

ISM CPSM® Certification **CAREER GUIDE**



When you talk supply management certification, ISM's CPSM sets the standard."

— MIGUEL GONZALEZ
Chief Procurement Officer
DuPont



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When you see that CPSM tag next to somebody's name ... it carries a lot of weight. Not because of the title per se, but because of the wealth of knowledge that's behind the acronym."

— JOE CANADAY
Vice President of the Company's
Procurement Center of Excellence (CoE)
ADM



ISM CPSM® Certification Career Guide

This 18th annual report represents some of the results of ISM®'s 2023 Salary Survey conducted by Institute for Supply Management® (ISM®). Supply management professionals were asked to report salary information for the 2022 calendar year. The data has been broken down into various categories.

Earning an ISM certification continues to provide long-term benefits regarding salary. **The Certified Professional in Supply Management® (CPSM®) certification resulted in an average salary that exceeds that of a non-credentialed practitioner.** Respondents with a CPSM® earned an average salary of \$139,730 (6 percent more than the average of \$132,261 reported in 2021 and 20 percent more than respondents with no certifications).

We hope this research data helps you in your career development.

To learn more about ISM's CPSM® certification and how you can leverage it for greater career success, visit ismworld.org/cpsm.

SCAN CODE TO LEARN MORE



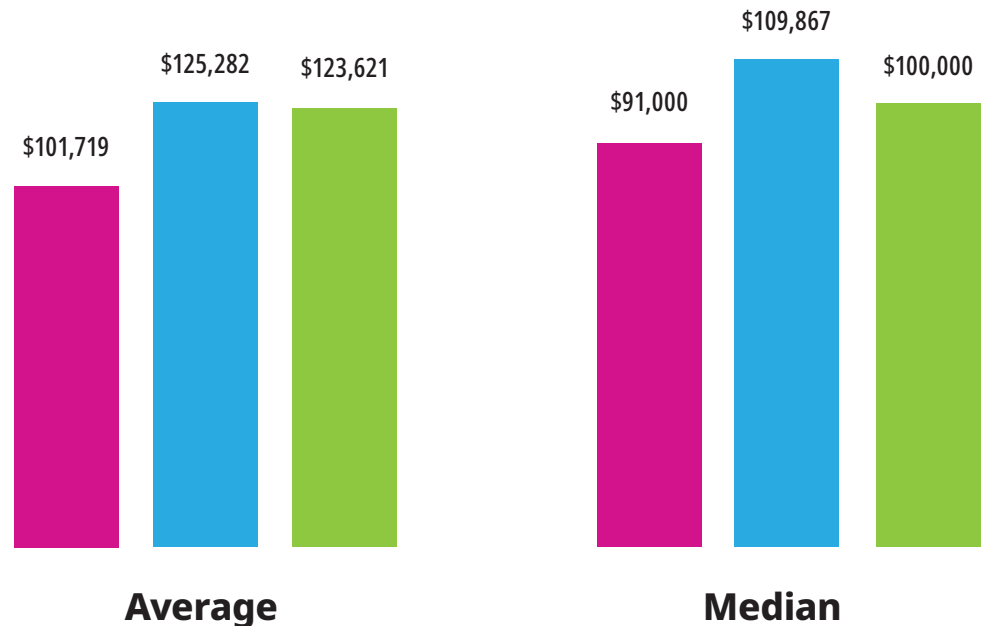
Average Salary

Both women's and men's compensation fell in 2021. The average salary for women in the field decreased 5.2 percentage points in 2021 — to \$101,717, down from \$107,333 in 2020. Men saw a 5.9 percentage point decrease (to \$125,282 from \$133,076). Median compensation for women decreased 6 percentage points — to \$91,000, down from \$96,835 in 2020. Men's median salaries decreased 5.2 percent (to \$109,867 from \$115,940). At the top end, average salaries for the top 5 percentile of women decreased 9.5 percentage points (to \$281,391 from \$310,848). Average salaries for the top 5 percentile of men increased slightly, up 1 percent point, to \$435,554 from \$431,307.

