

2019 SUPPLY CHAIN SALARY AND CAREER SURVEY REPORT

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More than 1,700 supply chain professionals from the United States provided their responses to our second annual survey focused on compensation and careers in the supply chain field. An interactive tool associated with this report is available at ascm.org/surveycalc. Both of these resources explore salary and career data based on user selections of various factors.

**1700 +
SUPPLY CHAIN
PROFESSIONALS
SURVEYED**

For information about the survey demographics, please see Appendix A, which begins on page 25. For information about how the survey and this report were developed, please see Appendix B, which begins on page 29.

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KEY FINDINGS

SALARIES ARE ON THE RISE

The median salary for supply chain professionals in 2018 was \$80,000, up from \$78,000 in 2017. Annual average raises increased to 4.2%, up from 3% in 2017.

JOB STABILITY IS STRONG

Most respondents stayed with their current companies. Over half remained in their current position, nearly a quarter were promoted and 13% moved laterally within their company.

WORK/LIFE BALANCE IS GOOD

Nearly all respondents receive holiday pay and 80% have three weeks or more of paid time off. More than half are offered flexible schedules and can work from home if needed.

GENDER SALARY GAP CLOSING

The gap between men's and women's salaries appears to be narrowing, especially for those under 40.

SUPPLY CHAIN PROFESSIONALS LOVE THEIR JOBS

An overwhelming majority of respondents are very or extremely satisfied with their jobs.

APICS CERTIFICATION PAYS OFF

The median salary for respondents with at least one APICS certification is 25% higher than those without.

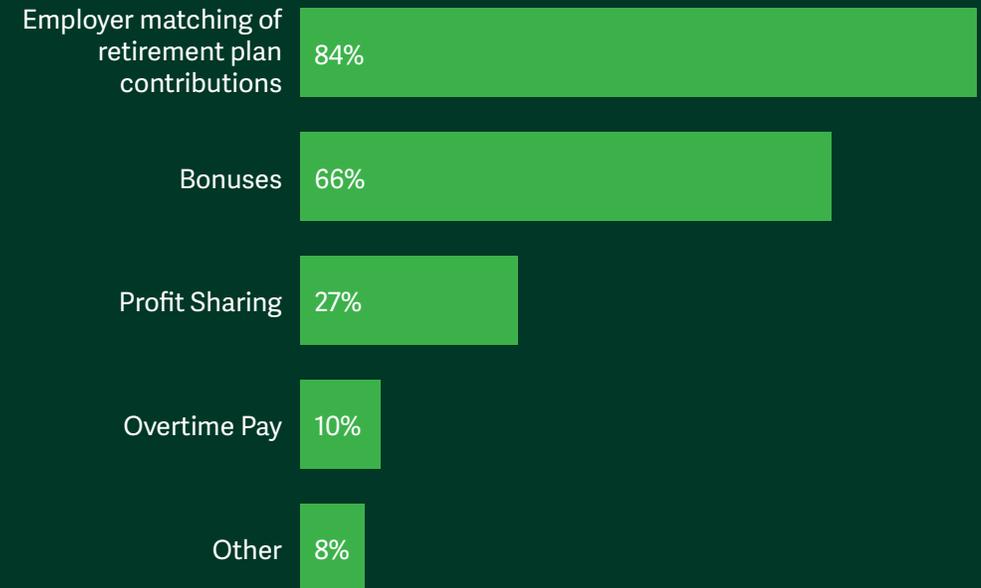
BASE SALARY

Overall, the supply chain professionals surveyed earned between \$51,000 and \$140,000 in 2018. The median salary was \$80,000, up 3% from 2017.



