

2020 SUPPLY CHAIN SALARY AND CAREER SURVEY REPORT

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More than 2400 supply chain professionals from the United States provided their responses to our third annual survey focused on compensation and careers in the supply chain field. This report and an [interactive survey calculator tool](https://ascm.org/surveycalc), which can be found at ascm.org/surveycalc, explore salary and career data based on user selections of various factors.

**2400 +
SUPPLY CHAIN
PROFESSIONALS
SURVEYED**

For information about the survey demographics, please see Appendix A, which begins on page 27. For information about how the survey and this report were developed, please see Appendix B, which begins on page 32.

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KEY FINDINGS

SALARIES ARE SOLID

Supply chain professionals with a bachelor's degree reported a median salary of \$78,750, which is 24% higher than the national median salary.

OPPORTUNITY FOR ADDITIONAL EARNINGS AND SIGNIFICANT RAISES

91% of respondents received some form of additional cash compensation (bonus, profit sharing) to their salary. The average raise increase received in 2019 was 4.7%, which is higher than the national average of 3.5%.

GENDER GAP CONTINUES TO NARROW

For the 2nd year in a row, respondents under 30 reported the same median salary regardless of gender. Women 30-39 reported a median salary that is 93% of what men earn. Although still not acceptable, it's higher than what women on average nationally earn which is 82% of what men earn.

BENEFITS ARE GOOD

Almost three quarters of supply chain professionals are offered paid family/medical leave and more than 80% receive three weeks or more of vacation time. The majority (79%) of respondents are satisfied with the quality of their benefits.

SUPPLY CHAIN PROFESSIONALS ARE HAPPY WITH THEIR CAREERS

Nearly all (88%) have a positive outlook of their career and most (85%) would recommend supply chain as a career path to others.

APICS CERTIFICATION PAYS OFF

Those who reported at least one APICS certification reported 21% higher median salary than those without a certification. Those with at least one APICS certification reported salaries 18% higher than those with other certifications.

COMMUNICATION IS KEY

Leadership skills are key to success in a supply chain career, particularly communication and one's ability to collaborate with others.

SUPPLY CHAIN SALARIES

Overall, the supply chain professionals surveyed earn between \$50,000 and \$158,000, including additional compensation. The median salary was \$82,007.



ADDITIONAL COMPENSATION

In addition to their base salary, 91% received some form of additional cash compensation. The most common were bonuses, followed by profit sharing.

Incentive Pay 9%

Bonuses 51%

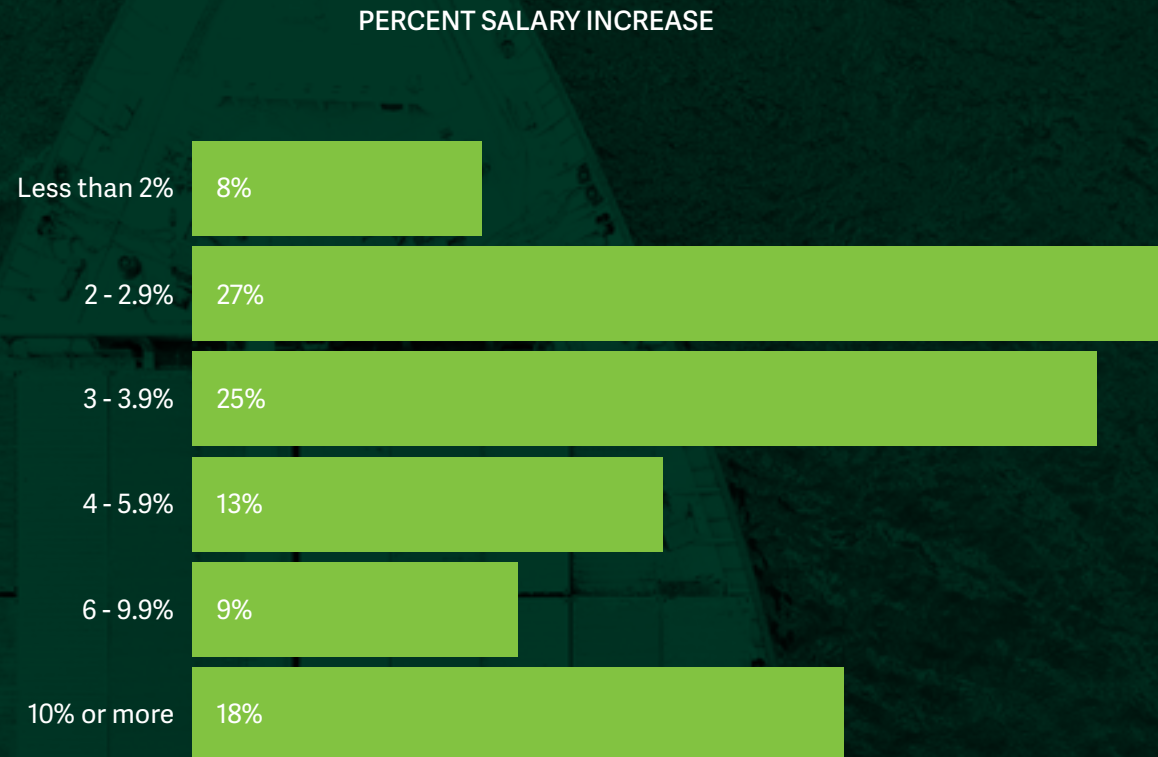
Profit Sharing 15%

Overtime Pay 9%

Other 6%

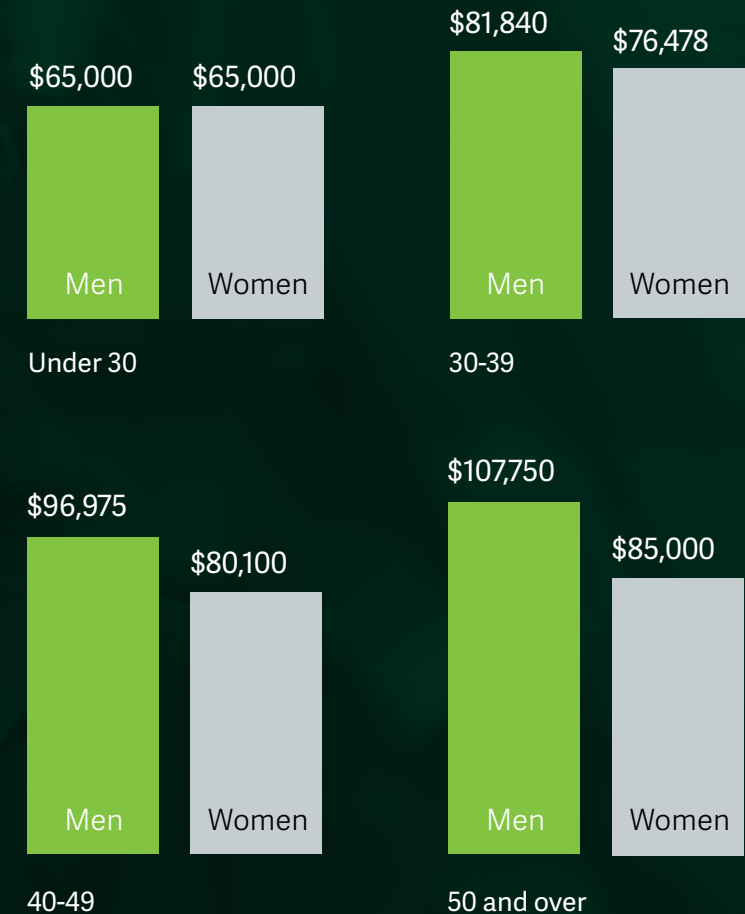
SALARY INCREASES

Surveyed supply chain professionals received an average base salary increase of 4.7%. This is higher than the national average of 3.5%. Most (82%) respondents reported a salary increase, 16% saw their salaries remain the same, and only 2% reported a salary decrease.