■ Women
 ■ Men
 ■ Total

Average Top 5 Percentile

Women	\$281,391
Men	\$281,391
Total	\$281,391



I believe [CPSM certification] provides a valuable overall supply chain foundation to assist [my team] not only in their job today but for the future. It is a certification that is recognized industry wide."

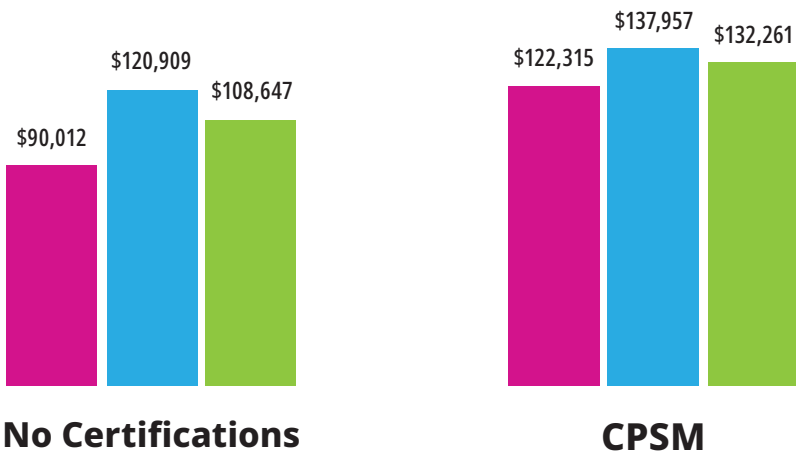


— DEBBIE JARRELL
 Sr. Commodity Manager, HR/IT/Contingent
 Labor Commodity Team
 Textron Aviation

Average Salary by Certification

Earning an ISM certification continues to provide long-term benefits regarding salary. Whether it's the Certified Professional in Supply Management® (CPSM®), Certified Professional in Supplier Diversity® (CPSD™), Certified Purchasing Manager (C.P.M.) or Accredited Purchasing Practitioner (A.P.P.), certification resulted in an average salary that exceeds that of a non-credentialed practitioner. Respondents with a CPSM® earned an average salary of \$132,261 (5.5 percent more than the average of \$125,314 reported in 2020 and 21.7 percent more than respondents with no certifications).

■ Women
 ■ Men
 ■ Total



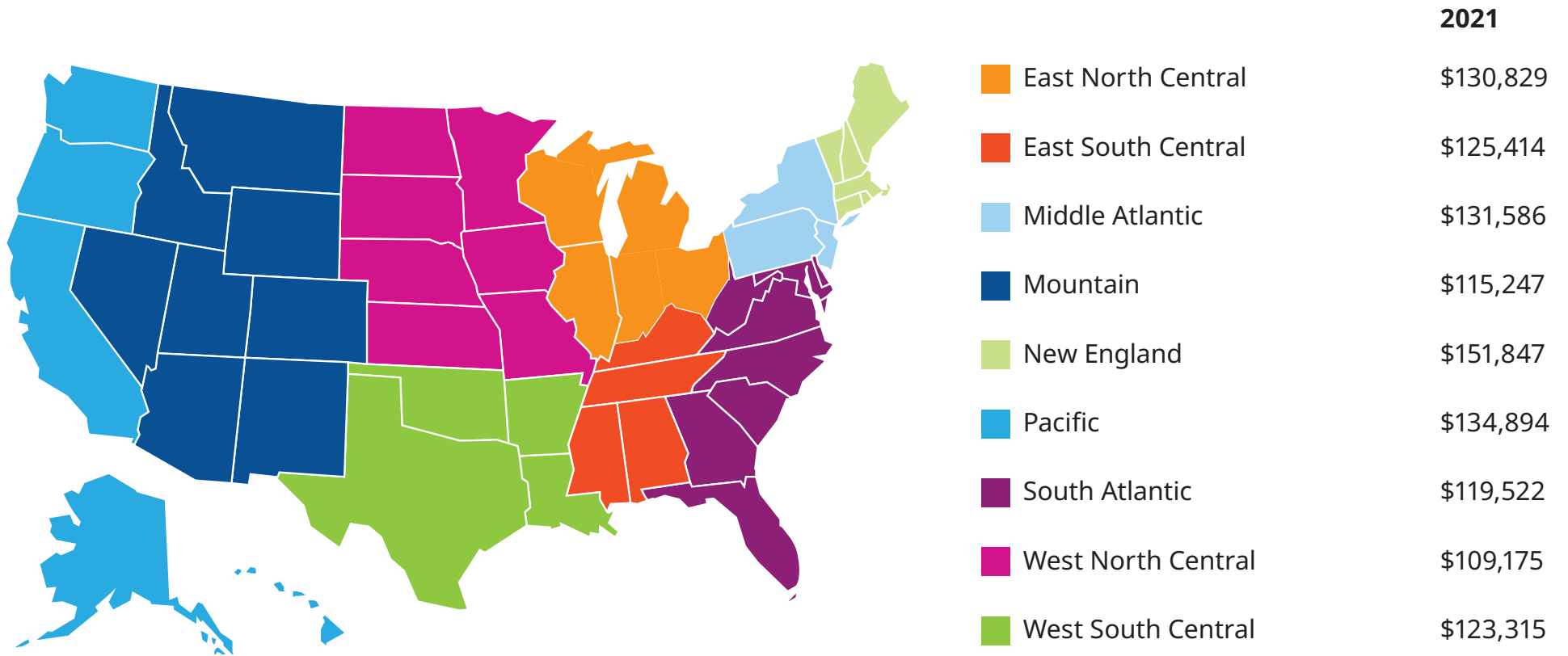
While we're interviewing, we find it very helpful if an employee has the CPSM certification because it just gives us more confidence in the fact that they understand procurement at a certain level and that they're also going to talk the same language within our company that we're training our employees to have."

