



**Member Meeting Minutes  
Calgary Logistics Council**

**Meeting Date:** October 13, 2016 **Meeting Time:** 7:30 a.m. - 9:00 a.m.

**Location:**

Alberta Motor Transportation Association, 25005 Wrangler Way, Rocky View No. 44, AB T1X 0K3, Canada

**Meeting Chaired By:**

Jean-Marc Lacasse

**Note Taker:**

Camille Granda

**Attendees:**

Jim Brown, Bryndis Whitson, Cindy Clark, Lisa Thompson, Karla Spilsted, Jean-Marc Lacasse, Jeremy Holland, Peter Wallis, Jormaine Card, Trina Myatt, Jason Copping, Kelly Lerette, Gord Murphy, Joceli Marina Cardozo, Karin Black, Frank Koeksal, Cindy Brown, Ross Mason, Greg Harrison, Bryan Fleming and Rick Harrison.

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**Meeting Agenda**

**7:30 a.m. - 7:40 a.m.**

**Welcome and Introductions**

**7:40 a.m. - 8:00 a.m.**

**Discuss Role of the Calgary Logistics Council &  
Review Survey Monkey Results - Advocacy  
Topics**

**8:00 a.m. - 8:45 a.m.**

**Supply Chain - Transferrable Skill**

- What is the issue: Discuss Supply Chain Labour Workforce Shortages (Bryndis Whitson)
- How can it be addressed?
- Who can CLC help move it forward?
- Next Steps

**8:45 a.m. - 9:00 a.m.**

**Next Steps and Close**

- Review Parking Lot Items
- Wrap Up

## **1. Welcome and Introductions**

## **2. Discuss Role of the Calgary Logistics Council**

### **2.1. Review Survey Monkey Results - Advocacy Topics**

- Ranking based on Survey Monkey Results
  1. City of Calgary - Goods movement strategy
  2. 84<sup>th</sup> Street & 100<sup>th</sup> Congestion
  3. Workforce Development - Transferrable Skill
  4. Workforce Development - Skills Shortage

## **3. Supply Chain - Transferrable Skill**

### **3.1. What is the issue: Discuss Supply Chain Labour Workforce Shortages**

- 2011 Acceleration Project
  - Proved a shortage in jobs and skills relating to these jobs
  - Predicted 356,000 job openings in 2016
  - 177,000 jobs from Asia Pacific alone
- Large opportunities for individuals who have worked in Oil and Gas
  - Reoccurring problem is: individuals are not taking the skills they've learned from oil and gas and eventually end up "pigeon holing" themselves, because they can't find an oil and gas job
  - Coming to the realization that employees EI would be less than supply chain career wages
  - Trade-offs: for stability, but for less pay
  - The gap is often 20 to 25% difference. A bigger challenge is the benefits energy workers are used to getting.
- Educate the Industry
  - Addressing these transferable skills employees can offer and the benefits employers can gain from hiring oil and gas employees
- Meeting Supply (Employees) and Demand (Employers)
  - Increasing the supply by creating transferable skills workshops via the Alberta Government

### **3.2. How can it be addressed?**

- Working one-on-one with individuals and companies
  - Bridging this gap between supply and demand
- Removing the Stigma
  - Removing the stigma that hiring people from oil and gas, will only hurt companies because these employees will eventually leave once oil goes back up
  - Coming to the realization that companies are hurting themselves more by not hiring and meeting the appropriate skills they need to operate

- The trucking industry seems to be doing better with more qualified drivers coming from oil and gas. However there is still a perception that truck driving is categorized and perceived as unskilled labour.

### **3.3. How can CLC help move it forward?**

- Succession Planning
  - Caught in a “lag period” where industry doesn’t understand the job gaps and shortages until industry finds itself in this period
  - Preparing for these future shortages and creating a long-term plan
- Branding Issue
  - Working with the media in recognizing this gap and how these skills are out there (Van Horne Institute and Alberta Government)
- Mentoring Programs
  - For potential employees in-house, to educate them of the different supply chain opportunities that may encourage employees to stay
- Having Industry in the room with CLC members
  - To explain the certain skills they need, and how CLC can work in creating these transferable skills that are of use to industry
  - Connecting the Calgary Economic Council and CLC

## **4. Next Steps and Close**

### **4.1. Wrap Up**

- Spreading the word among the CLC network
- The CLC needs to work closely with Calgary Economic Development (CED) to be able to complement each other and achieve common objectives for the industry. The Officers will meet with CED.