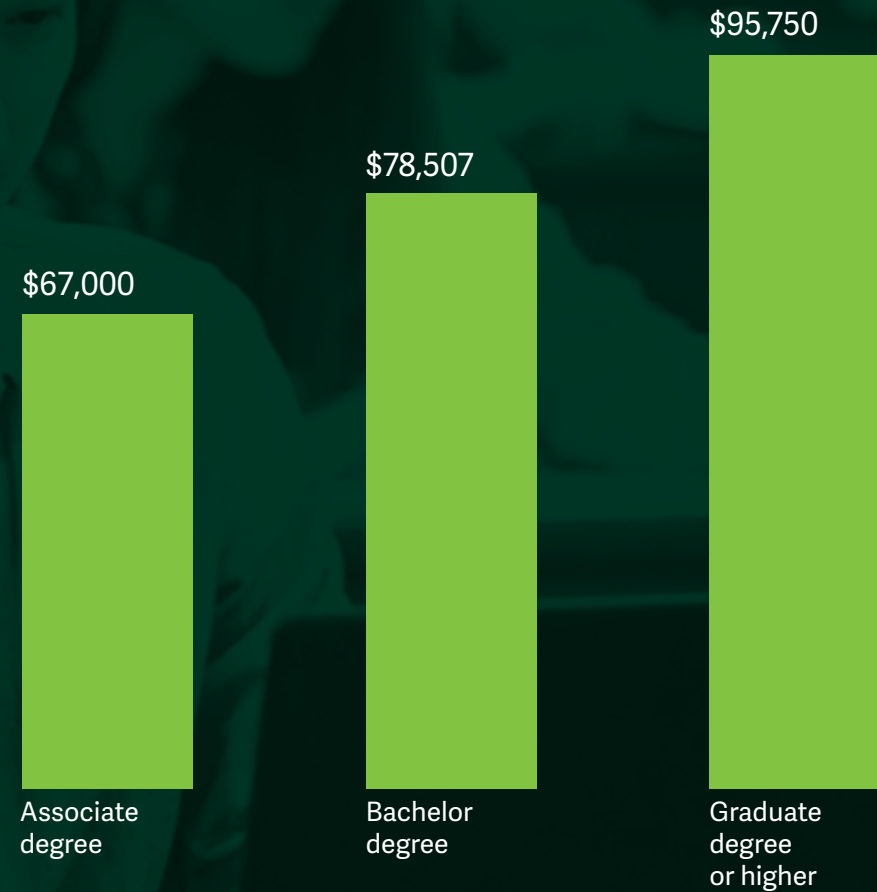
CLOSING THE GENDER GAP

Supply chain professionals under the age of 30 reported the same median salary regardless of gender. Women in the 30 to 39 age group reported a median salary that is 93% of men's salaries, which is better than the national average*. There is still a need for equity in the field, as a wide gap still exists for those 40 and over. However, salaries from those 39 and under show a promising future in pay equity.



SALARY BY EDUCATION

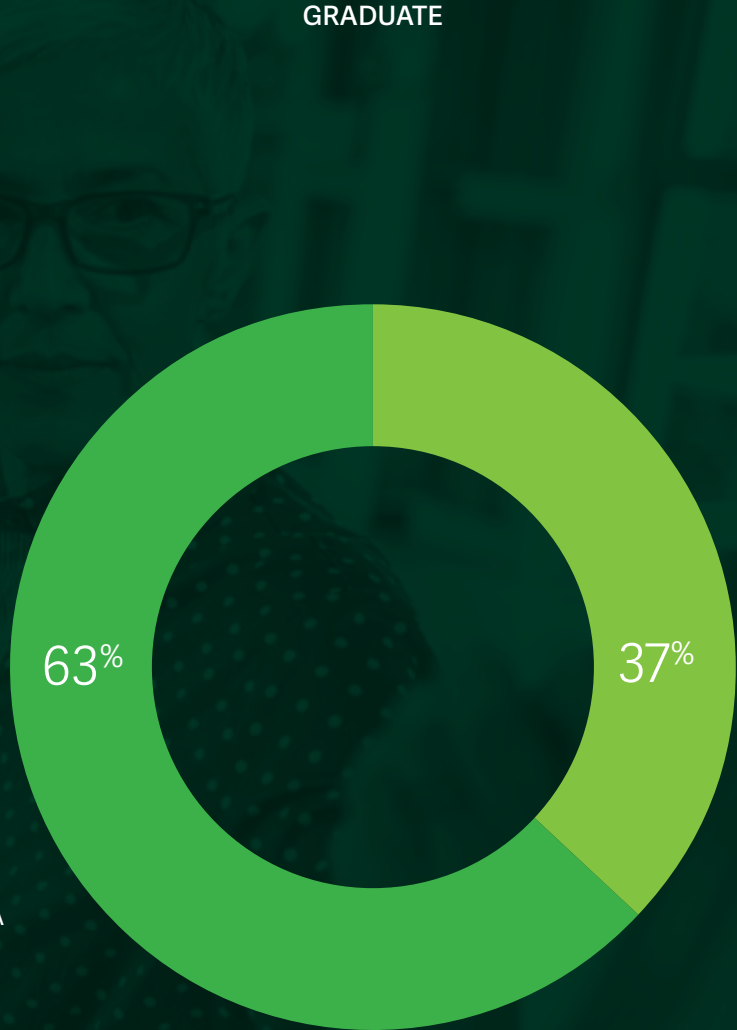
The majority of supply chain professionals (84%) have a bachelor's degree or higher. Supply chain professionals with an associate degree reported a median salary of \$62,000, which is much higher than the national median*. Supply chain professionals with a bachelor's reported a median salary of \$78,507, which is 24% higher than the national median of those with a bachelor's degree.



AREA OF STUDY

Those who studied supply chain as their undergraduate majors were most prevalent among 20-29-year-olds which is reflective of the growing number of schools that offer supply chain management programs. The majority of supply chain professionals with graduate degrees have an MBA.

- Was not an option
- Studied something different
- Took SC classes (not major)
- Supply chain major



SALARY BY INDUSTRY TENURE

Individuals entering the supply chain field can expect to make \$60,000 within their first 2 years, which is higher than the national median starting salary of \$51,347*. Salaries increase as more years of experience are gained, with the most significant jumps occurring after five years.

