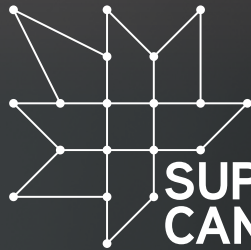


2021 Canadian Supply Chain Salary Report

Developed by ASCM in collaboration
with Supply Chain Canada

ASCM

ASSOCIATION FOR
SUPPLY CHAIN MANAGEMENT



**SUPPLY CHAIN
CANADA™**

PROFESSIONALS ADVANCING THE FUTURE.



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INTRODUCTION

Supply Chain Canada is Canada's largest association for end-to-end supply chain professionals with:

100
Years of Legacy

7,000+
Members

3,390+
SCMP Designation
Holders

2,000+
Organizations

Supply Chain Canada ensures that Canadian supply chain professionals and organizations are recognized for leading innovation, global competitiveness, and driving economic growth.



Professionals are very satisfied with their supply chain careers and would highly recommend the field for others.



KEY FINDINGS

SALARIES REMAIN SOLID

Canadian supply chain salaries are up 13%, which is a significant jump from the previous year. This demonstrates the value of supply chain talent during a disruptive pandemic.

FAST JOB PLACEMENT

Young professionals have a median starting salary of around \$55,000.

GOOD BENEFITS

Work-life balance is solid for supply chain professionals in Canada: 81% work no more than 45 hours a week. 78% of professionals have at least 3 weeks of paid time off, which is more than the 2-week mandated minimum.

COVID IMPACT

Through the economic hardship of COVID-19, 74% of supply chain professionals in Canada faced no economic impact. 93% retained their jobs.

APICS AND SCMP CERTIFICATIONS PAY

Those with APICS, CPIM, CSCP certifications reported earning 7% more than those without any certification and those with a SCMP designation reported earning 22% more.

SALARY



435 supply chain professionals from Canada participated in the annual ASCM Supply Chain Salary and Career Survey. The median salary among supply chain professionals in Canada is \$83,000 CAD. After additional cash compensation, the median total cash compensation is \$89,850 CAD. Additional cash compensation includes overtime wages, bonuses, commissions and profit sharing.

COMPENSATION BY PERCENTILE

	Percentiles	Base Salary	Total Compensation
Minimum	10th	\$50,042	\$50,842
	25th	\$64,000	\$66,300
Median	50th	\$80,000	\$86,000
	75th	\$108,000	\$123,000
Highest	90th	\$148,000	\$183,000

NATURE OF SALARY INCREASE

Most respondents saw their salaries increase as a result of a good performance review and a standard cost of living increase.

REASONS FOR SALARY INCREASE

27%

Good Performance Review

25%


Standard Cost of Living Increase

11%

New Job

10%

Promotion



Most supply chain professionals saw their salaries increase.

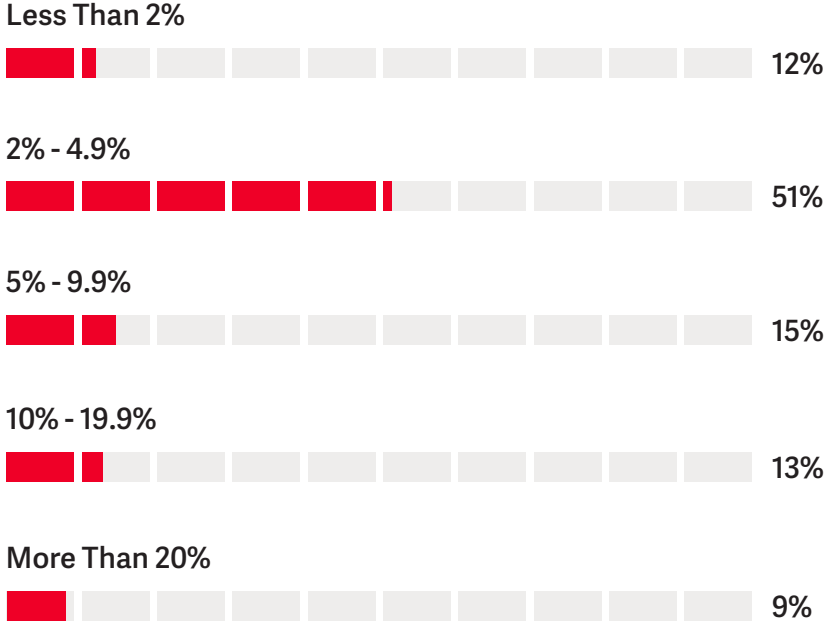


45%
of supply chain
professionals
received a salary
increase.