ADDITIONAL COMPENSATION

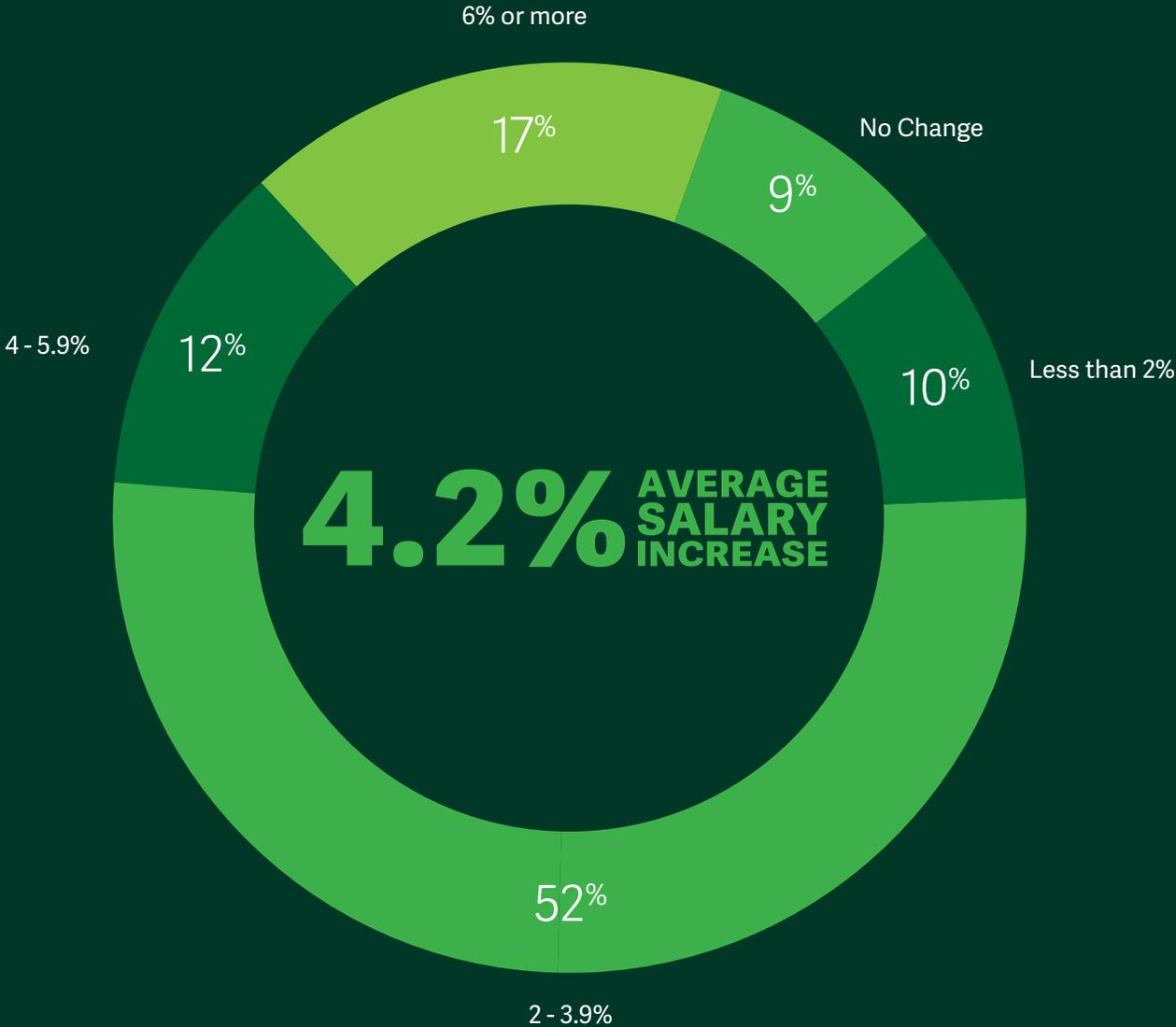
In addition to their base salary, 65% received additional compensation. The most common was retirement plan matching, followed by bonuses.



SALARY INCREASES

Over half of supply chain professionals received a pay increase in the 2 to 3.9% range. The average base salary pay increase of all surveyed was 4.2%, up from the reported 3% pay raise in 2017. Nearly all of the respondents (91%) received an increase and 9% saw no change.

PERCENT SALARY INCREASE



SALARY BY GENDER AND AGE

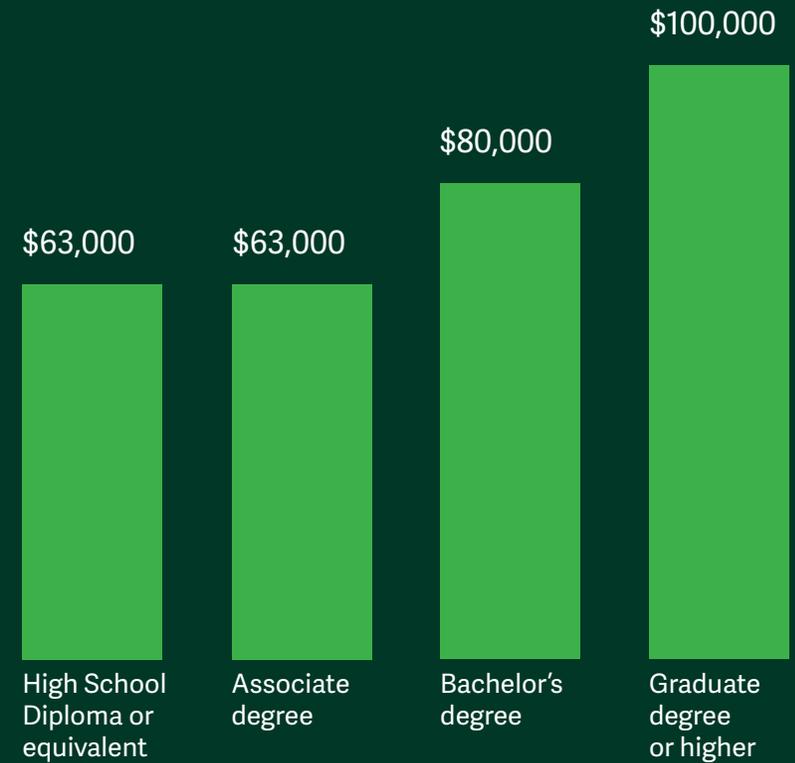
Although there is still a gap between men's and women's salaries, it appears to be narrowing, especially for supply chain professionals under 40. This is more equitable than in other industries, as the average difference between men's and women's salaries in 2018 was \$10,000*.