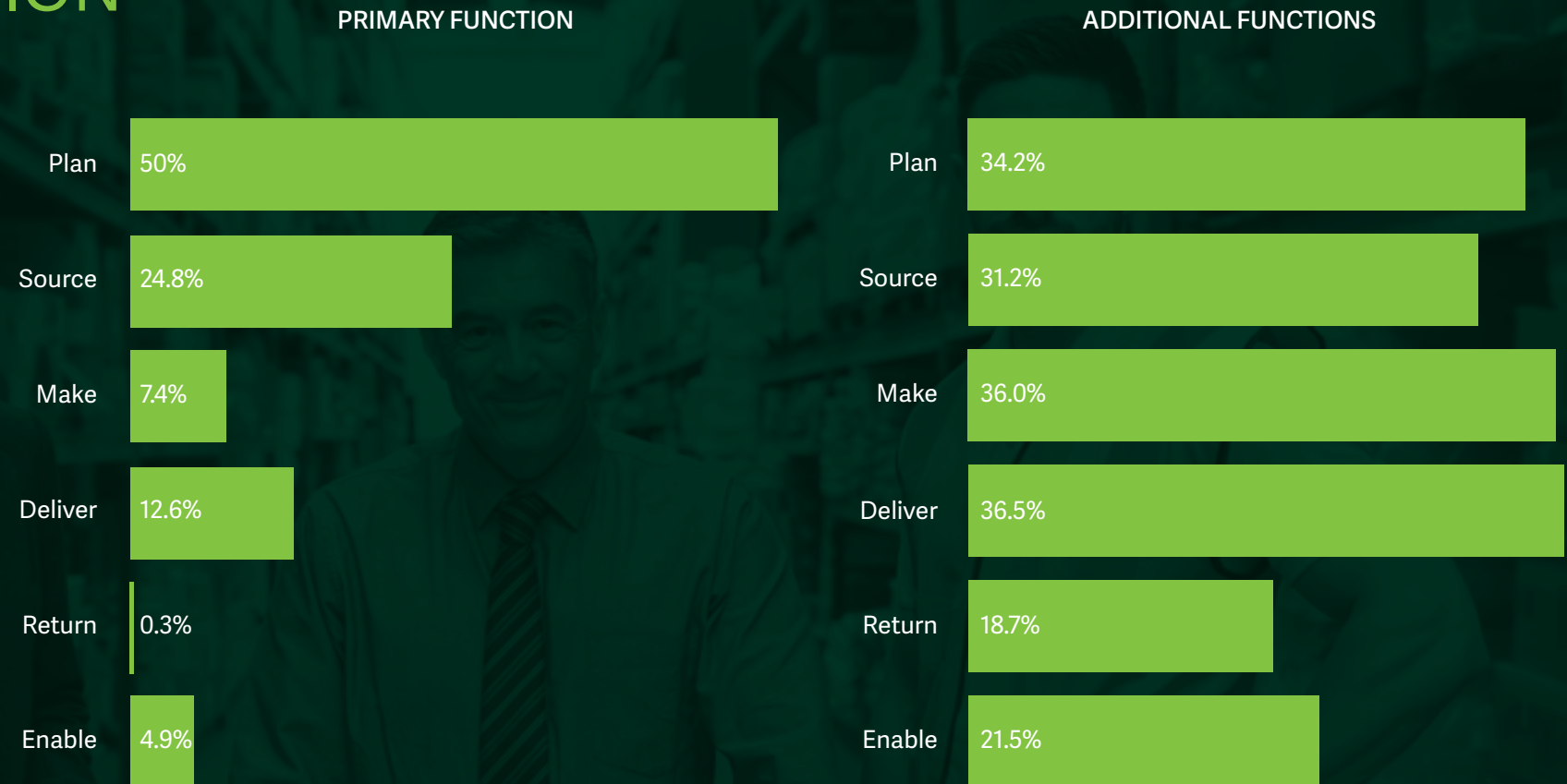


Years in Supply Chain Field

*Korn Ferry

JOB RESPONSIBILITIES BASED ON SCOR FUNCTION

Respondents were asked to identify their primary responsibility based on functions outlined in the ASCM Supply Chain Operations Reference (SCOR) model*. Half of the respondents said "Plan" was their primary responsibility. Respondents were then asked to identify additional responsibilities included in their jobs. Of these additional responsibilities, "Make" and "Deliver" were the most common.



SALARIES BY PRIMARY SUPPLY CHAIN FUNCTION

Median salaries remain balanced across the board with "enable" being the exception. Those who reported "make" as their primary responsibility reported the next highest salary.



COMMON TITLES AMONG FUNCTIONS

The following are the most common titles reported for the various supply chain functions.

PLAN	SOURCE	MAKE	DELIVER	RETURN	ENABLE
Buyer and/or Planner	Buyer	Operations Manager	Logistics Coordinator	Logistics manager	Director of Supply Chain
Demand Planner	Category Manager	Operations Director	Logistics manager	Inventory Manager	Production Planner
Inventory Analyst	Commodity Manager	Production Manager	Operations Manager	Materials Manager	Supply Chain Manager
Master Planner	Procurement Specialist	Production Scheduler	Transportation Analyst	Warehouse Manager	Consultant
Master Scheduler	Purchasing Manager				
Materials Manager	Sourcing Manager				
Production Planner					

REPORTING STRUCTURES

This table gives a general view of the reporting structure among the various roles and titles held by supply chain professionals.



VACATION TIME

The majority (78%) of respondents reported that they were allotted 3 weeks or more of vacation time.

More Than
3 Weeks

44%

3 Weeks

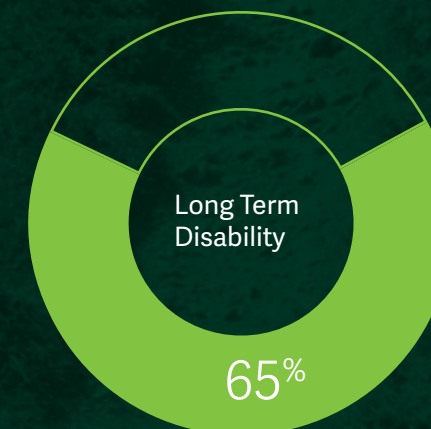
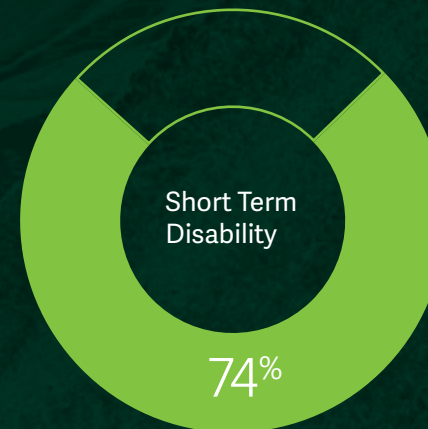
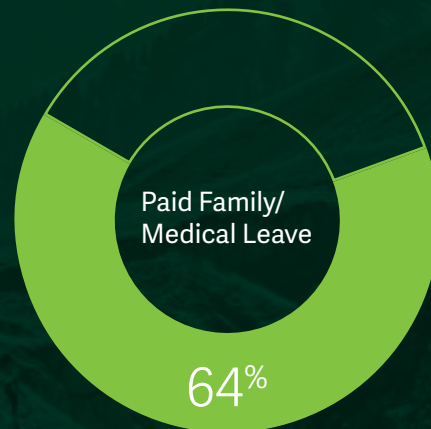
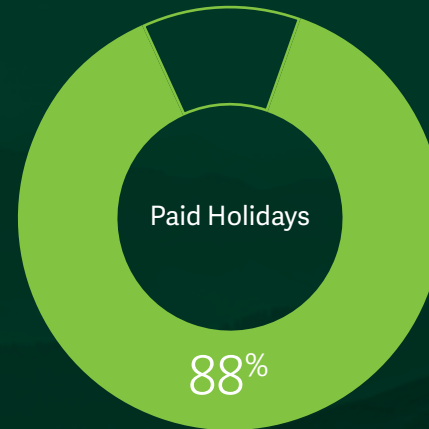
34%