SALARY INCREASES

During a very challenging year, just under half (45%) of respondents received a salary increase and for most of them it was between 2% - 4%.

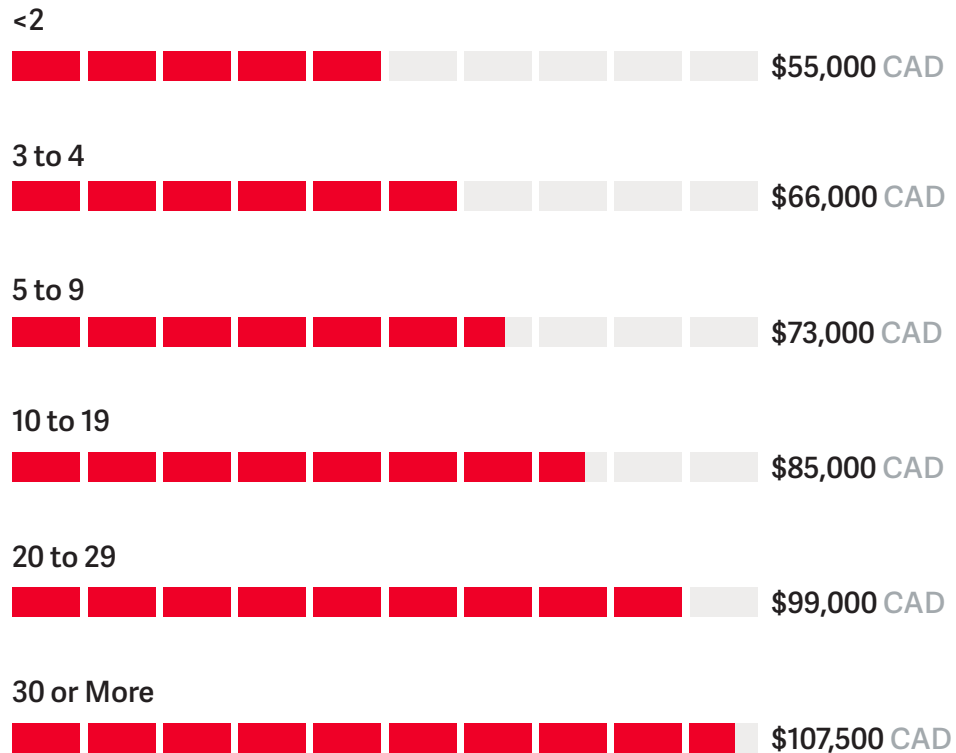
MOST RECENT SALARY INCREASE



SALARY BY TENURE

As supply chain professionals progress in their field, they will see a healthy increase in salary over time.

MEDIAN SALARY BY NUMBER OF YEARS IN SUPPLY CHAIN



The typical starting salary for a supply chain professional is \$55,000.

COVID-19



There is no doubt that COVID-19 had significant financial impacts on the global economy. Despite this, most supply chain professionals were able to retain their job with minimal impact to their personal finances.

AREAS OF COVID-19 ECONOMIC IMPACT

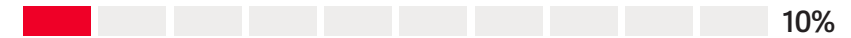
Layoff



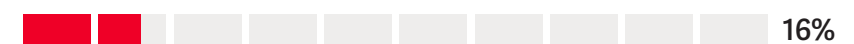
Furlough



Salary Reduction



Smaller or Eliminated Bonus



No Economic Impact



WORKPLACE IMPACT

Because of the supply chain disruptions faced across many industries, more than – two-thirds of supply chain professionals saw their workloads increase as a direct result of the pandemic. Additionally, many needed to improve skills relating to risk management with some additional upskilling in digital supply chain and supply chain leadership.

