

Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

Section	Description	Measures
Student Demand	<p>Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Trends in certificate, diploma, degree, apprenticeship and continuing education (where available).</p> <p>Click Below to Access Full Source Document: Fall Enrollment Trend</p>	<ul style="list-style-type: none"> ● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3% ● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9% ● Weak = Fleming enrolment growth is less than the system demand and is less than 1%
Labour Market	<p>Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.</p>	<ul style="list-style-type: none"> ● Strong = Between 5-6 positive labour market indicators ● Moderate = Between 3-5 positive labour market indicators ● Weak = Between 1-2 or no positive labour market indicators
Competitive Analysis	<p>Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Click Below to Access Full Source Document: Fall Conversion Report</p>	<ul style="list-style-type: none"> ● Strong = Fleming conversion ratio is greater than 2 below the system ● Moderate = Fleming conversion ratio is 1 above, below or equal to the system ● Weak = Fleming conversion ratio is greater than 2 above than the system
Financial Analysis	<p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p>Click Below to Access Full Source Document: Costing Analysis</p>	<ul style="list-style-type: none"> ● Strong = CTO is greater than 35% ● Moderate = CTO is between 30 - 34% ● Weak = CTO is between 20 – 30% <p>No Contribution = 19% or less</p>

Key Research Findings

Key Performance Indicators	<p>Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012.</p> <p>Click Below to Access Full Source Document: Key Performance Indicators</p>	<ul style="list-style-type: none"> ● Strong = Above system average in 6-7 indicators ● Moderate = Above system average in 3-5 indicators ● Weak = Above system average in 0-2 indicators.
Resource Analysis	<p>Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here</p>	

Key Research Findings

International Trade (60202)

Student Demand¹

- **STRONG**

The following information consists of OCAS yearly student fall registration data as well as a mean growth rate and average student registration for each program under these categories:

Diploma

- The International Trade program is a subcategory of the MTCU category International Business
- There are four colleges that offer this diploma program, one of which is a direct competitor to Fleming
- Seneca, a direct competitor, has a **-22%** mean growth rate, which is lower than the system's mean growth rate **(-19%)**
- Niagara has the highest mean growth rate **(-15%)**, and Seneca has the highest average registration of **65 students**

Advanced Diploma

- Five colleges offer this certificate program, including Seneca, one of Fleming's main competitors
- Fleming has the highest mean growth rate **(4%)**, which is higher than the system rate of **-15%**
- The key competitor, Seneca, has the lowest mean growth rate than the system **(-19%)**
- Seneca has the highest average registration with **70 students** and Fleming has the lowest with **13 students**

Graduate Certificate

- There are currently eleven schools offering this program, including three of Fleming's key competitors
- Out of the key competitors, Sheridan has the highest mean growth rate **(69%)** and Seneca has the lowest **(-6%)**
- Overall, Fanshawe has the lowest mean growth rate **(-7%)**
- Humber has the highest average registration of **18 students**, and Georgian has the lowest with **7 students**

¹ Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011. Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset Prepared by Fleming Data Research (07-2012)

Key Research Findings

Degree

- Three schools offer this program, including Sheridan, a main competitor to Fleming
- Overall, Humber has the highest mean growth rate **(40%)** and Sheridan has the lowest **(1%)**
- Humber has the highest average registration of **60 students**, and Sheridan has the lowest with **21 students**

Diploma

Program: 50202 - INTERNATIONAL BUSINESS														
	% Change (07-08)			% Change (08-09)			% Change (09-10)			% Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
	2007	2008		2008	2009		2009	2010		2010	2011			
CENTENNIAL										2				2
CONFEDERATION		14		14										14
NIAGARA	49	34	-31	34	35	3	35	24	-31	24	24	0	-15	33
SENECA	105	79	-25	79	57	-28	57	45	-21	45	39	-13	-22	65
Total	154	127	-18	127	92	-28	92	69	-25	69	65	-6	-19	101

Advanced Diploma

Program: 60202 - INTERNATIONAL BUSINESS														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
CENTENNIAL	41	34	-17	34	22	-35	22	20	-9	20	19	-5	-17	27
FLEMING	13	12	-8	12	20	67	20	9	-55	9	10	11	4	13
NIAGARA	30													30
SENECA	108	88	-19	88	59	-33	59	48	-19	48	46	-4	-19	70
ST. CLAIR							21			21	19	-10	-10	20
Total	192	134	-30	134	101	-25	101	98	-3	98	94	-4	-15	124

Key Research Findings

Graduate Certificate

Program: 70202 - INTERNATIONAL BUSINESS MANAGEMENT														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
CENTENNIAL	8	14	75	14	8	-43	8	7	-13	7	7	0	5	9
COLLÈGE BORÉAL	2													2
CONFEDERATION	7	12	71	12			10			10	6	-40	16	9
FANSHAWE	17	14	-18	14	17	21	17	14	-18	14	12	-14	-7	15
GEORGE BROWN	14	16	14	16	18	13	18	15	-17	15	15	0	3	16
GEORGIAN	7	5	-29	5	11	120	11	8	-27	8	5	-38	7	7
HUMBER	17	20	18	20	19	-5	19	14	-26	14	19	36	6	18
MOHAWK	11	10	-9	10	8	-20	8	16	100	16	7	-56	4	10
NIAGARA	11	17	55	17	10	-41	10	11	10	11	9	-18	1	12
SENECA	14	6	-57	6	9	50	9	6	-33	6	7	17	-6	8
SHERIDAN	11	22	100	22	11	-50	11	5	-55	5	19	280	69	14
Total	119	136	14	136	111	-18	111	106	-5	106	106	0	-2	116

Degree

Program: 80202 - BACHELOR OF APPLIED BUSINESS (INTERNATIONAL BUSINESS MANAGEMENT)														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
CONESTOGA	28	34	21	34	41	21	41	76	85	76	77	1	32	51
HUMBER	50			50	45	-10	45	44	-2	44	102	132	40	60
SHERIDAN				25			25	16	-36	16	22	38	1	21
Total	28	84	200	84	111	32	111	136	23	136	201	48	76	112

Labour Market

• **MODERATE**

Employment Ontario²

Importing/Exporting Freight Clerk is part of a larger group:

Recording, Scheduling and Distributing Occupations (NOC – 1471)

- Employment Ontario Rating (2009-2013):
 - **Average**
- Education and Training
 - "Employment in this area usually requires the completion of secondary school. Experience in a related clerical occupation or as a warehouse worker may be required. Forklift certificate may be required. Drivers' licence may be required."

