relationship Management
- Exporting Finance

Supply chain labour force across Canada:

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



Source: How It's Done - Why Canada's Supply Chain Matters

<https://www.supplychaincanada.com/media/reports/SCMA-how-its-done-why-canadas-supply-chain-matters-june-2016.pdf>

Transportation and Warehousing Sector

In BC, the *Transportation and Warehousing Sector* had job growth of 4,800 jobs from 2018-2019. This sector had a total employment in of 140,600 jobs in 2019. Forecasted employment is 144,200 in 2024 and 151,100 in 2029.

Most of the employment in the *Transportation and Warehousing industry* is in the Mainland / Southwest region. The majority of the industry are unionized. Across Canada the average hourly wage paid in the *Transportation & Warehousing sector* was \$26.74 an hour for 2019.



Source: How It's Done Why Canada's Supply Chain Matters

<https://www.supplychaincanada.com/media/reports/SCMA-how-its-done-why-canadas-supply-chain-matters-june-2016.pdf>

2019 Average Salaries of the Supply Chain Professional:

British Columbia's average supply chain professional salary rose from \$89,063 in 2018 to \$101,735 in 2019 — an increase of 14 per cent.

Supply chain professionals in the engineering/professional category had an average salary of \$91,913. Supervisors reported that they earned \$97,052 while analysts earned \$82,460. The "operations/ tactical" category earned \$81,613, while "clerical/administration" saw an average salary of \$73,478. The average salary for "other" positions was \$98,313.



Source: 2019 Annual Survey of the Canadian Supply Chain Professional

<https://www.supplychaincanada.com/media/files/2019-annual-survey-of-the-canadian-supply-chain-professional.pdf>

Women in the supply chain

Across Canada in 2014 there were approximately 820,364 workers in the supply chain labour force (excluding truck drivers). A Gartner Group study of North American firms found that the representation of women in the total supply chain workforce was 39% in 2020. The survey found one of the main barriers to women being hired for senior supply chain roles at industrial firms was women being less likely to hold a science, technology, engineering or maths (STEM) degree.

For more information:

- **Supply Chain Canada**
<https://www.supplychaincanada.com/>
- **Industry Profile: Supply Chain (University of Toronto Mississauga UTM)**
<https://www.utm.utoronto.ca/careers/media/5295/download?inline>
- **Canadian Industry Statistics, Transportation and warehousing - NAICS48-49**
<https://ised-isde.canada.ca/app/ixb/cis/summary-sommaire/48-49>
- **Work BC Industry Profile: Transportation & Warehousing**
<https://www.workbc.ca/industry-profile/transportation-and-warehousing>
- **Women in Supply Chain Association**
<https://wiscassociation.com/> (formerly known as 'Women in Supply Chain Canada')

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

- **WelcomeBC | Career Paths for Skilled Immigrants Program**
<https://www.welcomebc.ca/Work-in-B-C/Career-Paths-for-Skilled-Immigrants>
assists in finding jobs that match your experience and background
- **Skilled Trades BC | Newcomers and International Tradespersons**
<https://skilledtradesbc.ca/get-certified/newcomers-international-tradespersons>
connects skilled immigrants with funded training opportunities across B.C., matching the skills of immigrants with the needs of B.C.'s labour market

▪ **Immigrant Employment Council of BC – Mentor Connect Program**

<https://iecbc.ca/our-work/programs/mentorconnect/>

brings together skilled immigrants and established professionals in occupation-specific mentoring relationships; provides up to 12 hours of mentoring over a two-month period. Mentors also introduce mentees to two or more professionals within their professional networks for the purpose of information interviews.

2. Occupations in the Supply Chain Sector

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: The Accelerator Project: A call to action

<https://www.supplychaincanada.com/media/reports/Accelerator%20.0-Call%20to%20Action%20Report.pdf>

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

| Occupation | Number of Job Openings 2023-2033 |
|--|---|
| Managers in Transportation (NOC 70020) | 2,850 |
| Purchasing Managers (NOC 10012) | 1,740 |
| Procurement and purchasing agents and officers (NOC 12102) | 2,590 |
| Supervisors of supply chain , tracking and scheduling coordination occupations (NOC 12013) | 1,520 |

Source: WorkBC Career Profiles <https://www.workbc.ca/plan-career/explore-careers>

Skills Required in Key Supply Chain Occupations:

Adapting to the times, thinking outside the box and embracing new technologies and ideas are characteristics supply chain professionals need to be successful.

Additional skills include:

- Financial planning & cost analysis
- Forecasting
- Knowledge of international business practices
- Knowledge of laws and regulations
- Knowledge of logistics functions, transportation and the supply chain
- Optimization of workflow

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

These include a wide range of occupations such as:

Supply Chain

- Supply Chain Business/Financial Analyst
- Supply Chain Planning /Operations Manager

Procurement & Sourcing

- Buyer/Clerk
- Procurement Specialist
- Purchasing Assistant/Clerk/Analyst
- Retail / Wholesale Buyer
- Purchasing Agent
/Analyst/Coordinator/Manager
- Contract Administrator
- Inventory Control
Coordinator/Manager
- Global Sourcing
Analyst/Specialist/Coordinator

Transportation & Logistics

- Customs Broker
- Logistics Clerk/Assistant
- Warehouse Clerk/Assistant
- Shipper & Receiver
- Dispatcher / Dispatch
Supervisor/Coordinator
- Land Transport Coordinator
- Transportation Route Schedulers
- Freight Auditor
- 3PL (third party logistics) Specialist
- Logistics Analyst/
Coordinator/Specialist/Manager