Less Than
3 Weeks

22%

PAID TIME OFF

Nearly all supply chain professionals are offered paid holidays. Almost three quarters are offered paid family/medical leave. While most supply chain professionals spend the majority of their time at the office, more than half have the option of working from home as needed.



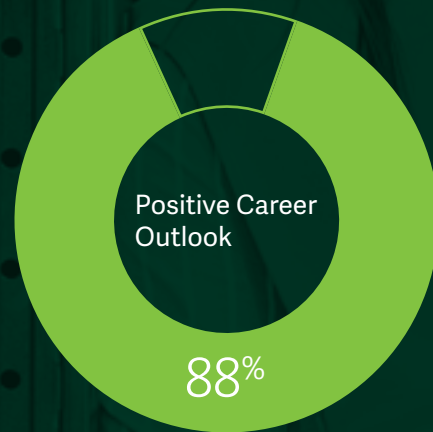
INSURANCE AND DISABILITY

Nearly all surveyed supply chain professionals have health, dental, vision, and life insurance available to them through their employer regardless of company size. An overwhelming majority of supply chain professionals are satisfied with the quality of their benefits.



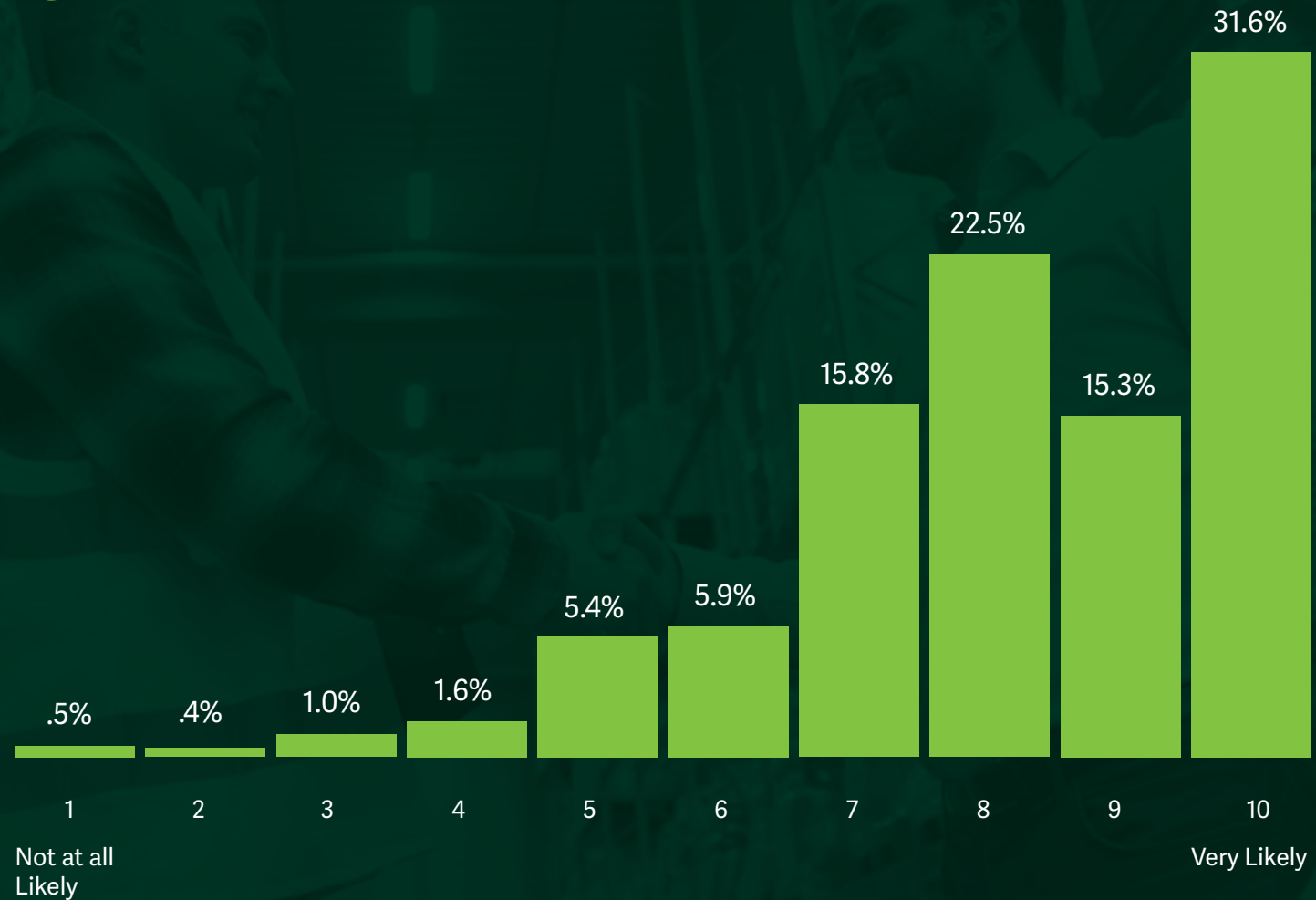
CAREER SATISFACTION

Overall, surveyed supply chain professionals are happy with their careers. On a scale from 1-10, 70% gave a rating of 8 or higher. Nearly all professionals (88%) have a positive outlook of their career.



LIKELIHOOD OF RECOMMENDING A SUPPLY CHAIN CAREER

An overwhelming majority of respondents would recommend supply chain as a career path to others.



TECHNICAL SKILLS

Both technical and leadership skills are essential for supply chain careers. For hard skills, over half of the respondents believe inventory management is essential. Other important technical skills include best practices knowledge, project management and computer skills.