² "Shippers and Receivers (NOC 1471)." *Employment Ontario*. N.p., n.d. Web. 17 Aug. 2012. <http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/1471_e.pdf>.

Key Research Findings

- Demand
 - “Opportunities for employment in this occupation are expected to be average over the period from 2009 to 2013. Employment will continue to be moderated by automation as firms move to reduce labour costs by using computers to do inventory control, and retrieve shipping and receiving records. Advances in computerized tracking systems have replaced workers as orders with suppliers get placed automatically when inventories are low. However, a large number of job openings will occur each year to replace those who retire or leave. Increased automation and computerization - e.g., automated warehousing, barcoding, "just-in-time" inventory systems - may mean that more shippers and receivers will require computer skills.”

HRSDC³

Customs, Ship and Other Brokers (NOC- 1236)

	Level	Share
Expansion Demand:	19,291	17%
Retirements:	77,251	69%
Other Replacement Demand:	9,894	9%
Emigration:	5,290	5%
Projected Job Openings:	111,726	100%
	Level	Share
School Leavers:	48,750	60%
Immigration:	8,484	11%
Other	23,491	29%
Projected Job Seekers:	80,724	100%

- “Based on projections and given that labour supply and demand in this occupation were balanced over the 2008-2010 period, it is expected that the number of job seekers will continue to be sufficient to fill the job openings in this occupation over the 2011-2020 period. Retirements will account for most of these job openings. The retirement rate in this occupation will be very high during the projection period, surpassing the average retirement rate for all occupations. This is mainly attributable to the fact that workers in this occupation are on average older than those in other occupations. The number of new jobs created through economic activity (expansion demand) will be relatively low over the projection period in comparison to the number of new jobs recorded in the previous 10 years. Even though the number of new jobs created is lower than the number of retirements and lower than past job creation, the employment growth rate will still be the same as the all-occupation average. The relatively weak employment growth during the projection period is largely attributable to a downturn in economic activity relative to recent years, which inevitably leads to a decreased demand for administrative workers. With regard to labour supply, school leavers will make up the majority of job seekers over the 2011-2020 period. In addition, an appreciable number of job seekers in this occupation will come from occupational mobility. This mobility is due to good employment prospects in this occupation and to task specialization, which attract experienced secretaries and clerical workers to this occupation.”

³ "Finance And Insurance Administrative Occupations (123)." *Canadian Occupational Projection System (COPS)*. N.p., n.d. Web. 17 Aug. 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=22>>.

Key Research Findings

HRSDC⁴

Recording, Scheduling And Distributing Occupations (NOC – 1471)

	Level	Share
Expansion Demand:	16,413	24%
Retirements:	40,345	60%
Other Replacement Demand:	5,753	9%
Emigration:	4,778	7%
Projected Job Openings:	67,290	100%
	Level	Share
School Leavers:	60,404	67%
Immigration:	20,158	22%
Other	9,580	11%
Projected Job Seekers:	90,142	100%

- “Based on projections and considering that supply and demand in this occupation were balanced, it is expected that this occupation will have excess supply. In other words, the number of job seekers will be greater than job openings over the 2011-2020 period. The majority of job openings will be due to retirements even though the retirement rate will be slightly lower than the average. There will be distinctly more job openings due to economic growth than there were over the 2001-2010 period when the occupation faced job losses. However, employment growth will remain weak because of the growing use of new technologies. With regard to supply, the majority of job seekers will come from the school system, although immigration will account for more than 20%. As this occupation generally requires only a secondary school diploma, unemployed workers in this occupation should be able to find work in other occupations requiring the same level of training.”

US Bureau of Labour⁵

Industry Name (SOC –43-5011)

- Employment Growth (2010/2020): **29%**
 - **82,200** (2010) to **106,300** (2020)
- “As the economy grows, the volume of cargo traffic will also increase. More cargo and freight agents will be needed to coordinate and manage these additional shipments, which increasingly involve multiple modes of transportation. In particular, the growing popularity of online shopping is likely to result in more goods being shipped across the country from central shipment centers and warehouses.”
- “Large numbers of companies have begun outsourcing their shipping and logistics work to third-party firms, many of which employ large numbers of cargo and freight agents. This trend will likely increase demand for agents, resulting in further employment growth.”

⁴ “Shippers and Receivers -(NOC 1471).” *Canadian Occupational Projection System (COPS)*. N.p., n.d. Web. 17 Aug. 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=30>>.

⁵ “Cargo and Freight Agents.” *Occupational Outlook Handbook*. N.p., n.d. Web. 17 Aug. 2012. <<http://www.bls.gov/ooh/office-and-administrative-support/cargo-and-freight-agents.htm#tab-6>>.

Key Research Findings

- “Job prospects should be best for those with strong computer and customer-service skills. Some employers report difficulty finding workers who have these abilities.”
- “Although job opportunities are expected to be good, employment of cargo and freight agents is sensitive to fluctuations in the economy. Workers may experience higher levels of unemployment when the overall level of economic activity falls.”

Sector Councils and Reports

- [Canadian Society of Customs Brokers](#)
- [Supply Chain & Logistics Canada](#)
- [Forum for International Trade Training \(FITT\)](#)
- [Institute of Chartered Ship Brokers](#)
- [Canadian International Freight Forwarders Association](#)
- [International Federation of Freight Forwarders Associations](#)

International Trade Sector Council: FITT: The Professional Path to Global Marketers Report:⁶

[HR: A Vital Drive of Canadian International Trade Capacity and Capability. A Twenty-First Century View on Human Resources and International Trade in Canada.](#)

This is an excerpt taken from the report:

What’s changing in the Labour Force?