WORKLOAD CHANGE



Workload
Decrease



No Change



Workload
Increase

68%
of supply chain
professionals saw
an increase in
their workload.



GENDER PAY EQUITY



The Canadian sample of supply chain professionals was 51% male and 44% female. Despite the most recent data showing women in Canada typically earn 69 cents for every dollar a man earns according to the Canadian Women’s Foundation. The gap in the supply chain industry is narrower.

MEDIAN SALARY BY GENDER

Men



Women

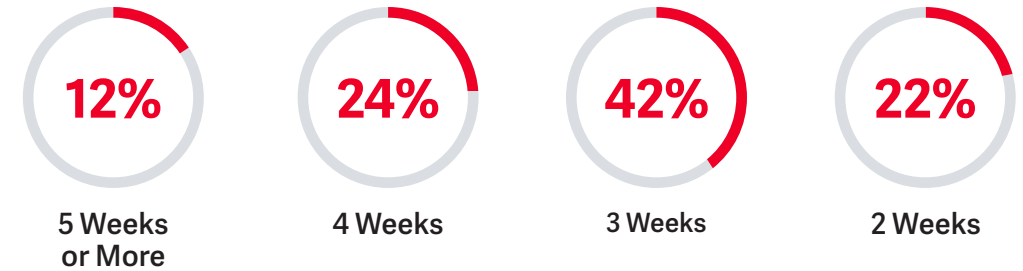


BENEFITS

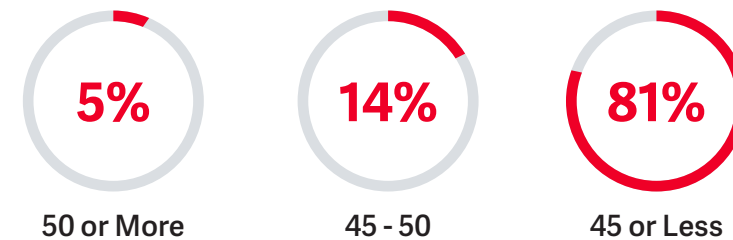


Survey data indicates that supply chain professionals in Canada enjoy a work-life balance. While two weeks of vacation is in the mandated minimum, most of the survey respondents receive three weeks or more of vacation time. The typical work week does not exceed 45 hours, as an overwhelming majority of the respondents reported working 45 hours or less.