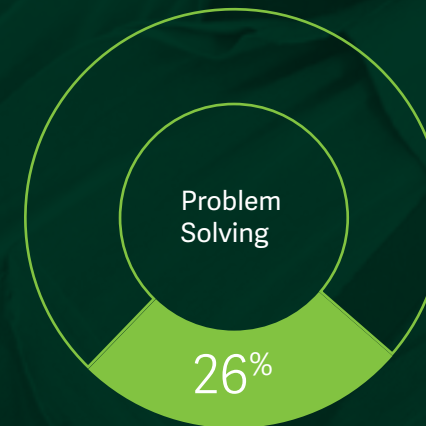
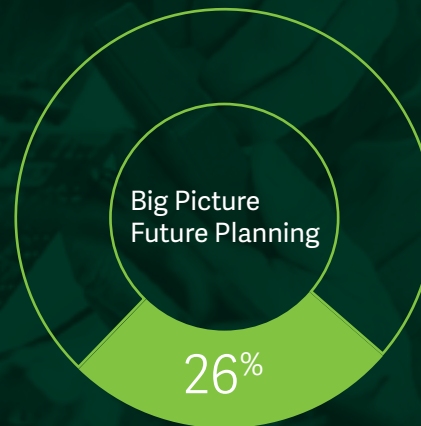
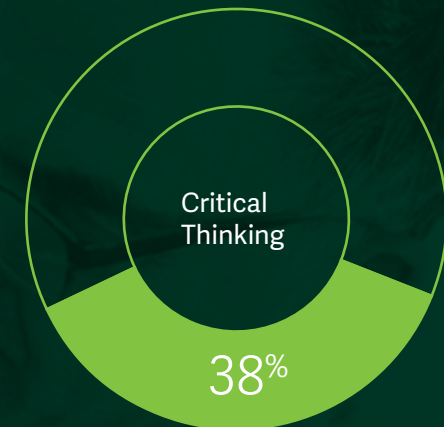
TOP FIVE TECHNICAL SKILLS



LEADERSHIP SKILLS

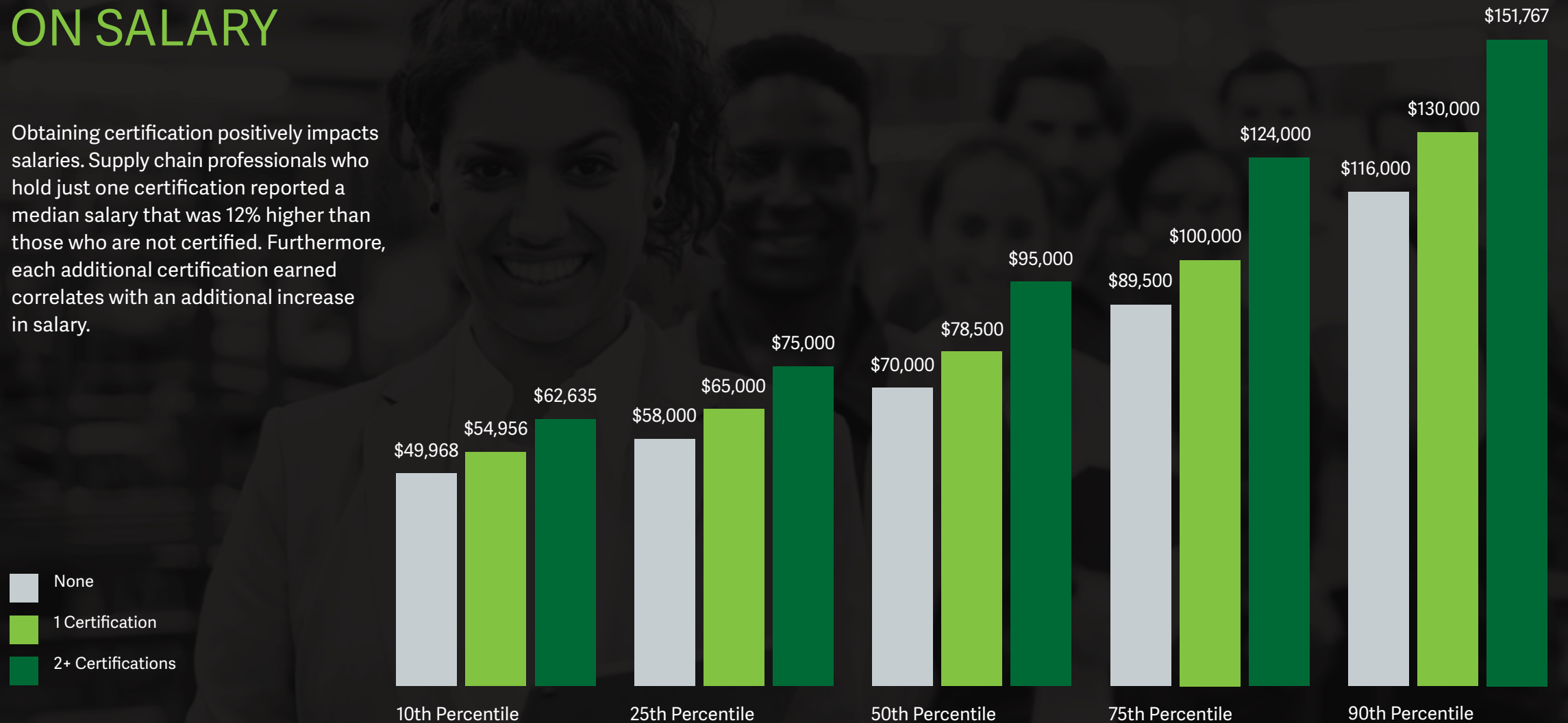
For leadership skills, supply chain professionals find communication skills, the ability to collaborate and critical thinking as important to career success.

TOP FIVE LEADERSHIP SKILLS



IMPACT OF CERTIFICATION ON SALARY

Obtaining certification positively impacts salaries. Supply chain professionals who hold just one certification reported a median salary that was 12% higher than those who are not certified. Furthermore, each additional certification earned correlates with an additional increase in salary.