Emerging Occupations, Competencies, Skills and Knowledge Required

When asked about occupations that are emerging or in shortage, stakeholders described occupations that fall into four broad categories:

- “1. Senior level international business development officer or “trade champion” (new)
2. Supply chain executive (new)
3. Trade compliance professional (new, in shortage)
4. Skilled production occupations (shortage)”

“The first three of these occupations are management occupations. The senior level trade champion is a professional with international business development responsibilities. In a small or mid-sized firm, this is sometimes the business owner or founder. It can also be a business professional with the responsibility to identify and grow new business within a specific country or sector (e.g., a professional responsible for a new business unit in Mexico). The trade champion must draw on a very broad set of resources to identify and capture new opportunities. The individual must have a broad knowledge base of the issues related to international business and have the ability to leverage business networks. The supply chain executive described by interview participants is a professional with responsibility for supply chain strategy and solving supply chain problems at a tactical and operational level. The supply chain executive is responsible for a diverse set of issues related to supply chain management that involve logistics (warehousing, distribution, management of carriers and customs), partnerships (with suppliers,

⁶ “HUMAN RESOURCES: A Vital Driver of Canadian International Trade Capacity and Capability.” *Forum for International Trade Training Inc.* N.p., n.d. Web. 17 Aug. 2012.
<https://community.fitt.ca/public/file/Resources/SectorStudy/Full_Report.pdf>.

Key Research Findings

distributors, customers and other channel partners), and operational planning and problem solving (inbound and out-bound operations, demand planning and forecasting, scheduling and resolution of supply chain problems). The compliance professional described by interviewers has a responsibility to ensure compliance with import and export regulations in multiple global jurisdictions. The professional is responsible for ensuring compliance with a variety of trade, border, product, transportation, safety, environmental and other regulations. The trade compliance function in an organization may reside within the legal department, human resources (education/training), shipping or other business unit. The trade compliance professional in a larger organization sometimes has responsibilities for other compliance or reporting requirements in addition to trade-related compliance and can report to legal, supply chain, logistics, accounting/finance or other departments. The fourth occupational category, production occupations, was mentioned as an occupation in shortage among some manufacturers with production facilities in Canada. Specifically, the shortage is in basic, essential skills that are aligned with the essential skills as defined by HRSDC (reading text, document use, numeracy, writing, oral communication, working with others, continuous learning, thinking skills and computer use).⁸⁸ The skills required of production workers are often specialized and interview participants indicated that a worker with experience in one type of production (e.g., automotive) would not possess the skills and knowledge required for production systems in another industry. Interview participants indicated that the ability to read instructions and then perform the task described in the instructions was sometimes the greatest challenge. In addition, participants mentioned five major areas where new knowledge, skills or competencies are being required in their organization:

1. "In-depth knowledge of foreign markets, especially emerging markets."
2. "Relationships with key partners in those markets."
3. "Business strategy and business development skills, plus tactical execution skills to grow business and adapt to changes in supply chains."
4. "Skills and knowledge required for regulatory compliance. These skills are becoming more complex and requiring research skills, analytical skills, problem-solving skills, and specialized knowledge for markets and products involved."
5. "International corporate headquarters skills (marketing, international finance, international operations and international management)"

Key Research Findings

Working in Canada⁷

Customs, Ship and Other Brokers (NOC- 1236)

- Ontario Rating: **Not Available**

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	11.80	19.23	27.40
Hamilton--Niagara Peninsula Region	11.80	19.23	27.40
Kingston - Pembroke Region	N/A	N/A	N/A
Kitchener--Waterloo--Barrie Region	11.80	19.23	27.40
London Region	N/A	N/A	N/A
Muskoka-Kawartha Region	N/A	N/A	N/A
Northeast Region	N/A	N/A	N/A
Northwest Region	N/A	N/A	N/A
Ottawa Region	N/A	N/A	N/A
Stratford--Bruce Peninsula Region	N/A	N/A	N/A
Toronto Region	11.80	19.23	27.40
Windsor-Sarnia Region	N/A	N/A	N/A

Working in Canada⁸

Importing/Exporting Freight Clerk is part of a larger group:

Recording, Scheduling And Distributing Occupations -(NOC 147)

- Ontario Rating: **Not Available** (Except for **LIMITED** in London)

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	11.00	16.50	25.00
Hamilton--Niagara Peninsula Region	11.00	15.38	23.81
Kingston - Pembroke Region	12.00	16.83	25.13
Kitchener--Waterloo--Barrie Region	10.82	17.48	24.04
London Region	11.00	15.38	23.81
Muskoka-Kawartha Region	11.00	15.38	23.81
Northeast Region	11.00	15.38	23.81
Northwest Region	10.50	15.00	24.52
Ottawa Region	11.00	15.38	23.81
Stratford--Bruce Peninsula Region	11.00	15.00	23.00
Toronto Region	10.85	15.42	23.49
Windsor-Sarnia Region	11.00	16.50	25.00

⁷ "Customs, Ship and Other Brokers (NOC- 1236) ." *Working In Canada*. N.p., n.d. Web. 17 Aug. 2012.

<<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=1236&action=final&ln=p@ionKeyword=Peterborough%2COntario&s=1&source=0&titleKeyword=customs+broker#wages>>.

⁸ "Shippers and Receivers (NOC 1471)." *Working In Canada*. N.p., n.d. Web. 17 Aug. 2012.

<<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=1471&action=final&ln=p@ionKeyword=Peterborough%2COntario&s=2&source=0&titleKeyword=import+freight+clerk#outlook>>.