WEEKS OF PAID TIME OFF



HOURS WORKED PER WEEK

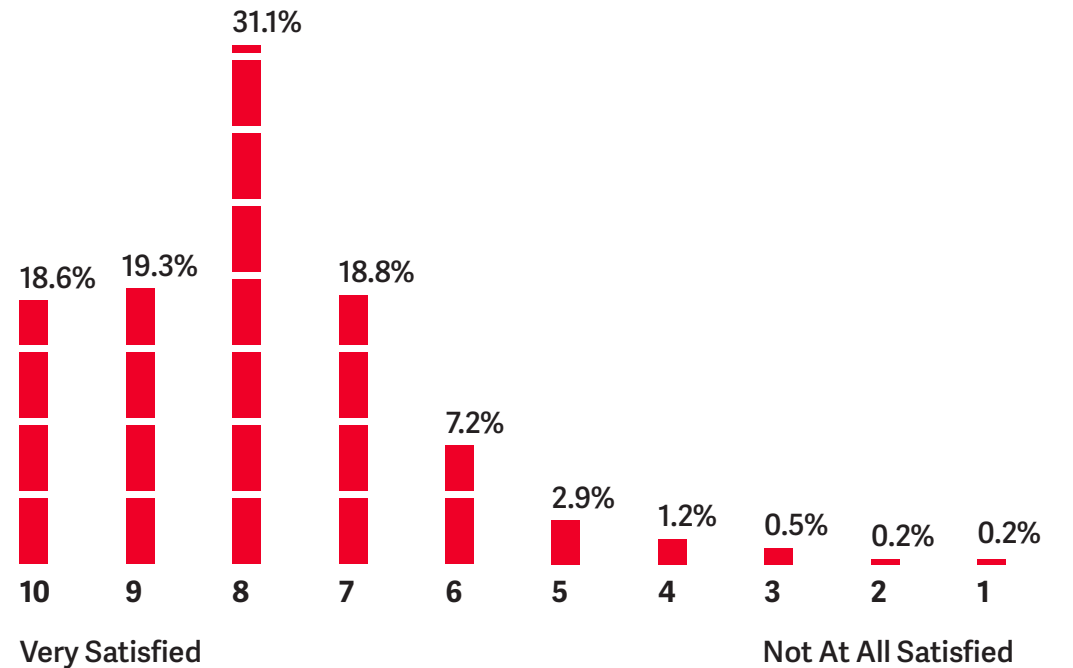


CAREER SATISFACTION



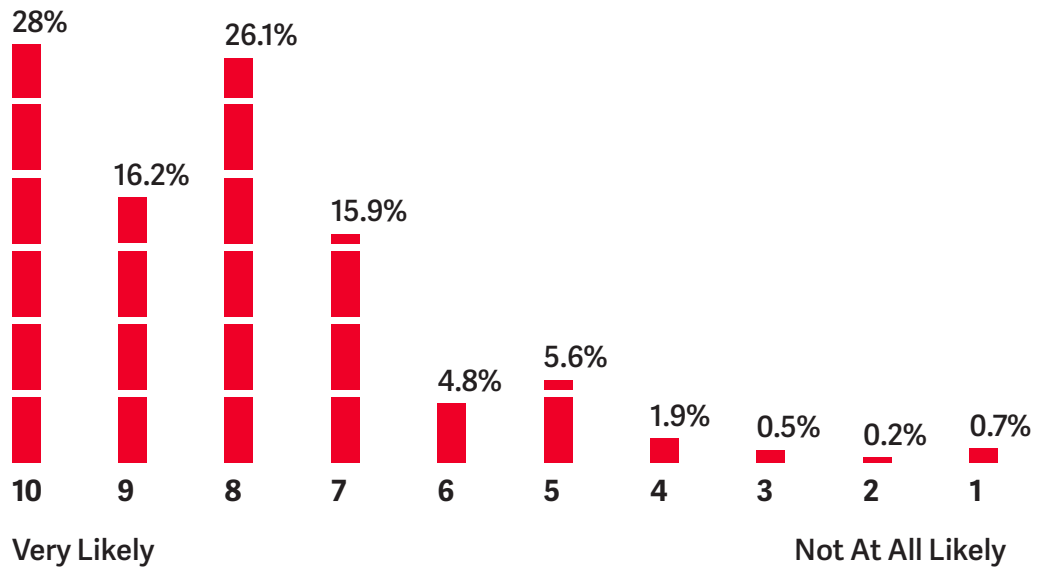
Overall, surveyed supply chain professionals are happy with their careers. On a scale from 1-10, 69% gave a rating of 8 or higher. Many professionals (88%) have a positive outlook of their career.

SATISFACTION WITH SUPPLY CHAIN FIELD



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

LIKELIHOOD OF RECOMMENDING SUPPLY CHAIN AS A CAREER TO OTHERS

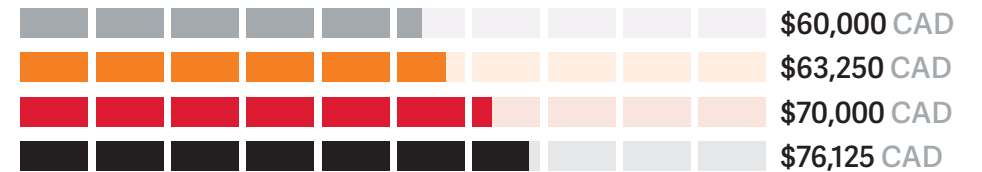


CERTIFICATIONS IN CANADA

Those who hold either a Certified in Planning an Inventory Management (CPIM) or Certified Supply Chain Professional (CSCP) earn 7% more than those who do not hold a certification. For supply chain professionals in Canada, those who hold a Supply Chain Management Professional (SCMP) certification earn 22% more than those who are not certified.