*The Balance Careers

SALARY BY EDUCATION

The majority of supply chain professionals have at least a bachelor's degree and reported a median salary that was 27% higher than those without. Supply chain professionals who do not have a bachelor's degree reported a median salary of \$63,000, which is almost twice the U.S. national median salary of \$35,256*. Those who have a graduate degree or higher reported a median salary that was 25% more than those with only an undergraduate degree.



*U.S. Bureau of Labor Statistics

SALARY BY INDUSTRY TENURE

Individuals entering the supply chain field can expect to make \$53,000 their first year, which is higher than the national median starting salary of \$50,390*. Salaries increase as more years of experience are gained with the most significant jump occurring after five years.



*Korn Ferry

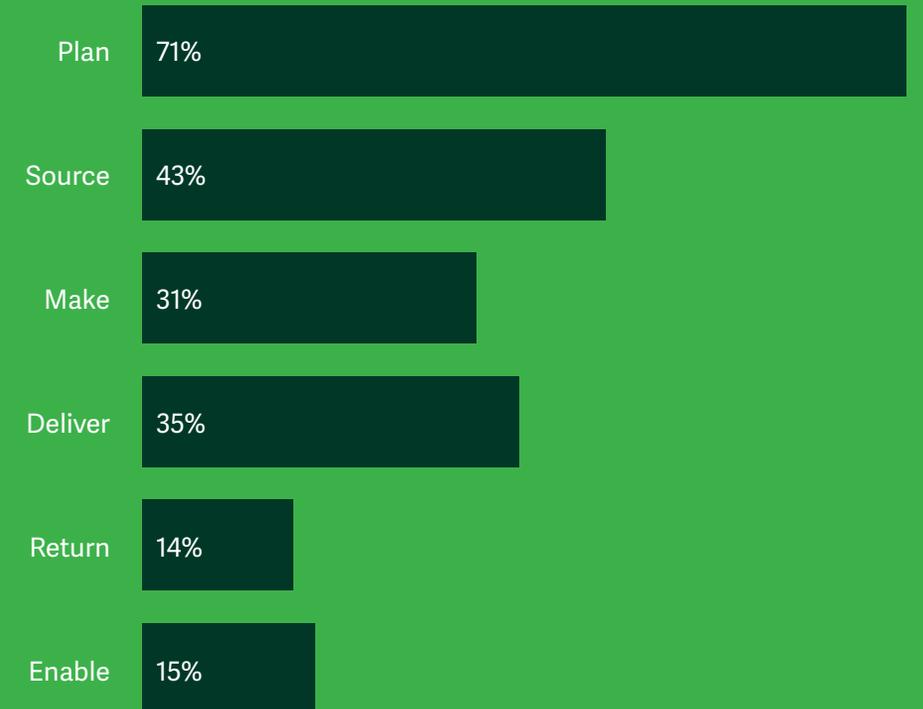
SALARY BY METROPOLITAN AREA

Surveyed supply chain professionals working in the San Francisco area reported the highest median salary, followed by those working in the New York, Boston and Los Angeles metropolitan areas.



SUPPLY CHAIN PROFESSIONAL FUNCTION

Within the ASCM Supply Chain Operations Reference (SCOR) model*, “plan” was by far the most common responsibility reported by the respondents (more than one option could be selected). The overall spread of supply chain functions were right in line with the 2017 results.



*apics.org/apics-for-business/products-and-services/apics-scc-frameworks/scor

COMMON TITLES BY FUNCTION

PLAN	SOURCE	MAKE	DELIVER	RETURN	ENABLE
Planning analyst	Buyer	Manufacturing planner	Logistics manager	Logistics manager	Materials manager
Planning manager	Commodities manager	Materials manager	Inventory manager	Materials manager	Reverse logistics manager
Inventory manager	Global sourcing manager	Operations manager	Materials manager	Operations manager	Supply chain manager
Master scheduler	Procurement manager	Production manager	Warehouse manager	Warehouse manager	
Production manager	Purchasing manager	Production planner			
Purchasing manager	Purchasing manager	Supply chain manager			
	Sourcing specialist				