Key Research Findings

Competitive Analysis⁹

• MODERATE

The following information consists of OCAS yearly fall application and registration data as well as a conversion ratio for each program under this category:

Diploma

- Seneca had the better conversion ratio in 2011 **(5:1)**, and Niagara and Centennial both had a lower ratio of **6:1**

Advanced Diploma

- Fleming's ratio was equal to the system's **(5:1)** in 2011, and Seneca, a key competitor, had a better ratio than the system **(4:1)**
- Centennial had the lowest ratio in 2011 **(8:1)**

Graduate Certificate

- Out of the key competitors, both Georgian and Sheridan had a higher conversion ratio **(7:1)** compared to the system **(8:1)** in 2011
- Confederation had the highest conversion ratio in 2011 **(3:1)**, and George Brown had the lowest **(13:1)**

Degree

- In 2011, Conestoga had the highest ratio **(3:1)** and Sheridan had the lowest **(16:1)**

Diploma

Program: 50202 - INTERNATIONAL BUSINESS															
	App. 2007 Reg. 2007 Conversion Ratio			App. 2008 Reg. 2008 Conversion Ratio			App. 2009 Reg. 2009 Conversion Ratio			App. 2010 Reg. 2010 Conversion Ratio			App. 2011 Reg. 2011 Conversion Ratio		
CENTENNIAL	0			0			0			0			11 2 6:1		
CONFEDERATION	25			54 14 4:1			1			0			0		
NIAGARA	182 49 4:1			218 34 6:1			181 35 5:1			126 24 5:1			141 24 6:1		
SENECA	394 105 4:1			292 79 4:1			225 57 4:1			198 45 4:1			202 39 5:1		
Total	601 154 4:1			564 127 4:1			407 92 4:1			324 69 5:1			354 65 5:1		

⁹ Application data obtained from OCAS College Count Cube October 19, 2011 Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011. Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset Prepared by Fleming Data Research (07-2012)

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Advanced Diploma

Program: 60202 - INTERNATIONAL BUSINESS															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
CENTENNIAL	256	41	6:1	270	34	8:1	243	22	11:1	131	20	7:1	146	19	8:1
FLEMING	51	13	4:1	43	12	4:1	43	20	2:1	45	9	5:1	45	10	5:1
NIAGARA	122	30	4:1	0			0			0			0		
SENECA	385	108	4:1	332	88	4:1	207	59	4:1	156	48	3:1	192	46	4:1
ST. CLAIR	0			0			0			88	21	4:1	74	19	4:1
Total	814	192	4:1	645	134	5:1	493	101	5:1	420	98	4:1	457	94	5:1

Graduate Certificate

Program: 70202 - INTERNATIONAL BUSINESS MANAGEMENT															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
CENTENNIAL	91	8	11:1	93	14	7:1	81	8	10:1	76	7	11:1	69	7	10:1
COLLÈGE BORÉAL	10	2	5:1	6			3			1			0		
CONFEDERATION	29	7	4:1	23	12	2:1	22			29	10	3:1	15	6	3:1
FANSHAWE	73	17	4:1	76	14	5:1	117	17	7:1	71	14	5:1	59	12	5:1
GEORGE BROWN	174	14	12:1	136	16	9:1	167	18	9:1	172	15	11:1	194	15	13:1
GEORGIAN	23	7	3:1	36	5	7:1	38	11	3:1	35	8	4:1	33	5	7:1
HUMBER	111	17	7:1	98	20	5:1	117	19	6:1	129	14	9:1	126	19	7:1
MOHAWK	69	11	6:1	65	10	7:1	58	8	7:1	60	16	4:1	48	7	7:1
NIAGARA	54	11	5:1	52	17	3:1	56	10	6:1	43	11	4:1	48	9	5:1
SENECA	136	14	10:1	90	6	15:1	105	9	12:1	85	6	14:1	84	7	12:1
SHERIDAN	111	11	10:1	113	22	5:1	93	11	8:1	75	5	15:1	139	19	7:1
Total	881	119	7:1	788	136	6:1	857	111	8:1	776	106	7:1	815	106	8:1

Degree

Program: 80202 - BACHELOR OF APPLIED BUSINESS (INTERNATIONAL BUSINESS MANAGEMENT)															
	App. 2007 Reg. 2007 Conversion Ratio			App. 2008 Reg. 2008 Conversion Ratio			App. 2009 Reg. 2009 Conversion Ratio			App. 2010 Reg. 2010 Conversion Ratio			App. 2011 Reg. 2011 Conversion Ratio		
CONESTOGA	213	28	8:1	251	34	7:1	284	41	7:1	213	76	3:1	217	77	3:1
HUMBER	0			471	50	9:1	520	45	12:1	476	44	11:1	952	102	9:1
SHERIDAN	0			0			326	25	13:1	299	16	19:1	343	22	16:1
Total	213	28	8:1	722	84	9:1	1130	111	10:1	988	136	7:1	1512	201	8:1

Key Research Findings

Financial Analysis

NO CONTRIBUTION

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 2.1%
- Program Weight: 1.00
- Funding Unit: 2.50

Key Performance Indicators

• **STRONG**

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

KPI1-Graduation Rate	+9% above system
KPI2-Working	+6% above system
KPI3-Working Related	+3% above system
KPI4-Grad. Satisfaction	+11 above system
KPI8-Student Satisfaction-Learning	+9% above system
KPI9-Student Satisfaction- Teachers	+11% above system
KPI11-Grad. Satisfaction-Program	+11% above system

Resource Analysis

Equipment

Staffing

Space

Key Research Findings

Appendix

The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.

International Trade

Overview of the Profession:

NOC 1236: Customs and Ship Brokers

Customs brokers perform some or all of the following duties:

- Prepare and process import/export documents and other forms on behalf of clients according to customs regulations, laws and procedures
- Sign import/export documents on behalf of client, using power of attorney
- Arrange for payment of duties, taxes, storage and transportation of imported goods and bonds to cover duty goods
- Quote duty and tax rates on commodities for clients
- Provide advice to clients on export and import restrictions, tariff systems, letters of credit, insurance requirements and other custom related matters
- May represent client before administrative tribunals or in other dealings with government officials.

Ship brokers perform some or all of the following duties:

- Buy and sell cargo space on ships on behalf of individuals, companies and governments
- Consult trade publications and other sources to provide information to clients on available cargo space, destinations, rates and departure locations and times, and arrange ship charters for clients
- Negotiate rates and terms and prepare contracts and other papers
- Buy and sell ships, yachts and other watercraft on behalf of clients
- Inspect vessels, explain features and negotiate price when purchasing or selling for clients
- Arrange for insurance coverage for cargo or for ships
- Arrange for registration and licensing of ships.