SALARY BY APICS AND SCMP CERTIFICATION

25th Percentile



50th Percentile



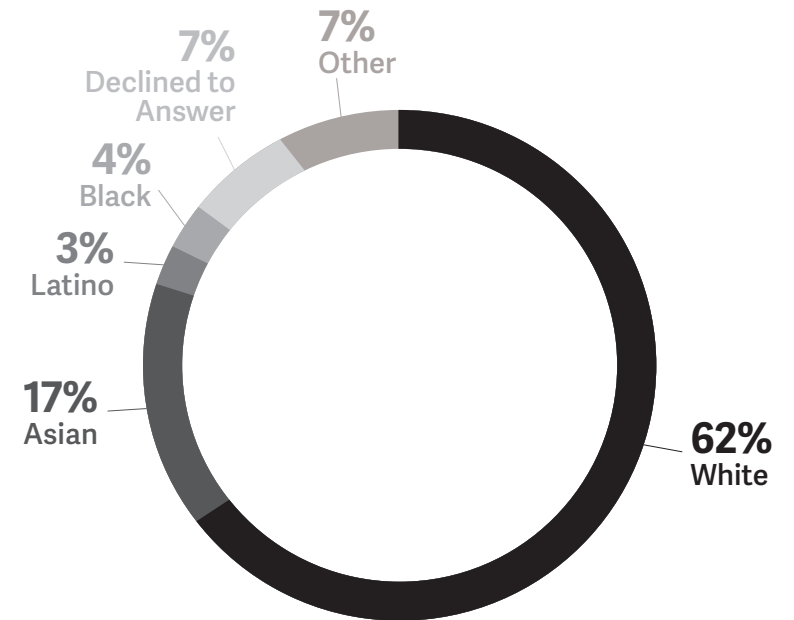
75th Percentile



■ No Certification
 ■ CPIM
 ■ CSCP
 ■ SCMP

APPENDIX

ETHNICITY AND GENDER



Male

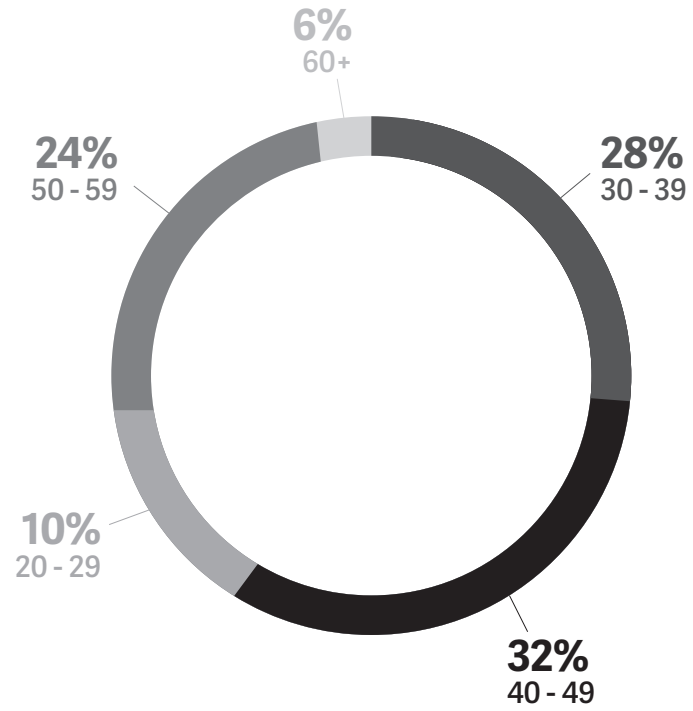


Female

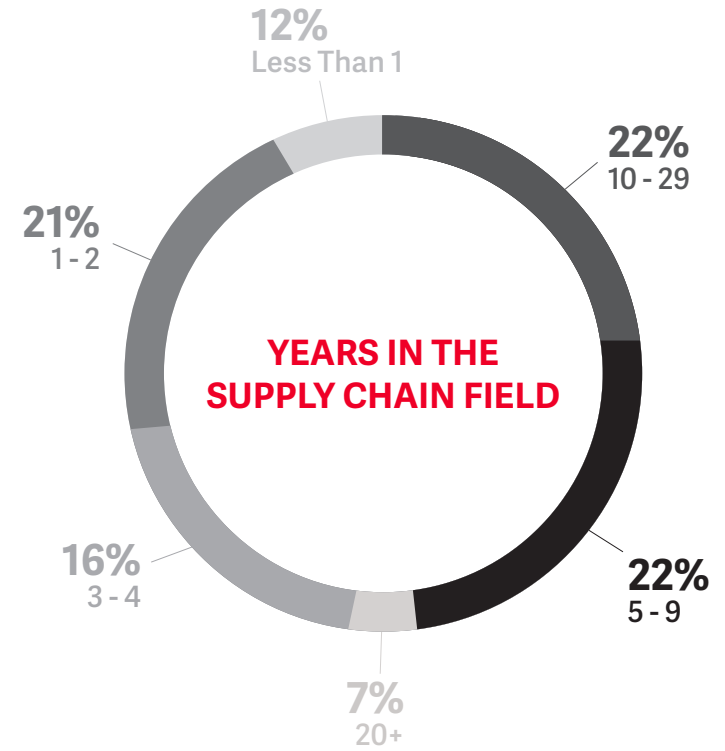


Other /
Declined to Answer

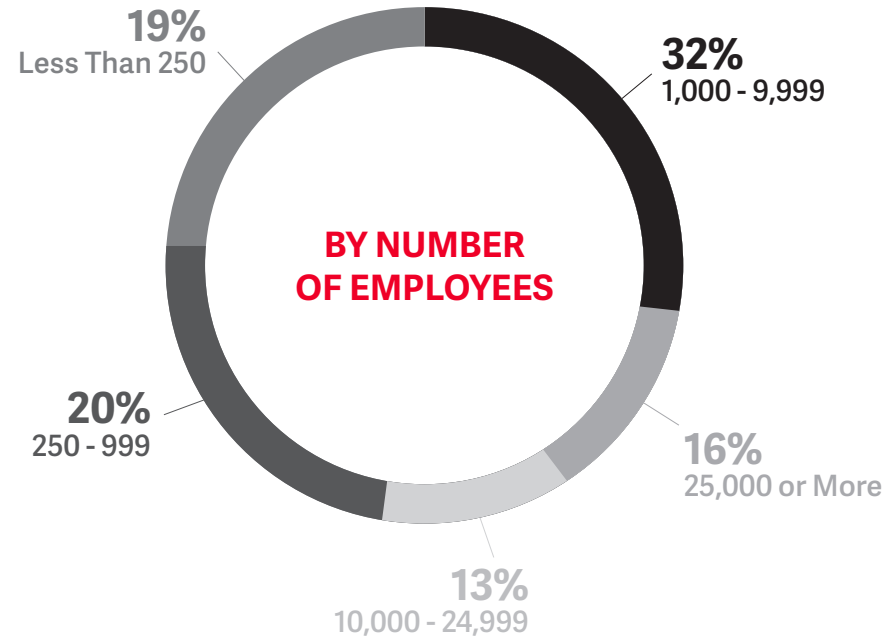
AGE



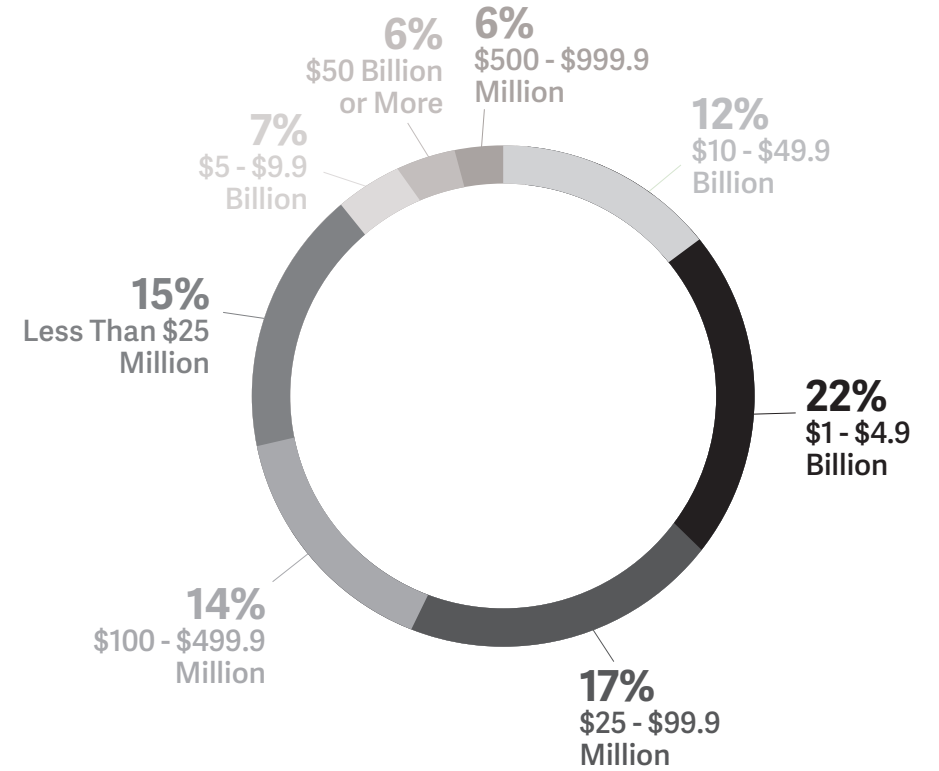
INDUSTRY TENURE



COMPANY SIZE



COMPANY ANNUAL REVENUE



INDUSTRY

21%
Industrial /
Manufacturing

10%
Other

6%
Utilities

4%
Aerospace

3%
Transportation /
Logistics

11%
Government /
Military

9%
Consumer
Packaged Goods

5%
Technology

3%
Automotive

2%
Chemical

10%
Pharmaceutical /
Health Care

6%
Retail

5%
Education

3%
Mining

2%
Construction

DATA METHODOLOGY

The Association for Supply Chain Management collaborated with Supply Chain Canada to collect data for this study. Participants were initially invited to respond to the survey on January 26, 2021 and were sent reminders to participate on January 26 and February 3. 