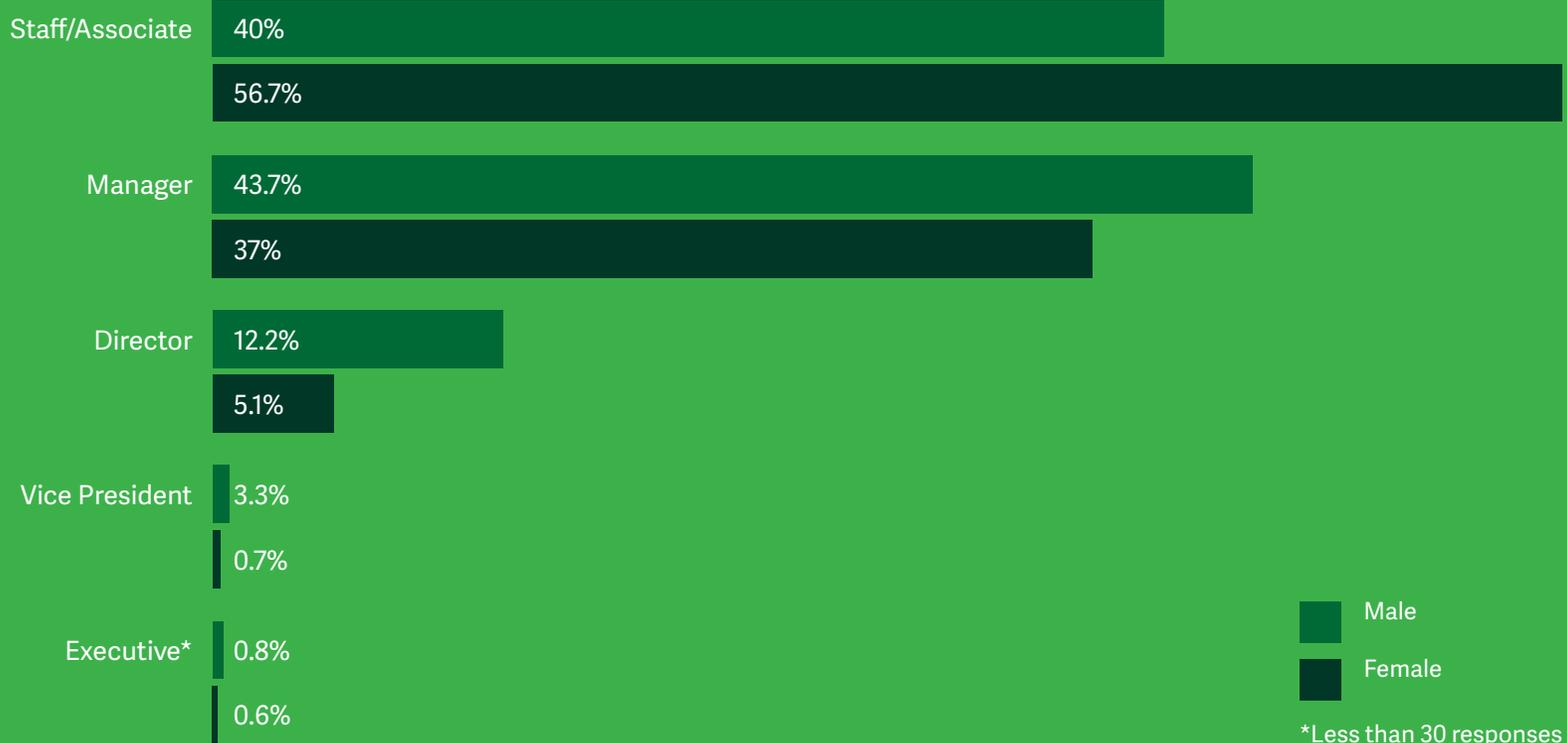
SALARIES BY FUNCTION

Within the ASCM Supply Chain Operations Reference (SCOR) model, “plan” was by far the most common function reported by the respondents (more than one option could be selected). The “enable” function was the highest paid, similar to what was reported in 2017.



POSITION LEVEL BY GENDER

While there is still a disparity between position levels of women and men, women did make some small gains at the manager and director level compared to last year's results. ASCM is undertaking several initiatives to help improve this situation.



PAID TIME OFF AND WORKPLACE FLEXIBILITY

Nearly all supply chain professionals are offered paid holidays. Almost three quarters are offered paid family/medical leave and more than 80% receive three weeks or more of vacation time.

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.

