2021 Canadian Supply Chain Salary Report

Developed by ASCM in collaboration with Supply Chain Canada
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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.
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.
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

<table>
<thead>
<tr>
<th>Percentiles</th>
<th>Base Salary</th>
<th>Total Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10th</td>
<td>$50,042</td>
<td>$50,842</td>
</tr>
<tr>
<td>25th</td>
<td>$64,000</td>
<td>$66,300</td>
</tr>
<tr>
<td>Median</td>
<td></td>
<td></td>
</tr>
<tr>
<td>50th</td>
<td>$80,000</td>
<td>$86,000</td>
</tr>
<tr>
<td>75th</td>
<td>$108,000</td>
<td>$123,000</td>
</tr>
<tr>
<td>Highest</td>
<td></td>
<td></td>
</tr>
<tr>
<td>90th</td>
<td>$148,000</td>
<td>$183,000</td>
</tr>
</tbody>
</table>
Most respondents saw their salaries increase as a result of a good performance review and a standard cost of living increase.

**TREASONS 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.
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

- **Less Than 2%**: 12%
- **2% - 4.9%**: 51%
- **5% - 9.9%**: 15%
- **10% - 19.9%**: 13%
- **More Than 20%**: 9%
The typical starting salary for a supply chain professional is $55,000.

<table>
<thead>
<tr>
<th>Tenure</th>
<th>Median Salary (CAD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;2</td>
<td>$55,000</td>
</tr>
<tr>
<td>3 to 4</td>
<td>$66,000</td>
</tr>
<tr>
<td>5 to 9</td>
<td>$73,000</td>
</tr>
<tr>
<td>10 to 19</td>
<td>$85,000</td>
</tr>
<tr>
<td>20 to 29</td>
<td>$99,000</td>
</tr>
<tr>
<td>30 or More</td>
<td>$107,500</td>
</tr>
</tbody>
</table>

As supply chain professionals progress in their field, they will see a healthy increase in salary over time.
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**: 3%
- **Furlough**: 7%
- **Salary Reduction**: 10%
- **Smaller or Eliminated Bonus**: 16%
- **No Economic Impact**: 74%
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: 6%
- No Change: 26%
- Workload Increase: 68%

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

<table>
<thead>
<tr>
<th>Gender</th>
<th>Median Salary (CAD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>$86,250</td>
</tr>
<tr>
<td>Women</td>
<td>$82,000</td>
</tr>
</tbody>
</table>
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**

- 5 Weeks or More: 12%
- 4 Weeks: 24%
- 3 Weeks: 42%
- 2 Weeks or More: 22%

**HOURS WORKED PER WEEK**

- 50 or More: 5%
- 45 - 50: 14%
- 45 or Less: 81%
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

<table>
<thead>
<tr>
<th>Rating</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Satisfied</td>
<td>31.1%</td>
</tr>
<tr>
<td>10</td>
<td>18.6%</td>
</tr>
<tr>
<td>9</td>
<td>19.3%</td>
</tr>
<tr>
<td>8</td>
<td>18.8%</td>
</tr>
<tr>
<td>7</td>
<td>7.2%</td>
</tr>
<tr>
<td>6</td>
<td>2.9%</td>
</tr>
<tr>
<td>5</td>
<td>1.2%</td>
</tr>
<tr>
<td>4</td>
<td>0.5%</td>
</tr>
<tr>
<td>3</td>
<td>0.2%</td>
</tr>
<tr>
<td>2</td>
<td>0.2%</td>
</tr>
<tr>
<td>1</td>
<td>18.8%</td>
</tr>
<tr>
<td>Not At All Satisfied</td>
<td>19.3%</td>
</tr>
</tbody>
</table>

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.
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

Very Likely

- 28%
- 16.2%
- 15.9%
- 4.8%
- 5.6%
- 1.9%
- 0.5%
- 0.2%
- 0.7%
- 1%

Not At All Likely
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

<table>
<thead>
<tr>
<th>Level</th>
<th>No Certification</th>
<th>CPIM</th>
<th>CSCP</th>
<th>SCMP</th>
</tr>
</thead>
<tbody>
<tr>
<td>25th Percentile</td>
<td>$60,000 CAD</td>
<td>$63,250 CAD</td>
<td>$70,000 CAD</td>
<td>$76,125 CAD</td>
</tr>
<tr>
<td>50th Percentile</td>
<td>$75,000 CAD</td>
<td>$80,000 CAD</td>
<td>$83,496 CAD</td>
<td>$92,000 CAD</td>
</tr>
<tr>
<td>75th Percentile</td>
<td>$96,500 CAD</td>
<td>$104,125 CAD</td>
<td>$99,250 CAD</td>
<td>$110,000 CAD</td>
</tr>
</tbody>
</table>

No Certification | CPIM | CSCP | SCMP
APPENDIX

ETHNICITY AND GENDER

- 62% White
- 17% Asian
- 4% Latino
- 7% Black
- 4% Declined to Answer
- 7% Other
- 3% Other
- 53% Male
- 44% Female
- 3% Other / Declined to Answer
AGE

- 32% 40 - 49
- 28% 30 - 39
- 24% 50 - 59
- 10% 20 - 29
- 6% 60+

INDUSTRY TENURE

- 22% 10 - 29
- 21% 1 - 2
- 16% 3 - 4
- 12% Less Than 1
- 7% 20+
- 22% 5 - 9
- 6% 20+
- 10% 20 - 29
- 24% 30 - 39
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.

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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