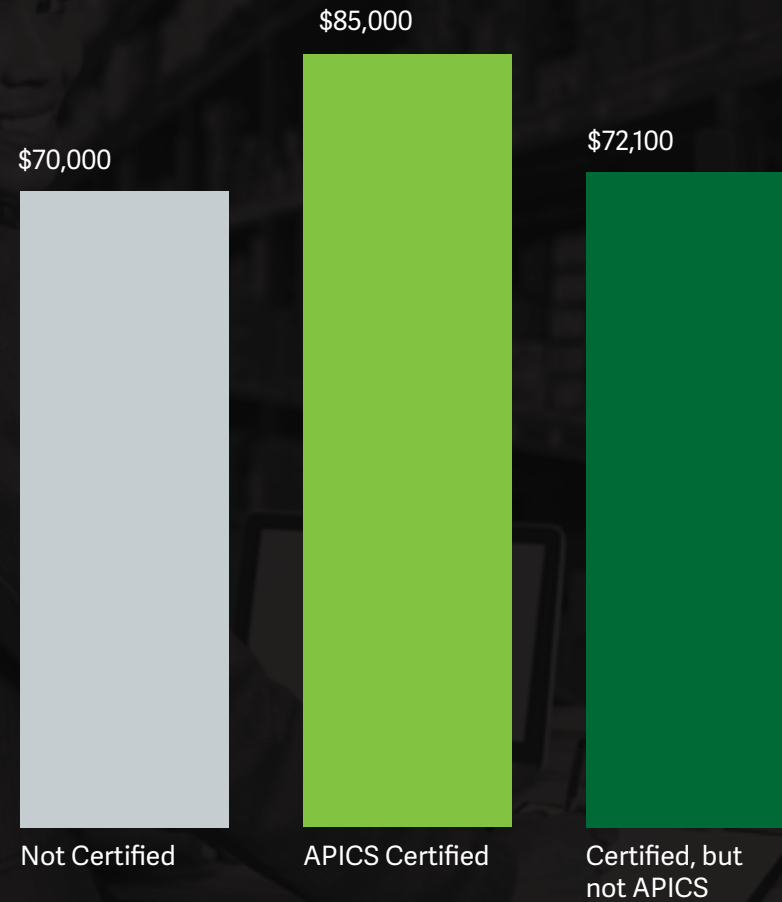
IMPACT OF APICS CERTIFICATION ON SALARY

Supply chain professionals who hold an APICS Certified in Production and Inventory Management (CPIM); Certified Supply Chain Professional (CSCP) or Certified in Logistics, Transportation and Distribution (CLTD) designation earn more than those who are not certified. Those who had earned at least one APICS certification reported median salaries that were 21% higher than those who were not certified



APICS CERTIFICATION COMPARED

Those with at least one APICS certification reported salaries 18% higher than those with other certifications.



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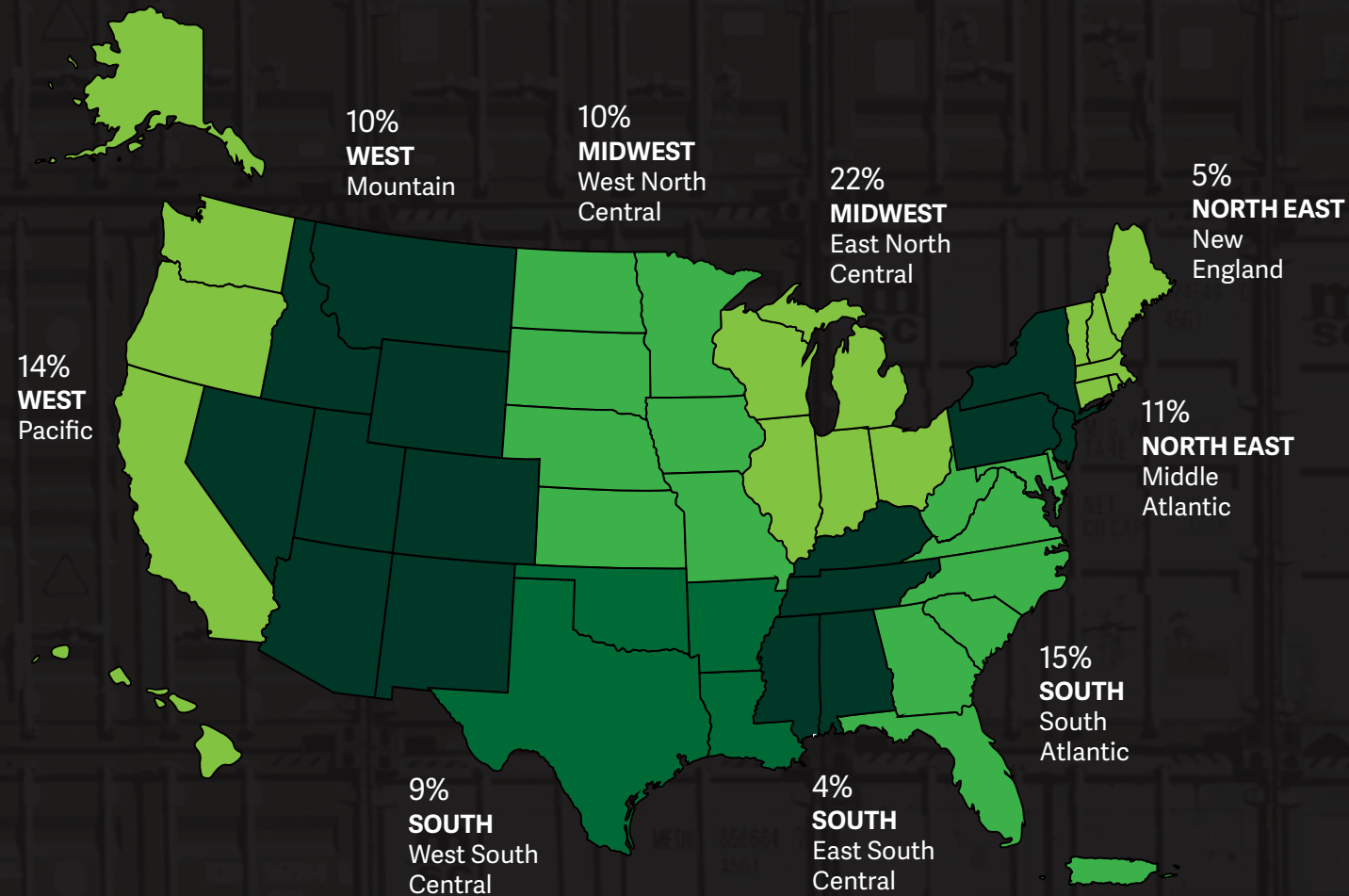
This report was prepared by the ASCM research department.

Additional information can be found in the appendices. Appendix A contains demographical information about the survey sample. Appendix B contains information about how the study and survey were prepared.