57%
**OPTION
TO WORK
FROM HOME**

Paid Holidays 96%

Paid Family/
Medical Leave* 71%

3+ Weeks Vacation 80%

*Includes maternity and paternity leave

WHERE THEY WORK

87%
OFFICE

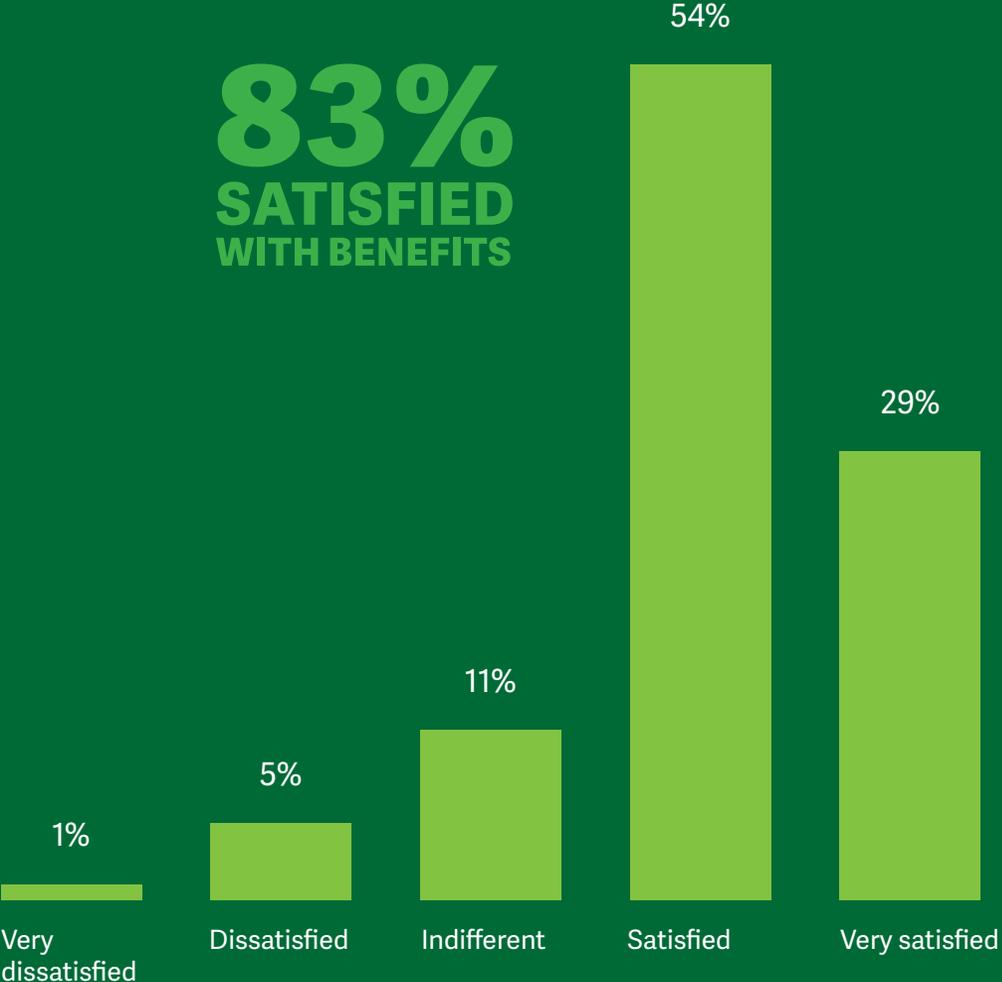
7%
HOME

6%
OTHER

INSURANCE AND DISABILITY BENEFITS

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.

LEVEL OF SATISFACTION



CAREER SATISFACTION

Supply chain professionals are generally happy with their careers. When asked to rate their overall satisfaction with working in the supply chain field on a 0-10 scale, 80% of respondents provided a rating of 8, 9 or 10. Nearly all supply chain professionals (95%) provided a rating of 6-10. The average rating was 8.5.

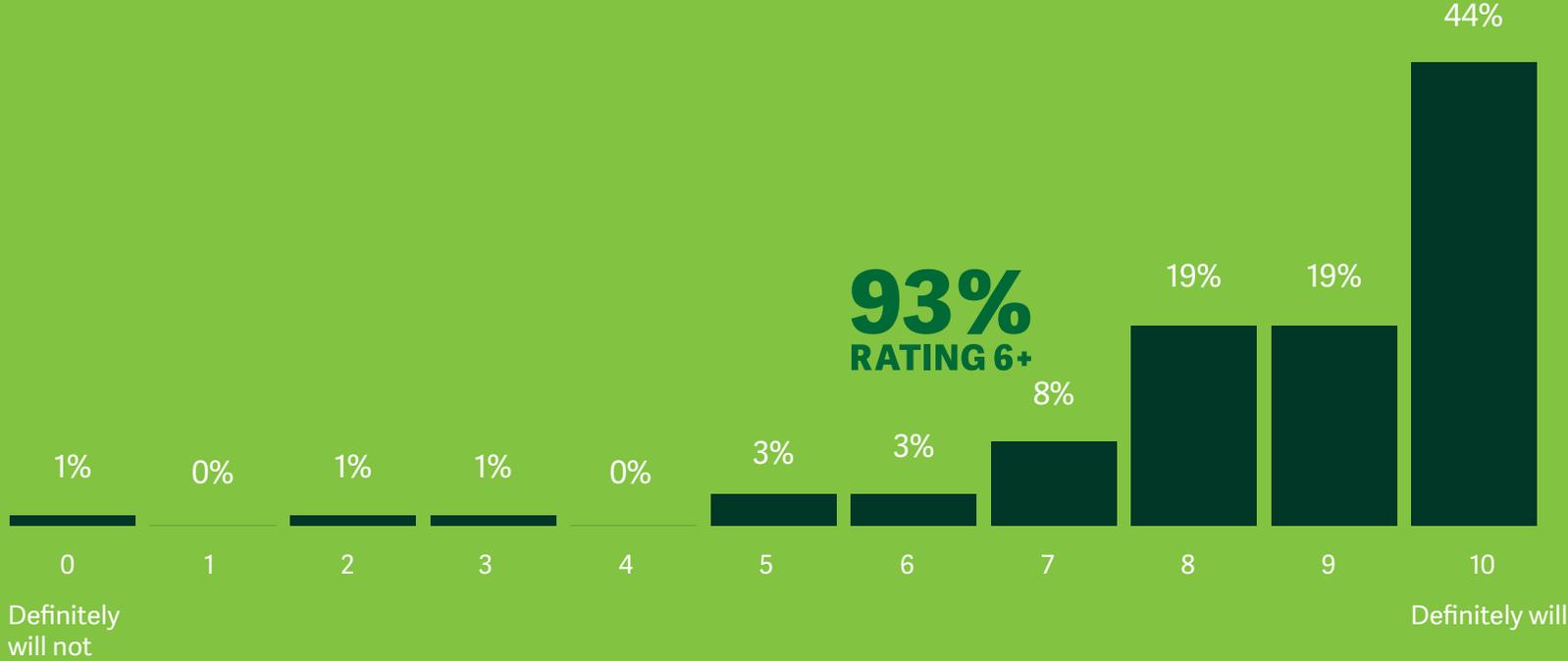
80%
RATING 8+



CAREER SATISFACTION

In addition, a majority of supply chain professionals plan on staying in the field for the next 5 years. On a scale of 0-10, where 0 means definitely will not remain in the field and 10 means definitely will remain in the field, the average rating was 8.7.