Common Job titles

- cargo broker
- chartered ship broker
- customs broker
- gas broker
- licensed customs broker
- ship broker

Typical Employers

- customs, ship or other brokerage establishments
- self-employed

Labour Market

Key Research Findings

Working in Canada

1. Employment potential for the Kawartha Region is Not Available. (Working in Canada)

<http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=1236&area=8792&titleKeyword=customs+broker®ionKeyword=Peterborough,+Ontario&source=0&action=final>

HRDSC

2. National Outlook 10-Year Projection (2011-2020)

This occupation (**Customs and Ship Brokers**) is part of a larger occupational group called **Finance and Insurance Administrative Occupations. (NOC 123)**

Occupations in this group	Bookkeepers (1231), Loan Officers (1232), Insurance Adjusters and Claims Examiners (1233), Insurance Underwriters (1234), Assessors, Valuators and Appraisers (1235), Customs, Ship and Other Brokers (1236)
Employment (non-student) in 2010	239,171
Median age of workers in 2010	44.4
Average Retirement Age in 2010	60

3. For **Finance And Insurance Administrative Occupations**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **111,700** and **80,724** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.
4. Over the 2008-2020 period, this occupation experienced a slight drop in employment and the unemployment rate remained virtually unchanged. The unemployment rate for this occupation was very low. Wages increased at the same rate as for all occupations. Key labour market indicators show that the number of job seekers was sufficient to fill all job openings.
5. This NOC code/occupational group is not used in Employment Ontario.
6. There are not local wages for the Peterborough/Kawartha Region. For Ontario, 2010:

Low: \$11.80 Average: \$19.23 High: \$27.40

Source: <http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=1236&action=final&ln=p®ionKeyword=Peterborough%2C+Ontario&s=1&source=0&titleKeyword=customs+broker#wages>

US Bureau of Labour

<http://www.bls.gov/ooh/office-and-administrative-support/cargo-and-freight-agents.htm>

Used Cargo and Freight Agents (closest occupation)

Job Outlook

Employment Change. Employment of cargo and freight agents is projected to grow 29 percent from 2010 to 2020, much faster than the average for all occupations.

Key Research Findings

As the economy grows, the volume of cargo traffic will also increase. More cargo and freight agents will be needed to coordinate and manage these additional shipments, which increasingly involve multiple modes of transportation. In particular, the growing popularity of online shopping is likely to result in more goods being shipped across the country from central shipment centers and warehouses. Large numbers of companies have begun outsourcing their shipping and logistics work to third-party firms, many of which employ large numbers of cargo and freight agents. This trend will likely increase demand for agents, resulting in further employment growth.

Job Prospects. Job prospects should be best for those with strong computer and customer-service skills. Some employers report difficulty finding workers who have these abilities.

Although job opportunities are expected to be good, employment of cargo and freight agents is sensitive to fluctuations in the economy. Workers may experience higher levels of unemployment when the overall level of economic activity falls.

International Trade Sector Council: FITT: The Professional Path to Global Marketers Report:

[HR: A Vital Drive of Canadian International Trade Capacity and Capability. A Twenty-First Century View on Human Resources and International Trade in Canada.](#)

What's changing in the Labour Force?

Emerging Occupations, Competencies, Skills and Knowledge Required

When asked about occupations that are emerging or in shortage, stakeholders described occupations that fall into four broad categories:

1. Senior level international business development officer or "trade champion" (new)
2. Supply chain executive (new)
3. Trade compliance professional (new, in shortage)
4. Skilled production occupations (shortage)

The first three of these occupations are management occupations. The senior level trade champion is a professional with international business development responsibilities. In a small or mid-sized firm, this is sometimes the business owner or founder. It can also be a business professional with the responsibility to identify and grow new business within a specific country or sector (e.g., a professional responsible for a new business unit in Mexico). The trade champion must draw on a very broad set of resources to identify and capture new opportunities. The individual must have a broad knowledge base of the issues related to international business and have the ability to leverage business networks. The supply chain executive described by interview participants is a professional with responsibility for supply chain strategy and solving supply chain problems at a tactical and operational level. The supply chain executive is responsible for a diverse set of issues related to supply chain management that involve logistics (warehousing, distribution, management of carriers and customs), partnerships (with suppliers, distributors, customers and other channel partners), and operational planning and problem solving (inbound and out-bound operations, demand planning and forecasting, scheduling and resolution of supply chain problems). The compliance professional described by interviewers has a responsibility to ensure compliance with import and export regulations in multiple global jurisdictions. The professional is responsible for ensuring compliance with a variety of trade, border, product, transportation, safety, environmental and other regulations. The trade compliance function in an organization may reside within the legal department, human resources (education/training), shipping or other business unit. The trade compliance professional in a larger organization sometimes has responsibilities for other compliance or reporting requirements in addition to trade-related compliance and can report to legal,

Key Research Findings

supply chain, logistics, accounting/finance or other departments. The fourth occupational category, production occupations, was mentioned as an occupation in shortage among some manufacturers with production facilities in Canada. Specifically, the shortage is in basic, essential skills that are aligned with the essential skills as defined by HRSDC (reading text, document use, numeracy, writing, oral communication, working with others, continuous learning, thinking skills and computer use).⁸⁸ The skills required of production workers are often specialized and interview participants indicated that a worker with experience in one type of production (e.g., automotive) would not possess the skills and knowledge required for production systems in another industry. Interview participants indicated that the ability to read instructions and then perform the task described in the instructions was sometimes the greatest challenge. In addition, participants mentioned five major areas where new knowledge, skills or competencies are being required in their organization:

1. In-depth knowledge of foreign markets, especially emerging markets.
2. Relationships with key partners in those markets.
3. Business strategy and business development skills, plus tactical execution skills to grow business and adapt to changes in supply chains.
4. Skills and knowledge required for regulatory compliance. These skills are becoming more complex and requiring research skills, analytical skills, problem-solving skills, and specialized knowledge for markets and products involved.
5. International corporate headquarters skills (marketing, international finance, international operations and international management)

Industry Standards:

This occupation does **not** require certification in **Ontario** or any other Canadian province.

