2020 SUPPLY CHAIN SALARY AND CAREER SURVEY REPORT

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225 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 $70,720 CAD. After additional cash compensation, the median total cash compensation is $76,024 CAD. The average annual salary increase for supply chain professionals was 4.6%.
As one continues to work in the field of supply chain, they will see their salaries increase. The respondents reported an average increase of around $6500 CAD every 2-5 years. Those who stay in the field 20 years or more will see marked increases in their salary.

### Salary by Industry Tenure

<table>
<thead>
<tr>
<th>Years in Supply Chain Field</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 Years or Less</td>
<td>$58,970</td>
</tr>
<tr>
<td>3-4 Years</td>
<td>$65,173</td>
</tr>
<tr>
<td>5-9 Years</td>
<td>$71,215</td>
</tr>
<tr>
<td>10-19 Years</td>
<td>$78,880</td>
</tr>
<tr>
<td>20+ Years</td>
<td>$102,000</td>
</tr>
</tbody>
</table>

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4  2020 SUPPLY CHAIN SALARY AND CAREER SURVEY REPORT CANADA
THE GENDER GAP

Survey respondents revealed a gap between the salaries of men and women. Men earned 12% more than women.
Half (50%) of supply chain professionals indicated their primary function as “Plan” and one quarter of the sample (25%) reported “Source” as their primary responsibility. For additional responsibilities, “Deliver” was the most common (36%) followed by “Plan” and “Source” (both 30%).
The highest median salaries reported by respondents was for those who reported “Plan” as their primary function at $73,520 CAD, followed by “Make” and “Deliver” at $68,000 CAD. The reported median salary for “Return” is calculated based upon respondents who reported this as an additional function.
PAID TIME OFF AND WORK/LIFE BALANCE

The majority (78%) of respondents reported that they were allotted 3 weeks or more of vacation time. Canadian supply chain professionals enjoy a nice work/life balance, as an overwhelming majority work 45 hours or less per week.

### WEEKS OF PTO

<table>
<thead>
<tr>
<th>More Than 3 Weeks</th>
<th>36%</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 Weeks</td>
<td>42%</td>
</tr>
<tr>
<td>Less Than 3 Weeks</td>
<td>22%</td>
</tr>
</tbody>
</table>

### HOURS WORKED PER WEEK

<table>
<thead>
<tr>
<th>45 Hours or Less</th>
<th>81%</th>
</tr>
</thead>
<tbody>
<tr>
<td>45 to 50 Hours</td>
<td>14%</td>
</tr>
<tr>
<td>More Than 50 Hours</td>
<td>5%</td>
</tr>
</tbody>
</table>
Overall, surveyed supply chain professionals are happy with their careers. On a scale from 1-10, 73% gave a rating of 8 or higher. Many all professionals (91%) have a positive outlook of their career.
An overwhelming majority of respondents would recommend supply chain as a career path to others.
Both technical and people skills are essential for supply chain careers. For technical 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

- **Inventory Management**: 53%
- **Best Practices Knowledge**: 42%
- **Project Management**: 41%
- **Computer Skills**: 40%
Supply chain professionals surveyed considered the effective communication skills, collaboration with others and critical thinking to be some of the most important leadership skills for a supply chain career. The ability to see the big picture was also deemed important.
Those with an APICS certification reported a higher median salary compared to respondents who did not have an APICS certification. CPIM certification holders reported a salary that is 23% higher, and CSCP certification holders reported a 41% higher salary.
APPENDIX A: DEMOGRAPHICS OF THE SURVEY

AGE OF RESPONDENTS

- 20-29: 27%
- 30-39: 37%
- 40-49: 24%
- 50+: 12%

GENDER BREAKDOWN OF RESPONDENTS

- Men: 64%
- Women: 35%
- Other/declined to answer: 1%
### APPENDIX A: DEMOGRAPHICS OF THE SURVEY

#### YEARS IN SUPPLY CHAIN FIELD

- 2 Years or Less: 15%
- 3-4 Years: 18%
- 5-9 Years: 29%
- 10-19 Years: 26%
- 20+ Years: 13%

#### INDUSTRY

- Aerospace: 3%
- Automotive: 7%
- Chemical: 2%
- Consumer Package Goods: 11%
- Education: 1%
- Government/Military: 2%
- Industrial Manufacturing: 32%
- Pharmaceutical/Healthcare: 9%
- Retail: 10%
- Technology: 5%
- Transportation/Logistics: 4%
- Utilities: 1%
- Other: 12%
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 265 usable responses from Canada. Supply chain professionals around the world were invited to participate. Worldwide there was a total of 3275 usable responses. Percentages may not add to 100 for single-answer questions because of rounding or non-response.