

SUPPLIER DIVERSITY AND THE CPSD™ CERTIFICATION

What's In It For Me?

As you ponder your professional Supply Management career choices or areas of specialization within the Institute for Supply Management, such as Sourcing, Purchasing, Supply Chain, or Procurement, a new and exciting field has emerged, namely Supplier Diversity. This specialty promises rich rewards to the Supply Management professional, and the following is a list of advantages and benefits to pursuing a career path that includes Supplier Diversity, either exclusively within your company, or as part of your Procurement organization.

- A professional designation as a Certified Professional in Supplier Diversity (“CPSD™”) through ISM can equate to career advancement, hiring or retention in layoffs, as well as larger annual raises – in short, you are more valuable to your employer.
- You will have pursued an advanced educational designation that demonstrates to your employer that you are interested in assisting your company with current and future Diversity initiatives. That fact will stand you in good stead when it comes time for your annual performance review, or even in a decision by your employer to promote you.
- The areas of Diversity and Supplier Diversity are currently hot topics for many companies. Diversity statistics and programs are frequently required of both private and public companies, especially those that do business with federal, state and local governmental entities. Chances are excellent that, if your company currently has no formal Diversity program, it eventually will. Your knowledge and certification in the area of Supplier Diversity should serve to make you a valuable commodity to your employer.
- By attaining a CPSD™ professional designation, you will be telling your employer, prospective employers and others interested in your resume' that you are a lifelong learner, which is a valuable commodity to employers.
- The CPSD™ certification equips you with advanced skills that will enhance your job performance.
- If you are job hunting, a CPSD™ designation will immediately make you more “marketable” to employers, because the Diversity skills and CPSD™ certification you possess are in limited supply in the job market. In other words, by attaining this certification, you become one of the elite few Diversity professionals.
- If you enjoy mentoring or coaching, the CPSD™ certification qualifies you to help educate your company's Procurement and/or Human Resources staff, among others, in this important specialty. Your employer will take notice of this
- If you are already certified as an ISM Certified Purchasing Manager (“C.P.M.”) and/or a Certified Professional in Supply Management (“CPSM®”), the CPSD™ designation will serve to provide Continuing Education Hours for your recertification.
- Finally, you may wish to become a CPSD™ Instructor through ISM, especially if you enjoy teaching others, thereby greatly enhancing your job skills, job marketability and value to your company and others.

Remember that your **career advancement** also entails your own professional responsibility. If you want your profession to help you advance, then you need to participate in your chosen profession by participating in it to the fullest extent. The CPSD™ certification will help you attain your career goals through all of the above advantages and strategies.

For more information, contact Rainey Alben, ISM, Director of Diversity at ralben@ism.ws