Operations, Warehousing & Distribution

- Production Administrator /
Expeditor/Planner
- Material/Inventory Control
Administrator/Coordinator
- Warehouse Inventory
Coordinator/Auditor
- Material Handler or Manager
- Production Analyst /Administrator
/Coordinator
- Stores/Warehouse/Distribution
Supervisor
- Warehouse Operations Manager

Sources:

- Career Profiles, Careers in the Supply Chain
<http://www.careersinsupplychain.ca/careers-scm/> ,
<http://www.careersinsupplychain.ca/resources/>
- Industry Profile: Supply Chain (University of Toronto Mississauga UTM)
<https://www.utm.utoronto.ca/careers/media/5295/download?inline>

For more information, see:

- **WorkBC Career Profiles**

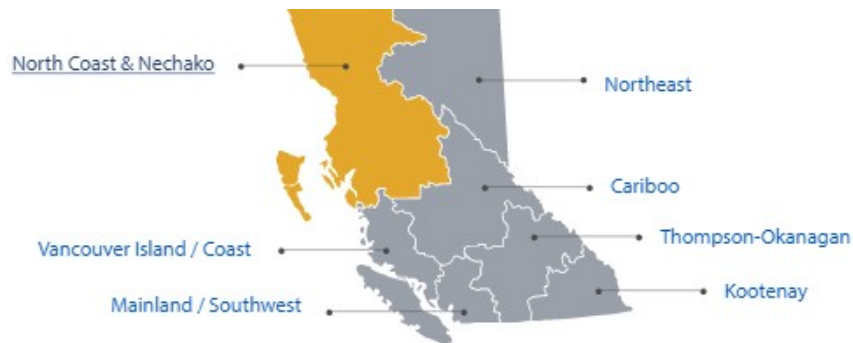
<https://www.workbc.ca/plan-career/explore-careers> [search by job title]

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).

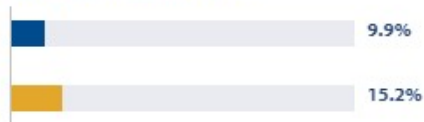
The location of jobs in both the *Purchasing Sector and the Transportation & Warehousing Sector* average 72% in the Lower Mainland, 10% in Vancouver Island, and 8% in Thompson-Okanagan region.

Transportation & Warehousing Industry Sector – Location of Work

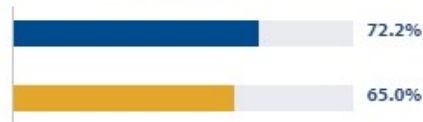


■ % employment of this industry
 ■ % employment of all industries

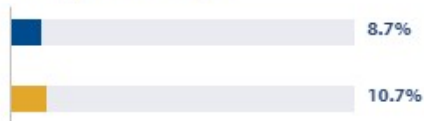
Vancouver Island / Coast



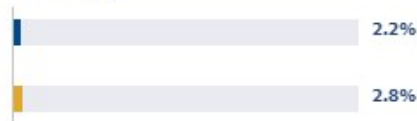
Mainland / Southwest



Thompson-Okanagan



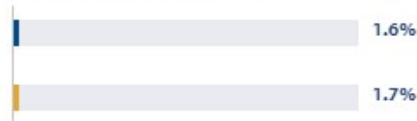
Kootenay



Cariboo



North Coast & Nechako



Northeast



Source: <https://www.workbc.ca/industry-profile/transportation-and-warehousing#view-full-profile>

4. Finding Jobs

Online Job Postings

- **Supply Chain Canada BC – Job Postings**
<https://www.supplychaincanada.com/careers>
- **National Institute of Supply Chain Leaders – Career Opportunities**
<https://bc.niscl.ca/jobs>
- **Hays Recruiting**
<https://www.hays.ca/jobs/procurement>
<https://www.hays.ca/jobs/logistics>
- **Jobs in Logistics.com**
<https://www.jobsinlogistics.com/>
- **Argentus Supply Chain Recruiting**
<https://www.argentus.com/candidates/>
- **BC Trucking Association**
<https://www.bctrucking.com/careers/job-postings>
- **Inside Logistics**
<https://www.insidelogistics.ca/tag/jobs/>
- **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.

- **BC Trucking Association – Board of Directors**
<https://www.bctrucking.com/about/board-of-directors>
- **Canadian International Freight Forwarders (CIFFA)– Members**
<https://ciffa.com/member-directory/>

5. Additional Resources

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

- **Council of Supply Chain Management Professionals**
<https://cscmp.org>
- **Supply Chain Canada**
<https://www.supplychaincanada.com>
- **National Institute of Supply Chain Leaders (NISCL)**
<https://bc.niscl.ca>
- **Women in Supply Chain Association**
<https://wiscassociation.com>
- **Inside Logistics** (online journal)
<https://www.insidelogistics.ca>
- **Welcome BC | Work in B.C.**
<https://www.welcomebc.ca/Work-in-B-C>
- Click on '**Employment Guides**' at <https://www.vpl.ca/siic> for:
 - Customs Brokers & Freight Forwarders
 - Purchasing Agents
 - Truck Drivers

***Questions? Please ask the Information Staff in the Central Library,
Vancouver Public 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 <https://www.vpl.ca/siic>.*