

 **BC Supply Chain Career Network**

I am writing to you at the request of the five largest professional associations in BC whose members are active in supply chain management. The associations are:

- APICS, BC chapter;
- BC Institute of the Purchasing Management Association of Canada;
- Canadian Materials Handling and Distribution Society;
- National Institute of Government Purchasers, BC chapter; and
- Supply Chain and Logistics Canada, BC chapter.

These five associations share a concern that our profession will face a critical shortage of trained professionals in the near future and that coordinated action is required. Some statistics:

- 98% of supply chain personnel are full time workers;
- 50% have college diplomas or university degrees;
- With projected volume increases and retirements, 50% of current procurement and 30% of transport & warehousing staff will need to be replaced by 2011;
- The growth of the BC workforce is forecast to slow from an historic 1% to 4% annual rate to less than 1% from 2010 past 2025.

The five associations have banded together because they believe the present fragmentation of the supply chain sector (into procurement, transportation, logistics, warehouse management etc.) inhibits the attraction and entry of new recruits. Given differing professional certifications in each sub-sector and competing rather than mutually-supporting promotion by each sub-sector, potential recruits are unable to appreciate the potential of a supply chain career.

The five associations recognize that individual companies cannot solve the issue of the fragmented face of supply chain management. The associations realize they must be a part of the solution.

Through several recent meetings, the associations believe that some of the following collective actions would improve and perhaps alleviate the situation:

- Develop a competency model that covers all sub-sectors of SCM;
- Link that competence map to the courses and certifications offered by each association;
- Develop exemplar career tracks and salary potential;
- Collectively promote the SCM career at college/university career fairs and high schools;
- Provide a one-stop website for all SCM careers in BC; and
- Among the associations, seek national-level recognition on training by other associations.

These and other actions are possible. The associations accept that they must progress with these actions. However, they require funding to do so. As the end beneficiaries of these actions will be employers of SCM staff, the associations are appealing to the corporate sector to provide the required funding.

The associations have formed a new "meta-association" called the British Columbia Supply Chain Career Network (BCSCCN) and registered it as a not-for-profit society. Each association has appointed a director to BCSCCN. Proper by-laws and banking arrangements are now in place.

In the first year of operation, BCSCCN will tackle three specific actions:

- Developing the SCM competence model and career track profiles;
- Preparation of SCM career promotional materials and distribution of those at career fairs; and
- Initial development of a career info web site including SCM job posting capability.

To do this, the associations are seeking \$2,500 from each of twenty sponsors. Each sponsor will be entitled to logo recognition on the web site, to post job openings, receive annual financial reporting and be able to provide input to guide future development. More importantly, sponsorship will increase each sponsor's security of being able to hire qualified SCM staff in the future.

If sufficient funding commitments are forthcoming, the five associations intend to create an appropriate legal vehicle for financial reporting and governed by a representative from each association. Other SCM associations will be welcome to join.

At MNP, we believe in the objective and the ability of the associations to deliver. To date, we have provided in-kind support to the organizing work to this point. We are happy to be the first corporate sponsor by pledging our \$2,500. I ask you to seriously consider doing likewise.

Please call me to discuss or let me know your decision.

Yours truly,

Alison Csanyi

BC Supply Chain Career Network Society