

ISM TALENT DIVERSITY AND 2021 SALARY SURVEY RESEARCH

Institute for Supply Management® conducted a talent diversity survey between Nov. 20, 2020 – Jan 21, 2021 and a salary survey between May 12 – 30, 2021. The talent diversity survey included over 535 respondents and the salary survey had more than 2,050 respondents. Both focused on different aspects of the supply management profession's workforce.

KEY HIGHLIGHT:

COMPENSATION AND GENDER PAY GAP

AVERAGE SALARY

was
\$124,021

Average salary increased
0.6%

WHO EARNED A BONUS IN 2020?

54%

of CPOs

83%

of VPs

68%

of Managers

67%

of Directors

62%

of Experienced Practitioners

64%

of Emerging Practitioners

GENDER PAY GAP

The gender pay gap is at

24%

(was 23% in 2019)

KEY HIGHLIGHT:

EMERGING PRACTITIONERS

Compared to all respondents, emerging practitioners valued these benefits more (in order of importance):



Paid maternity/
family leave



Laptop
computer



Paid training /
professional
certification



Tuition
reimbursement



Wellness
programs

Compared to all respondents, emerging practitioners valued these job characteristics more (in order of importance):



Work/
life balance



Advancement
opportunities



Remote work
options/support



Reimbursement for
training/certification

KEY HIGHLIGHT:

TALENT DIVERSITY

TALENT DIVERSITY PROGRAMS

57%

of organizations
have a talent
diversity program
in place

50%

of talent diversity
programs have
been operating for
more than 5 years

TALENT DIVERSITY TRAINING

52%

of organizations
do not have
talent diversity
training

LEADERSHIP & WORKFORCE DIVERSITY

76%

somewhat agree,
agree or strongly
agree that their
organizational
leadership was
committed to
workforce
diversity

What's Next?

For more resources around ISM's talent diversity research and the ISM 2021 Salary Survey, visit

ismworld.org/talent