Professional Associations:

[Canadian Society of Customs Brokers](#)

[Supply Chain & Logistics Canada](#)

[Forum for International Trade Training \(FITT\)](#)

[Institute of Chartered Ship Brokers](#)

Employment Requirements:

Employment requirements are prerequisites generally needed to enter an occupation.

- Completion of secondary school is required.
- Some post-secondary education in commerce or a related field may be required.
- Customs brokers require several years of on-the-job training and completion of a customs brokers training program through the Canadian Institute of Customs Brokers.
- A customs broker licence, issued by the Canada Customs and Revenue Agency, is required for an individual or company to operate a customs brokerage business.
- Ship brokers selling cargo space on ships usually require several years of on-the-job training or related experience such as shipping company scheduling experience. Ship brokers selling watercraft usually require in-depth experience with, and knowledge of, various watercraft.
- Correspondence courses from the Institute of Chartered Ship Brokers are available for ship brokers.

[Source: [National Occupational Classification 2006 - HRSDC](#)]

Educational Competitors

Key Research Findings

Individual Community College/Institute Information

(Click on Program Title to view college program page)

Colleges currently offering this program

Includes highlights of unique program characteristics.

Algonquin

[Business Administration – International](#) – Diploma

- Optional co-op
- Mobile learning program

[International Business Management](#) – Graduate Certificate

Centennial

Business - [International Business](#) – Diploma

[Business Administration – International Business](#) – Diploma

[International Business Management](#) – Graduate Certificate

- 3 semesters

Conestoga

[Bachelor of Business Administration – International Business Management](#) – Degree

- Co-op

[Global Business Management](#) – Graduate Certificate

Confederation

[International Business and Trade](#) – Graduate certificate

Durham

[International Business Management](#) – Graduate Certificate – NEW

- Laptop program

Fanshawe

[International Business Management](#) – Graduate certificate

- Laptop required

Fleming

[International Business Management](#) – Graduate Certificate

- 3 semesters

[International Trade](#) – Advanced diploma

George Brown

[International Business Management](#) – Graduate certificate

Key Research Findings

Georgian

[International Business Management](#) – Graduate certificate

- 3 semesters

Humber

[Bachelor of Commerce – International Business](#) - Degree

- Co-op

[Bachelor of International Development](#) – Degree

- Co-op

[Global Business Management](#) – Graduate Certificate

[International Marketing](#) – Graduate Certificate

Mohawk

[International Business Management](#) – Graduate Certificate

Niagara

Business - [International Business](#) – Diploma

[Bachelor of Applied Business – International Commerce and Global Development](#) – Degree

- Co-op
- Option to study abroad

[International Business Management](#) – Graduate Certificate

Seneca

[Bachelor of Commerce – International Business Management](#) – Degree

- Co-op

[International Business](#) – Diploma

[International Business Administration](#) – Advanced Diploma

- Optional co-op

[International Business Management](#) – Graduate Certificate

[International Transportation and Customs](#) – Diploma

- Graduating students will also receive a certificate from [MSR, the e-customs company](#).

Sheridan

[International Business](#) – Diploma

- Optional co-op

[Bachelor of Applied Business – Global Business Management](#) - Degree

Key Research Findings

- During final semester, collaborate with a local, internationally-operating company on an international business project.
- **two, four-month co-op** work placements
- Year 3, option to study for one semester at the **Arnhem Business School in the Netherlands**.

St. Clair

[Business Administration – International](#) – Diploma

[International Trade Management](#) – Graduate Certificate

Institution	APS #	Approved Program Name	MTCU Code	Program Weight	Funding Unit	Degree Factor
BOREAL	1089	Commerce International	50202	1.00	2.10	2.00
CENTENNIAL	1269	Business – International Business	50202	1.00	2.10	2.00
CONFEDERATION	1125	Business-international Business	50202	1.00	2.10	2.00
NIAGARA	1169	Business - International Business	50202	1.00	2.10	2.00
SENECA	1187	International Business	50202	1.00	2.10	2.00
ST CLAIR	1112	International Business	50202	1.00	2.10	2.00
ALGONQUIN	1422	International Business Management	70202	1.00	0.90	1.00
BOREAL	1128	International Business Management	70202	1.00	0.90	1.00
CENTENNIAL	1192	International Business Management	70202	1.00	0.90	1.00
CONFEDERATION	1136	International Business And Trade	70202	1.00	0.90	1.00
FANSHAWE	1243	International Business Management	70202	1.00	0.90	1.00
GEORGIAN	1187	International Business Management	70202	1.00	0.90	1.00
GEORGE BROWN	1248	International Business Management	70202	1.00	0.90	1.00
HUMBER	1198	International Marketing	70202	1.00	0.90	1.00
MOHAWK	1178	International Business Management	70202	1.00	0.90	1.00

Key Research Findings

NIAGARA	1111	International Business Management	70202	1.00	0.90	1.00
SENECA	1116	International Business Management	70202	1.00	0.90	1.00
SHERIDAN	1150	International Business Management	70202	1.00	0.90	1.00
ST LAWRENCE	1200	International Business Management	70202	1.00	0.90	1.00
SSFL	1252	International Business Management	70202	1.00	0.90	1.00
ST CLAIR	1167	International Trade Management	70202	1.00	0.90	1.00
HUMBER	1235	International Development	70203	1.00	1.50	1.50
SENECA	1188	International Transportation And Customs Management	70251	1.00	0.80	1.00

NIAGARA	1170	Business Administration - International Business	60202	1.00	2.50	3.00
SENECA	1052	International Business Administration	60202	1.00	2.50	3.00
SSFL	1117	International Trade	60202	1.00	2.50	3.00
ST CLAIR	1198	Business Administration - International Business	60202	1.00	2.50	3.00

SHERIDAN	3004	Bachelor of Applied Business (Global Business Management)	80202	1.00	4.30	4.00
NIAG	3002	Bachelor Of Applied Business (international Commerce And Global Development)	80203	1.00	3.40	4.00
CENT	1261	Global Business Management	70208	1.10	1.70	2.00
HUMB	1315	Global Business Management	70208	1.10	1.70	2.00
CONS	1246	Global Business Management	70225	1.00	1.00	1.00

Employment Postings:

On June 4, 2012, there was 1 job posted under Customs Broker in all of Canada. Under Customs, there were 55 jobs but only 25 were applicable and 3 positions were found under freight forwarder in Canada.