82%
RATING 8+



CAREER MOVES

In 2018, only 10% of supply chain professionals surveyed left their company. Everyone else stayed with their current companies with over half remaining in their current position. Nearly a quarter were promoted and 13% moved laterally.



THE VALUE OF CERTIFICATION

Those who hold one certification reported a median salary that was 18% higher than those who are not certified. Furthermore, each additional certification earned correlates with an additional rise in salary.

- None
- 1 Certification
- 2 Certifications



THE VALUE OF APICS CERTIFICATION

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 reported a median salary that is 25% higher than those without a certification.

MEDIAN SALARY
25%
MORE WITH
APICS
CERTIFICATION



APICS CERTIFICATION COMPARED

Supply chain professionals with at least one APICS certification earn higher salaries than individuals whose certifications are not from APICS.

**APICS
CERTIFICATION
SALARY
20%
MORE THAN
OTHER
CERTIFICATIONS**



2019 SUPPLY CHAIN SALARY AND CAREER SURVEY REPORT

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.

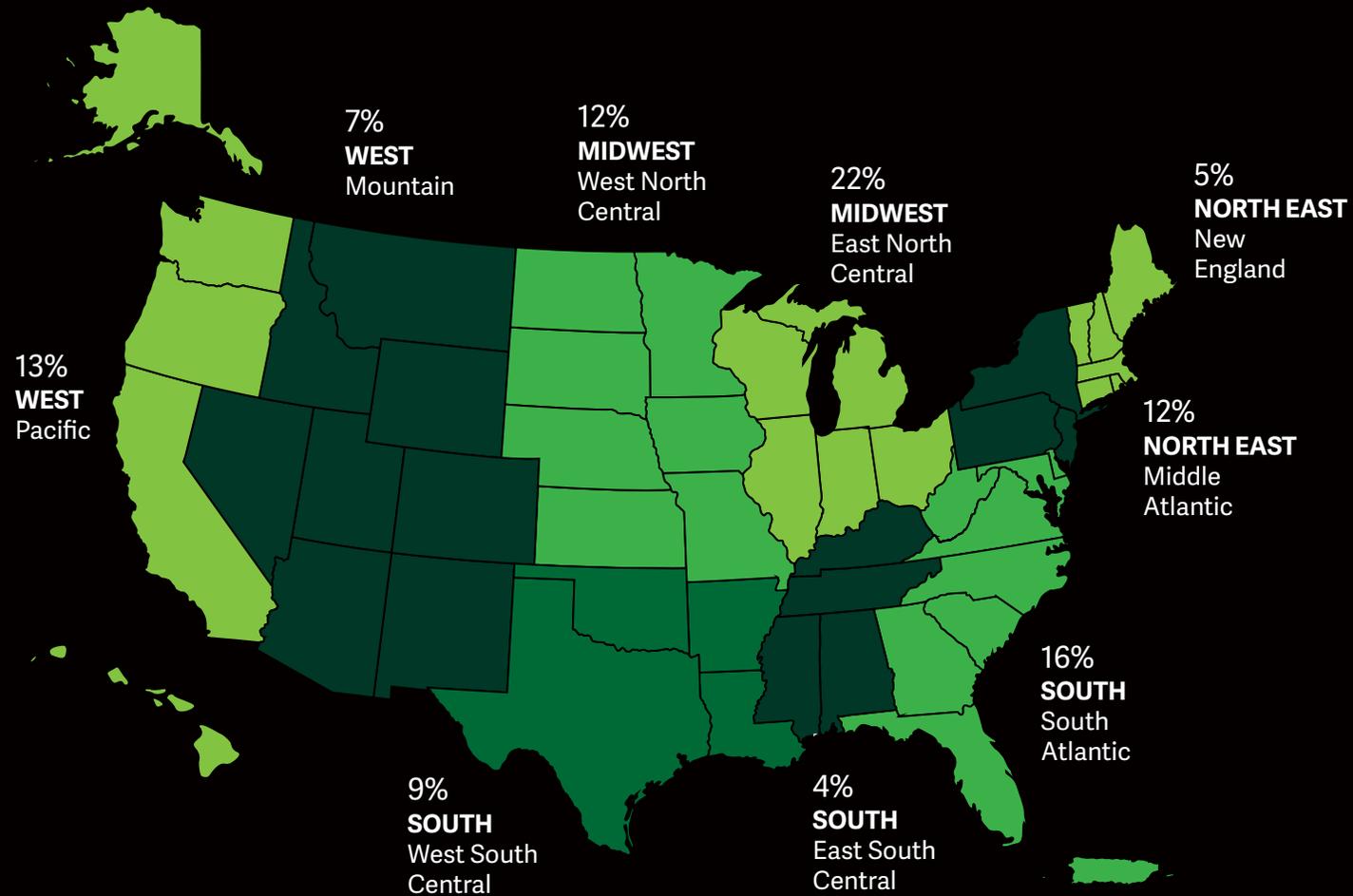
For comments, questions or other feedback, please contact research@ascm.org.

