Now’s the time to be a logistics 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 DC VELOCITY’s 19th 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 logistics.

Average salary
$144,017
(2021 Salary Survey average salary: $131,771)

The functions our readers control or influence:

- Logistics/management 61%
- Supply chain management 61%
- Transportation management 52%
- Warehouse and/or DC management 51%
- Import/Export operations 20%
- Product management 18%
- Systems integration 15%
- Fleet operations 14%
- Manufacturing 13%
- Other 5%

Say they would recommend the profession to a young person entering the job market
93%

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

- Decreased 2%
- Increased 77%
- Stayed the same 21%

In the past year, did your total annual compensation:

- Increase 72%
- Stay the same 24%
- Decrease 4%

Say they are satisfied with their careers in the logistics profession
86%

The higher the title, the higher the pay

<table>
<thead>
<tr>
<th>Average salary by title:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate officer (CEO, COO, etc.)</td>
<td>$239,325</td>
</tr>
<tr>
<td>President/Vice president</td>
<td>$235,469</td>
</tr>
<tr>
<td>Director</td>
<td>$167,415</td>
</tr>
<tr>
<td>Manager</td>
<td>$109,931</td>
</tr>
<tr>
<td>Other (Senior analyst, academic, consultant, etc.)</td>
<td>$107,482</td>
</tr>
<tr>
<td>Supervisor</td>
<td>$72,985</td>
</tr>
</tbody>
</table>

Experience pays off
Average salary by experience (years worked in logistics-related positions):

- 0-5 years $76,654
- 6-10 years $109,806
- 11-15 years $130,673
- 16-20 years $145,188
- 21-25 years $146,394
- 26 or more years $187,109

Education boosts earning power
Average salary by education:

- High school diploma $98,157
- Two-year college degree $108,647
- Bachelor’s degree $134,037
- Master’s degree $163,335
- Ph.D. $265,606

Boomers command the highest salaries
average salary by age:

- 18-25 $67,769
- 26-35 $97,970
- 36-45 $127,161
- 46-55 $167,524
- 56-60 $174,265
- Over 65 $144,227

New England leads the salary parade
Average salary by region:

- New England $182,000
- Middle Atlantic $171,513
- Midwest $138,343
- West $135,586
- South $134,277
- Mexico $130,750

Outside U.S. & Canada $126,224

Rank, experience, and education boost earnings

- Corporate officer (CEO, COO, etc.)
- President/Vice president
- Director
- Manager
- Other (Senior analyst, academic, consultant, etc.)
- Supervisor

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!"

MEXICAN & ALASKA

Source: 2022 DC VELOCITY/CSCMP’s Supply Chain Quarterly Salary Survey