— MIKE MCCAIG
 Chief Procurement Officer and VP,
 Strategic Sourcing
 ATI



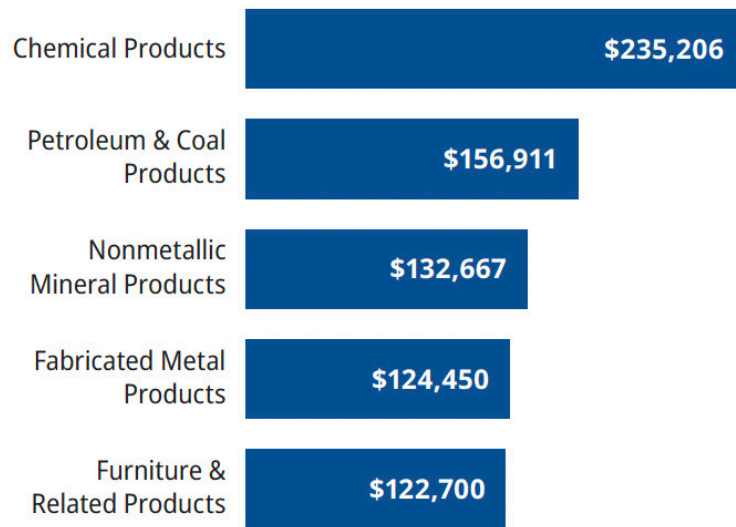
Salary by Region

When you look at average salary by state, the top ten highest paying states —listed in order — are: New Jersey (\$181,260), Tennessee (\$167,786), Massachusetts (\$160,758), Connecticut (\$150,200), Maryland (\$149,807), Illinois (\$149,215), Indiana (\$140,378), California (\$136,813), Washington (\$134,549), Texas (\$133,286).