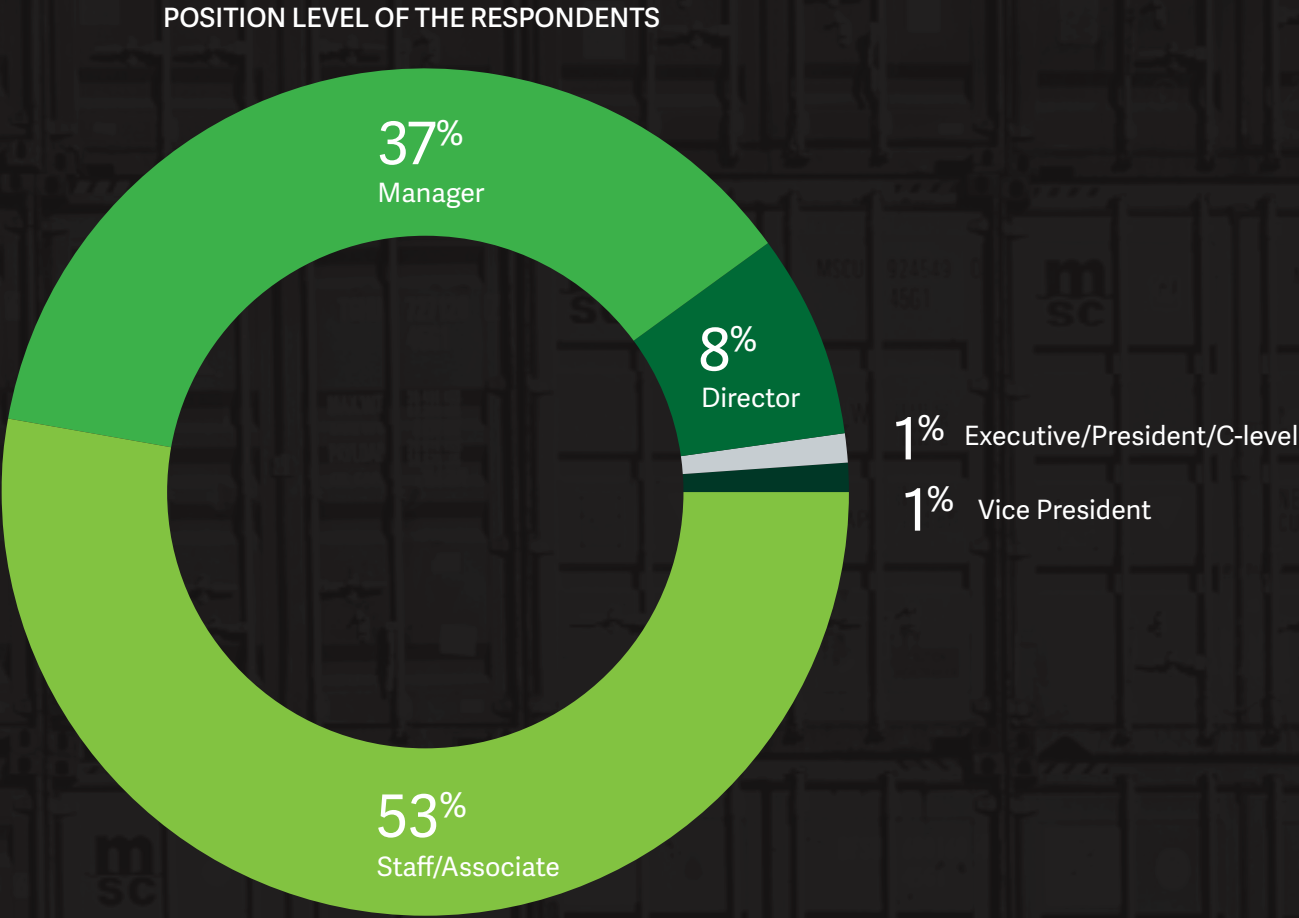
For comments, questions or other feedback, please contact research@ascm.org.

APPENDIX A: DEMOGRAPHICS OF THE SURVEY

LOCATION OF THE RESPONDENTS

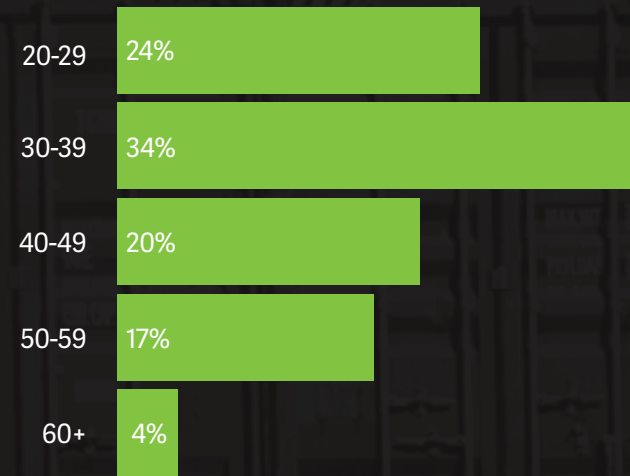


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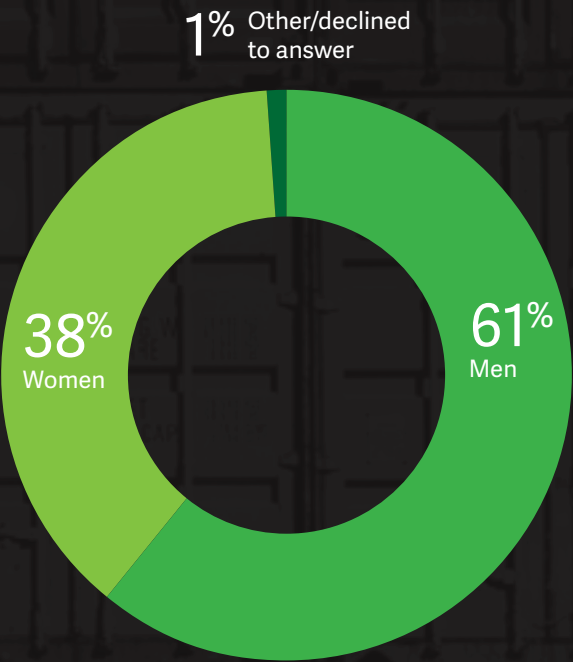