APPENDIX A: DEMOGRAPHICS OF THE SURVEY

Sample characteristics

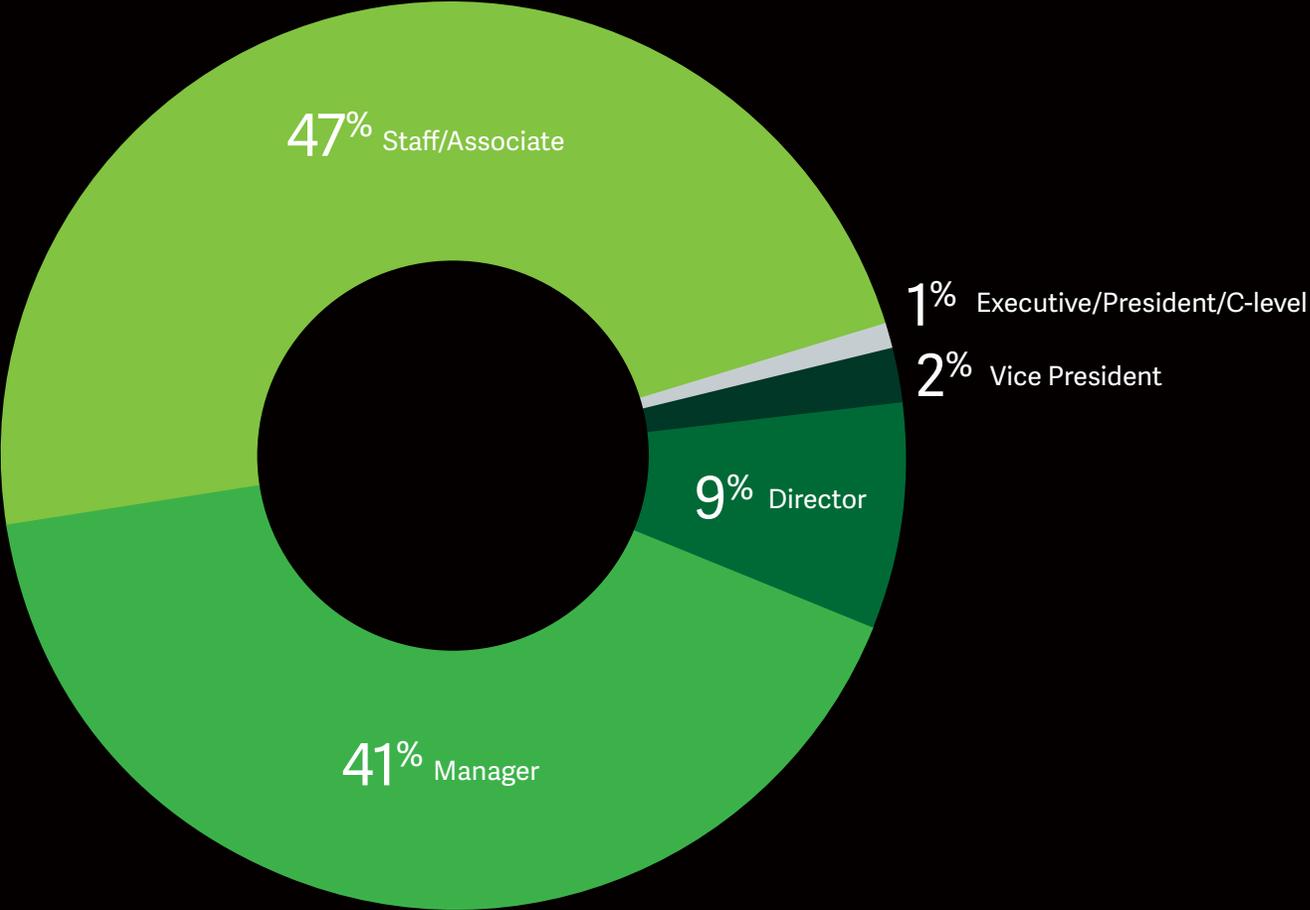
A significant majority of the sample was at the staff/associate or managerial level, with 12% being at the director level or above. The most commonly reported region was the Midwest. The New England area and the East South Central region were the least represented.