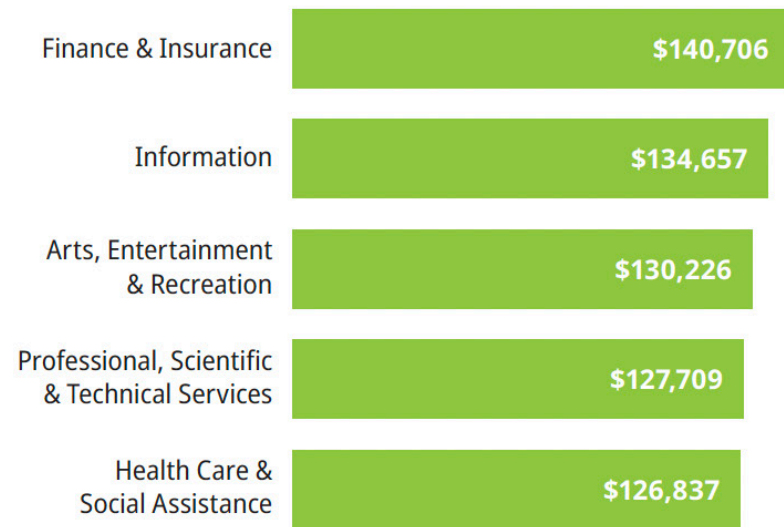


Top 5 Highest Average Salaries by Industry

Manufacturing



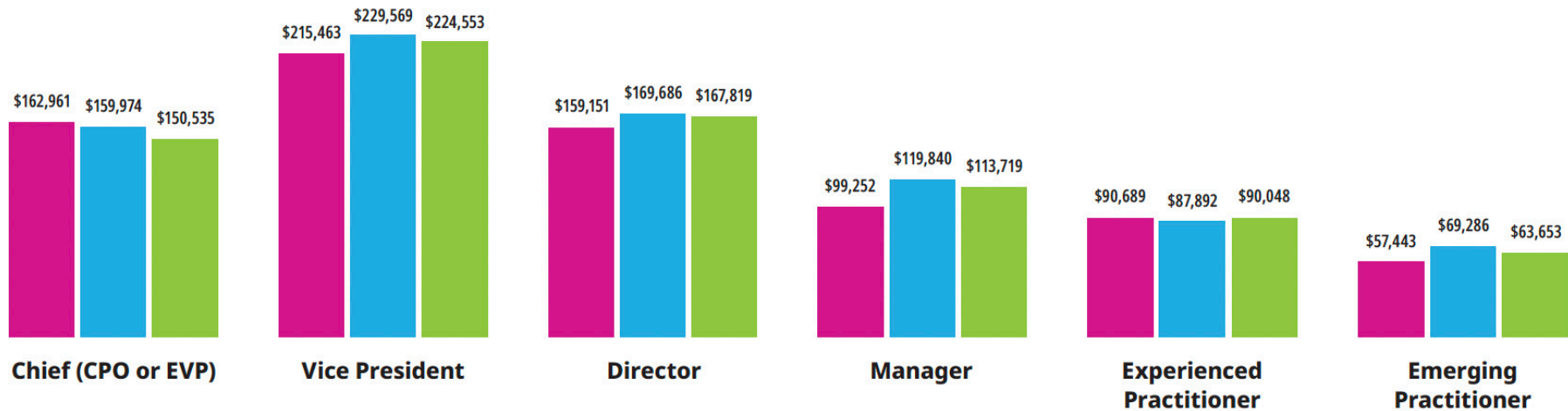
Services



Average Salary by Position

Respondents classified as emerging professionals (practitioners with eight or fewer years of experience in the profession) earned an average salary of \$63,653, while experienced professionals (nine or more years of experience) earned \$90,048. On average, managers earned \$113,719, and those classifying themselves as directors earned \$167,819. Responding vice presidents earned \$224,553 on average, and chiefs or heads of supply management earned \$150,535. The average salary for chiefs or heads of supply management decreased 18.7 percent and average salaries of those at the level of vice president decreased 5.6 percent. Individual contributors also lost ground. The average salary of experienced practitioners decreased 9.9 percent while the average salary of emerging practitioners decreased 17.9 percent.

■ Women
 ■ Men
 ■ Total



We've really relied on ISM to help us with that pipeline of talent because we know what we're getting, especially those that have the CPSM designation, and we put that in our job descriptions as a preference."



— JOE GALLAGHER, CPSM, C.P.M.
 Director Global Supply Chain
 Apache Corporation

Learn more about ISM's CPSM® certification
and how to leverage it for career success.

ismworld.org/cpsm

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