APPENDIX A: DEMOGRAPHICS OF THE SURVEY

AGE OF RESPONDENTS

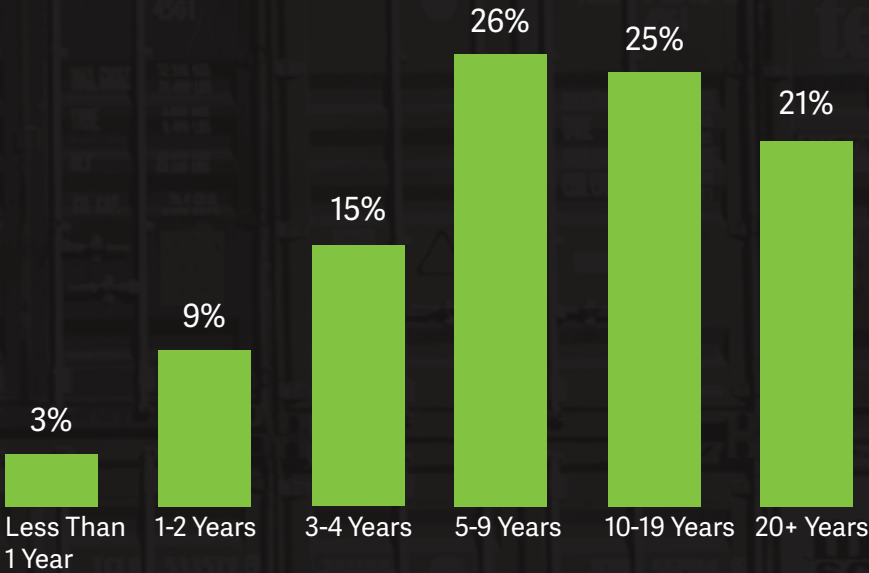


GENDER BREAKDOWN OF RESPONDENTS

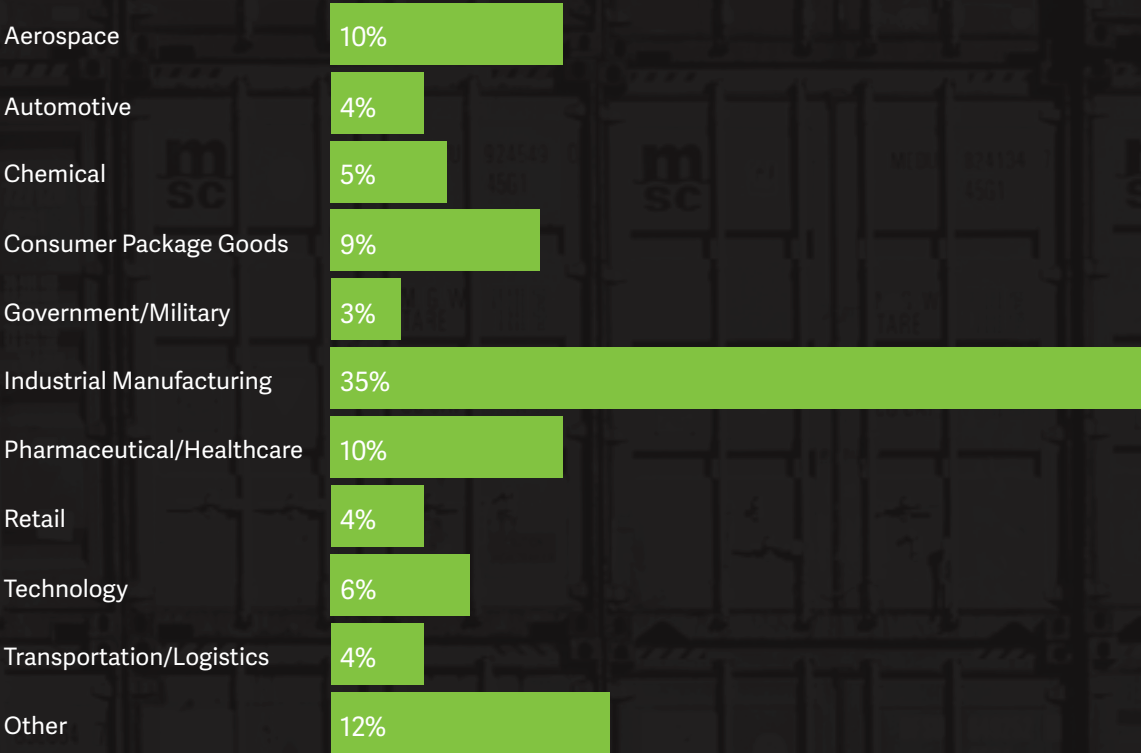


APPENDIX A: DEMOGRAPHICS OF THE SURVEY

YEARS IN SUPPLY CHAIN FIELD

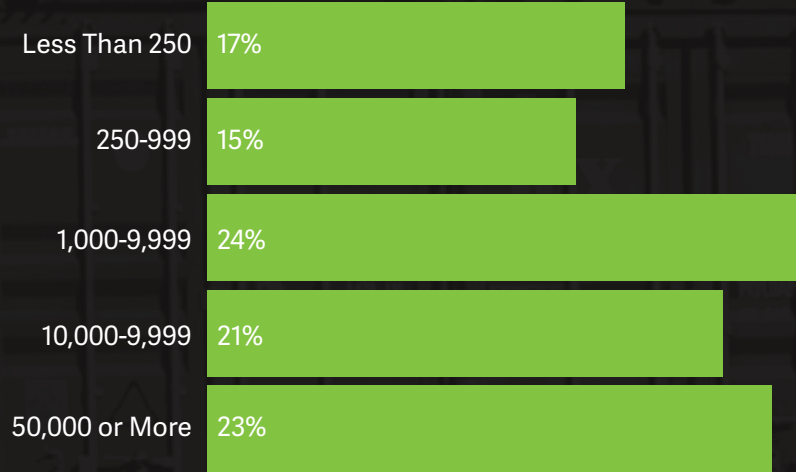


INDUSTRY

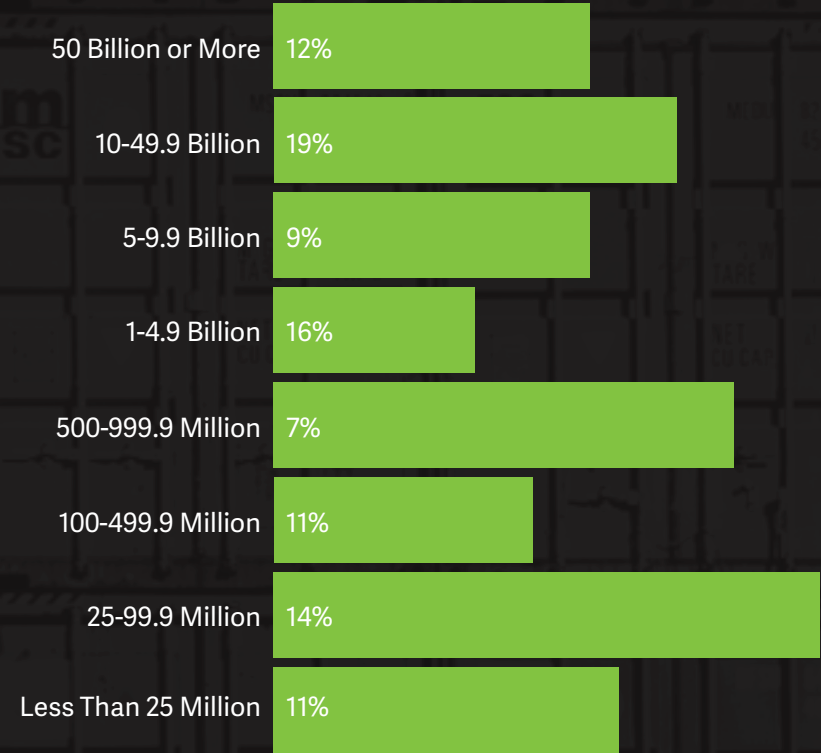


APPENDIX A: DEMOGRAPHICS OF THE SURVEY

ORGANIZATION SIZE BY NUMBER OF EMPLOYEES



COMPANY ANNUAL REVENUES



APPENDIX B: HOW THE SURVEY WAS DEVELOPED

Collection of the data

Participants were initially invited to respond to the survey on January 15, 2020 and were sent reminders to participate on January 23 and 29. Supply chain professionals also were invited to participate via social media. Per antitrust guidelines, data collected regarding compensation must be at least three months old. Therefore, all respondents were instructed to answer the survey based on their position in the supply chain field in the period between October 1, 2018, and October 1, 2019. The survey was closed for tabulation on January 31, 2020 with 2467 usable responses from the United States. Supply chain professionals around the world were invited to participate. Worldwide there was a total of 3275 usable responses. A global summary can be found in a separate report. The margin of error for percentages based on usable responses is 2%± percentage points at the 95% confidence level. Percentages may not add to 100 for single-answer questions because of rounding or non-response.