LOCATION OF THE RESPONDENTS



APPENDIX A: DEMOGRAPHICS OF THE SURVEY

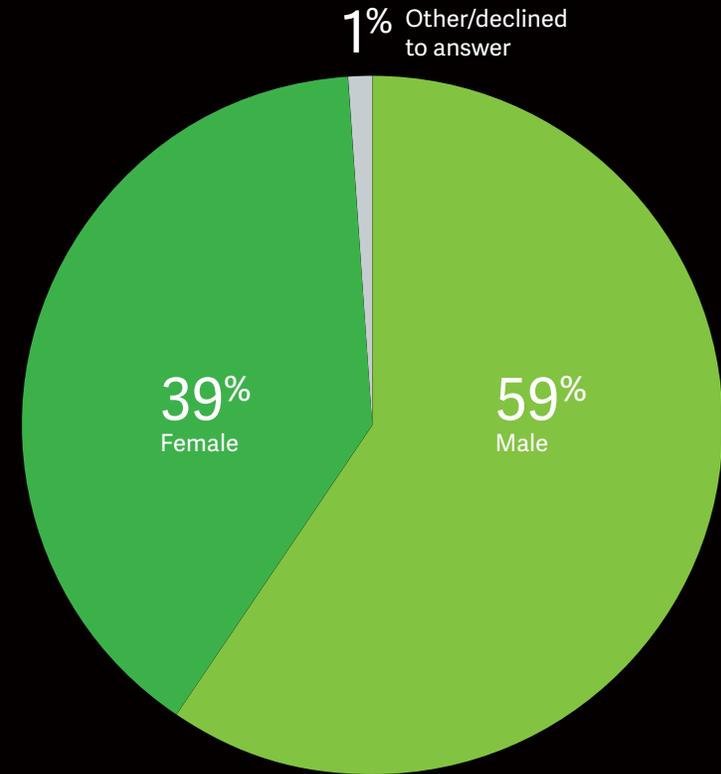
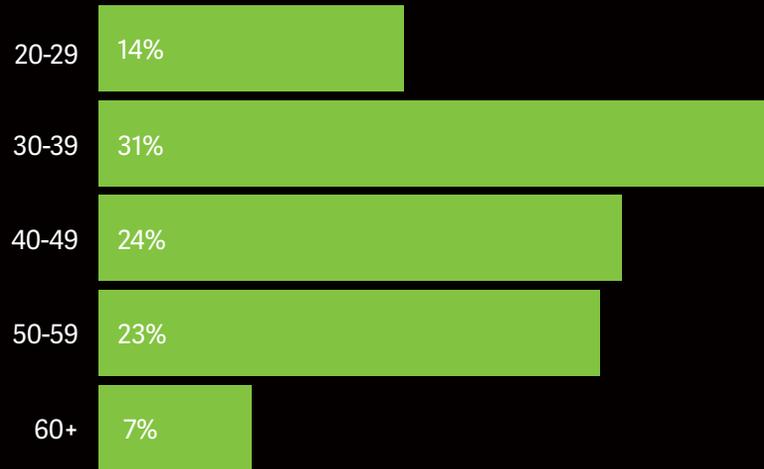
POSITION LEVEL OF THE RESPONDENTS



APPENDIX A: DEMOGRAPHICS OF THE SURVEY

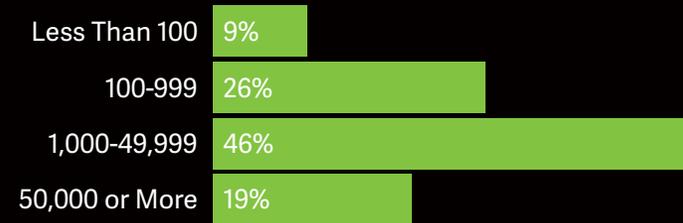
The sample was predominantly male (59%), and most of the respondents (78%) fell between the ages of 30 and 59. Unlike last year's survey sample, this year's sample had an even distribution of men and women among the various age groups.

AGE OF RESPONDENTS

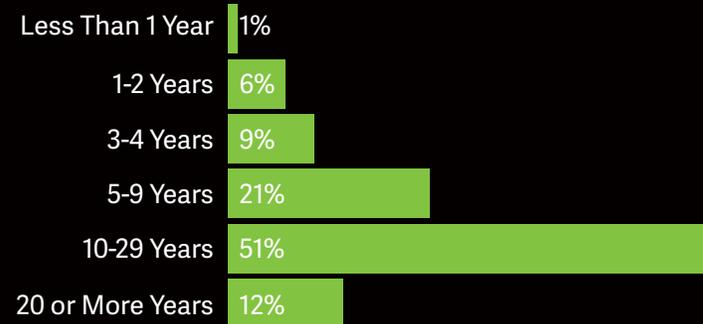


APPENDIX A: DEMOGRAPHICS OF THE SURVEY

ORGANIZATION SIZE BY NUMBER OF EMPLOYEES



INDUSTRY TENURE



APPENDIX B: HOW THE SURVEY WAS DEVELOPED

Collection of the data

Participants were initially invited to respond to the survey on October 25, 2018, and were sent reminders to participate on October 30 and November 5. 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 July 1, 2017, and July 1, 2018. The survey was closed for tabulation on November 26, 2018, with 2,693 total responses. The margin of error for percentages based on 1,795 usable responses is ± 2.3 percentage points at the 95% confidence level. Percentages may not add to 100 for single-answer questions because of rounding or non-response.

ASCM contracted with Readex Research to conduct the Supply Chain Compensation and Career survey. The survey was designed jointly by ASCM and Readex. Placement of the survey on a web page, distribution of the electronic survey invitations and tabulation of the results were handled by Readex.