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, 2019, and October 1, 2020. The survey was closed for tabulation on January 31, 2020 with 435 usable responses from Canada. Percentages may not add to 100 for single-answer questions because of rounding or non-response.

About Supply Chain Canada

Supply Chain Canada™ is the voice of Canada's supply chain, representing and serving more than 7,000 professionals across the country, as well as the wider supply chain community. It is a federation, with a national secretariat and 10 provincial/territorial Institutes. Its mission is to "provide leadership to the Canadian supply chain community, provide value to all members, and advance the profession." Through its education, advocacy and resource-development initiatives, the association endeavours to advance its vision, to see that "Canadian supply chain professionals and organizations are recognized for leading innovation, global competitiveness and driving economic growth." The association's Supply Chain Management Professional™ (SCMP™) designation is Canada's most-sought-after professional designation for those entering the field and advancing as leaders in supply chain.

For more information, contact:

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About ASCM

The Association for Supply Chain Management (ASCM) is the global leader in supply chain organizational transformation, innovation and leadership. As the largest nonprofit association for supply chain, ASCM is an unbiased partner, connecting companies around the world to the newest thought leadership on all aspects of supply chain. ASCM is built on a foundation of APICS certification and training spanning 60 years. Now, ASCM is driving innovation in the industry with new products, services and partnerships that enable companies to further optimize their supply chains, secure their competitive advantage and positively influence their bottom lines.

For more information, visit ascm.org

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