Now's the time to be a supply chain professional



The demand for logistics talent has never been greater. The low unemployment rate has created a supply/demand imbalance, spurring employers to raise salaries in a bid to attract and retain top talent. Of the 454 respondents to *CSCMP's Supply Chain Quarterly's* 3rd annual Salary Survey, nearly three-quarters (72%) saw a boost in their total compensation in the past year.

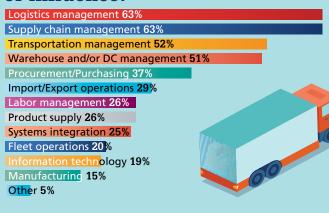
On the flip side, that same worker shortage has also boosted their workload. Nearly eight in 10 respondents say they've taken on new job responsibilities in the last year. But even that hasn't soured them on the profession: A whopping 93% say they would still encourage a young person entering the job market to pursue a career in supply chain.

#### **Average salary**

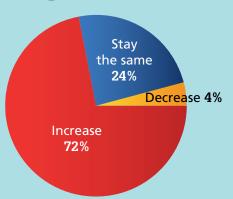
\$144,017

(2021 Salary Survey average salary: \$131,771)

## The functions our readers control or influence:



In the past year, did your total annual compensation:



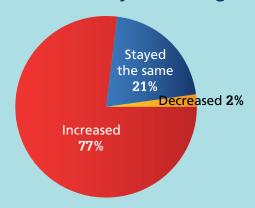
Over the past three years, has the number of functions you manage:

**GLOBAL** 

MANUFACTURING

[STRATEGY]

TECHNOLOGY



Say they are satisfied with their careers in the logistics profession

86%



Say they would recommend the profession to a young person entering the job market

93%

### Average salary by experience

(years worked in supply chain-related positions):



11-15 years **\$130,673** 

16-20 years **\$145,188** 

21–25 years **\$146,394** 

26 or more years **\$187,109** 

Average salary by industry sector

#### Consultants **\$182,263**

Printing, publishing, paper, and allied products/industries \$181,071

Transportation (includes equipment and services) and warehousing \$159,720

Health care and pharmaceutical \$156,747

Third-party logistics services \$156,016 Wholesale trade/retail \$155,307

Material handling \$147,714

Energy **\$144,200** 

Software/technology **\$140,989** 

Information technology \$140,917
Automotive \$140,671

Apparel and footwear \$139,889

Retail trade \$138,724

Consumer packaged goods \$137,439

Consumer packaged goods \$137,421

Manufacturing \$135,343

Educational services \$134,863

Food & grocery **\$130,075** 

Other **\$110,608** 

Mining, quarrying, and oil and gas extraction \$93,601

Accommodation and food service \$93,000

#### Average salary by education

High school diploma \$98,<mark>157</mark>

Two-year college degree \$91,204

Some college \$108,647

Bachelor's degree \$134,037

Master's degree \$163,335

Ph.D. **\$265,606** 



# Other than more money, what would give supply chain managers more job satisfaction?

"More open conversations about career progression"

"Better life/work balance"

"Diversify top leadership at the C-suite level"

"More autonomy to grow"

"Invest in training, innovation, and automation"

"Add more staff"

#### Average salary by region

New England \$182,500 (ME, NH, VT, MA, CT, RI) Middle Atlantic \$171,513 (NY, NJ, PA, DE, DC, MD) Southeast \$166,511 (VA, WV, NC, SC, GA, FL) Midwest \$138,343 (WI, MI, IL, IN, OH, ND, SD, MN, NE, IA) West \$135,586 (ID, MT, WY, NV, UT, CO, AZ, NM, WA, CO

(ID, MT, WY, NV, UT, CO, AZ, NM, WA, OR, CA) South **\$134,277** 

South \$134,277 (KS, MO, KY, TN, MS, AL, OK, AR, LA, TX)

Mexico **\$130,750**Hawaii, Alaska, Puerto Rico, U.S. Virgin Islands **\$116,667** 

Canada **\$108,421** 

Outside U.S. & Canada **\$126,224**