Job Number: 6433919

Title: Qualified customs broker (Customs Manager) ([NOC: 1236](#))

Key Research Findings

Terms of Employment: Permanent, Full Time, Day

Salary: \$55,000.00 to \$85,000.00 Yearly for 40 hours per week, Other Benefits, Medical Benefits, Dental Benefits, Life Insurance Benefits, Pension Plan Benefits, RRSP Benefits, Vision Care Benefits

Anticipated Start Date: As soon as possible

Location: Winnipeg and Area, Manitoba (1 vacancy)

Skill Requirements:

Education: Completion of high school, Some college/CEGEP/vocational or technical training, Some university

Credentials (certificates, licences, memberships, courses, etc.): Customs Broker Licence - Customs and Excise

Experience: 5 years or more

Languages: Speak English, Read English, Write English

Area of Customs Broker Specialization: Commodities, Customs legislation

Additional Skills: Know and use computer hardware and software

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Tight deadlines, Attention to detail, Large caseload

Work Location Information: Urban area

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

Other Information: To obtain specific job requirements please contact Andrew Kirk at kirk@ianmartin.com.

Employer: Ian Martin (Placement Agency)

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By E-mail: kirk@ianmartin.com

Advertised until: 2012/06/09

Job Number: 6467331

Title: Customs clearance agent (must have rating experience) ([NOC: 1236](#))

Terms of Employment: Permanent, Full Time, Day

Salary: \$35,000.00 to \$38,000.00 Yearly for 40 hours per week, Medical Benefits

Anticipated Start Date: As soon as possible

Location: Mississauga, Ontario (1 vacancy)

Skill Requirements:

Education: Completion of college/CEGEP/vocational or technical training

Key Research Findings

Credentials (certificates, licences, memberships, courses, etc.): Canadian Society of Customs Brokers Certificate, Canadian Society of Customs Brokers Qualification Certificate

Experience: 3 years to less than 5 years

Languages: Speak English, Read English, Write English

Work Setting: Customs brokerage firm

Area of Customs Broker Specialization: Refund and drawbacks, Tariffs, Commodities, Customs legislation, Financial affairs

Specific Customs Broker Skills: Prepare and process import and export documents and other forms on behalf of clients, Arrange for payment of duties, taxes, storage and transportation of imported goods, Quote duty and tax rates on commodities, Advise clients on export and import restrictions, Advise clients on tariff systems

Specific Ship Broker Skills: Inform clients on available cargo space, destinations, rates and departures

Work Conditions and Physical Capabilities: Tight deadlines, Attention to detail, Large caseload

Transportation/Travel Information: Own vehicle

Work Location Information: Urban area

Essential Skills: Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing

Other Information: Must have 2-3 years customs rating RMD experience. CCS an asset

Employer: Buckley Search Inc. (Placement Agency)

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By E-mail: kevin@buckleysearch.com

Online: <http://www.buckleysearch.com/current.htm>

Web Site: <http://www.buckleysearch.com/current.htm>

Advertised until: 2012/06/20

Job Number: 6467337

Title: Customs clearance agent (Customs Specialist - Tariffs Compliance req/Rating) ([NOC: 1236](#))

Terms of Employment: Permanent, Full Time, Day

Salary: \$45,000.00 to \$48,000.00 Yearly for 40 hours per week, Medical Benefits

Anticipated Start Date: As soon as possible

Location: Mississauga, Ontario (1 vacancy)

Skill Requirements:

Key Research Findings

Education: Completion of college/CEGEP/vocational or technical training

Credentials (certificates, licences, memberships, courses, etc.): Canadian Society of Customs Brokers Certificate, Canadian Society of Customs Brokers Qualification Certificate

Experience: 3 years to less than 5 years

Languages: Speak English, Read English, Write English

Work Setting: Customs brokerage firm

Area of Customs Broker Specialization: Refund and drawbacks, Tariffs, Commodities, Customs legislation, Financial affairs

Specific Customs Broker Skills: Prepare and process import and export documents and other forms on behalf of clients, Arrange for payment of duties, taxes, storage and transportation of imported goods, Quote duty and tax rates on commodities, Advise clients on export and import restrictions, Advise clients on tariff systems

Specific Ship Broker Skills: Inform clients on available cargo space, destinations, rates and departures

Work Conditions and Physical Capabilities: Tight deadlines, Attention to detail, Large caseload

Transportation/Travel Information: Own vehicle

Work Location Information: Urban area

Essential Skills: Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing

Other Information: Post-audit-customs compliance experience/Tariff Classification experience required. CCS 5 years of Customs Brokerage experience.

Employer: Buckley Search Inc. (Placement Agency)

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By E-mail: kevin@buckleysearch.com

Online: <http://www.buckleysearch.com/current.htm>

Web Site: <http://www.buckleysearch.com/current.htm>

Advertised until: 2012/06/20

Job Number: 6467339

Title: Customs clerks supervisor (Customs Rating required-1:00pm-9:00pm shift) ([NOC: 1211](#))

Terms of Employment: Permanent, Full Time, Evening

Salary: \$38,000.00 to \$40,000.00 Yearly for 40 hours per week, Medical Benefits, Dental Benefits

Anticipated Start Date: As soon as possible

Location: Sarnia, Ontario (1 vacancy)

Key Research Findings

Skill Requirements:

Education: Completion of college/CEGEP/vocational or technical training

Credentials (certificates, licences, memberships, courses, etc.): Not required

Experience: 5 years or more

Languages: Speak English, Read English, Write English

Specific Skills: Co-ordinate, assign and review work, Establish work schedule and procedures, Train workers in duties and policies, Prepare and submit reports, Ensure smooth operation of equipment, Resolve work related problems

Additional Skills: Know and use computer hardware and software

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Tight deadlines, Attention to detail, Large caseload

Transportation/Travel Information: Own transportation

Ability to Supervise: 4 people or less

Work Location Information: Urban area

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Decision making, Critical thinking, Job task planning and organizing

Employer: Buckley Search Inc. (Placement Agency)

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By E-mail: anna@buckleysearch.com

Online: <http://www.buckleysearch.com/current.htm>

Web Site: <http://www.buckleysearch.com/current.htm>

Advertised until: 2012/06/20

Job Number: 6468167

Title: Customs clerk (Release Classification Analyst) (**NOC: 1441**)

Terms of Employment: Permanent, Full Time, Shift, Weekend, Day, Night, Evening

Salary: \$14.00 Hourly for 37.5 hours per week, Medical Benefits, Dental Benefits, Disability Benefits, Life Insurance Benefits, Group Insurance Benefits, RRSP Benefits, Vision Care Benefits

Anticipated Start Date: As soon as possible

Location: Moncton, New Brunswick (1 vacancy)

Skill Requirements:

Education: Completion of high school

Experience: No experience

Key Research Findings

Languages: Speak English, Read English, Write English

Work Setting: Corporation

Business Equipment and Computer Applications: Windows, MS Word, MS Excel

Typing (Words Per Minute): 61 - 80 wpm

Specific Skills: Compile, verify, record and process applications, licences, permits, contracts, registrations, requisitions, and other forms and documents

Security and Safety: Criminal record check

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Attention to detail

Transportation/Travel Information: Own transportation

Work Location Information: Urban area

Essential Skills: Reading text, Document use, Numeracy, Oral communication, Working with others, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

Other Information: Position is throughout NB.

Employer: Livingston International Inc

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By E-mail: careers@livingstonintl.com

Web Site: <http://www.livingstonintl.com/aboutus.cfm>

Advertised until: 2012/06/13

Job Number: 6460920

Title: Customs clearance agent (Experienced Customs Clearance Co Coordinator) ([NOC: 1236](#))

Terms of Employment: Permanent, Full Time, Weekend, Day, Evening

Salary: \$28,000.00 to \$32,000.00 Yearly for 40 hours per week, Medical Benefits, Dental Benefits, Group Insurance Benefits, Vision Care Benefits

Anticipated Start Date: As soon as possible

Location: Surrey-White Rock, British Columbia (1 vacancy)

Skill Requirements:

Education: Completion of high school

Credentials (certificates, licences, memberships, courses, etc.): Not required

Experience: 1 year to less than 2 years

Key Research Findings

Languages: Speak English, Read English

Work Setting: Customs brokerage firm

Area of Customs Broker Specialization: Tariffs, Commodities, Customs legislation

Specific Customs Broker Skills: Prepare and process import and export documents and other forms on behalf of clients

Additional Skills: Know and use computer hardware and software

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Tight deadlines, Attention to detail

Transportation/Travel Information: Own transportation, Public transportation is not available

Work Location Information: Urban area

Essential Skills: Reading text, Numeracy, Writing, Oral communication, Working with others, Decision making, Critical thinking, Computer use, Continuous learning

Employer: Carson International

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By E-mail: careers@carson.ca

Web Site: <http://www.carson.ca>

Advertised until: 2012/06/24

Job Number: 6423774

Title: Freight forwarder (Operation/Sales, Freight Import/Export) ([NOC: 0713](#))

Terms of Employment: Permanent, Part Time leading Full Time, On Call, Shift, Day

Salary: \$1,646.00 to \$2,500.00 Monthly for 40 hours per week, Piece Work, Commission, Mileage Paid

Anticipated Start Date: As soon as possible

Location: Richmond, British Columbia (2 vacancies)

Skill Requirements:

Education: Completion of high school, Some college/CEGEP/vocational or technical training, Completion of college/CEGEP/vocational or technical training, Some university

Experience: 1 year to less than 2 years

Languages: Speak English, Read English, Write English

Staff Responsibility: 1 - 20

Budgetary Responsibility: 0 - \$100,000

Key Research Findings

Work Setting: Freight company, Shipping company

Specific Skills: Plan, organize, direct and control daily operations, Establish and implement policies and standards for the transportation and storage of goods, Negotiate for services and preferential rates, Oversee the setting of transportation service rates and monitor revenue, Ensure compliance with regulations, Oversee the scheduling and dispatching of vehicles and goods, Oversee analysis of data and information, Plan and manage budgets

Security and Safety: Bondable, Criminal record check, Driver's validity license check

Work Conditions and Physical Capabilities: Work under pressure, Fast-paced environment

Transportation/Travel Information: Valid driver's licence, Own vehicle

Other Languages: Cantonese, Japanese, Mandarin, Spanish

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

Employer: ADP-DSL (CANADA) LOGISTICS LTD.

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

In Person between 12:30 and 17:00:

2700 SIMPSON ROAD, suite 140

RICHMOND, British Columbia

V6X 2P9

By Fax: (604) 648-9388

By E-mail: info@adp-canada.com

Advertised until: 2012/06/09

Number of position(s) to fill : 1

Offer N° : 3199172

In-house job name (if different) : Freight Forwarding Clerk (West Island)

In-house reference (competitive examination n°, code, etc.) : Freight Forwarding Clerk (West Island)

Mesagerie West Island Express - <http://www.westislandexpress.com>

Work place

1480-A Hymus

Dorval, QC (Québec)

H9P1J6

Main functions

Freight Forwarding clerk, i.e. domestic, trans-border, intl., air /ground/ocean transportation. price quotations, bookings, problem solving. Junior position with the ability to grow into a expanding business

Key Research Findings

and a rewarding career. Working in a results oriented environment. Minimum 1 to 2 years experience working in Canada.

Requirements and working conditions

Educational Secondary - General Course (Diploma)

level : Completed

Years of experience related to the job offer :1 to 2 years experience

Description of qualifications : Only persons with min.1 to 2 year of Freight forwarding experience working in Canada, NEED TO APPLY. i.e. domestic,transborder,intl, air /ground/ocean transportation. Junior position with the ability to grow into a expanding business and a rewarding career.

Languages asked for : spoken languages : French and English

written languages : French and English

Salary offered : to be discussed

Number of hours per week : 40,00

Job status : permanent

full time

day

Job start date : 2012-05-28

Communication

Means of

communication :

E-mail (electronic mail) : emanuel@westislandexpress.com

