

# State of the EHS Nation

Exclusive results from ISHN's 23rd annual White Paper Survey

## SAFETY PROFESSIONALS

Taking a sounding of safety pros in 2007, based on responses from 137 readers with full-time safety jobs.

### Professional Life '06

	Increased	Decreased	Same
EHS responsibilities	68%	1%	29%
Job satisfaction	33%	24%	44%
Job stress	54%	4%	40%
Work hours	47%	2%	50%
Personal effectiveness	42%	10%	48%

Percentages may not equal 100% due to "not applicable" answers

### External Factors

National events or trends having biggest impact on safety and health priorities of pros' organizations...

- Hurricane Katrina emergency response lessons — 22%
- Lean EHS staffing practices — 19%
- Popularity of culture principles — 16%
- VPP's dynamic growth — 13%

### Global Experience '06

	Increased	Decreased	Same
Need for international skills	21%	1%	34%

Percentages may not equal 100% due to "not applicable" answers

### Experience Factor

Age breakouts of safety pros:

Under age 30	2%
30-39	20%
40-49	31%
50-59	35%
60+	12%

### Work Site Coverage

Number of work sites responsible for, in terms of oversight and/or technical support:

1 location	20%
2-3	12%
4-6	17%
7-10	8%
11+	42%

### Support & Security '06

	Increased	Decreased	Same
Budget/staff resources	21%	21%	56%
Sr. management leadership	36%	26%	33%
Job security concerns	20%	11%	48%

Percentages may not equal 100% due to "not applicable" answers

### Budgets in '07

Increase	30%
Decrease	12%
Same	58%

### Staffing in '07

Increase	20%
Decrease	8%
Same	72%

### Outsourcing in '07

Increase	19%
Decrease	5%
Same	76%

### Current salary

\$65,847 (mean)  
\$64,000 (median)

## INDUSTRIAL HYGIENISTS

Taking a sounding of industrial hygienists in 2007, based on responses from 32 readers with full-time industrial hygiene jobs.

### Professional Life '06

	Increased	Decreased	Same
EHS responsibilities	50%	0%	43%
Job satisfaction	28%	3%	69%
Job stress	44%	3%	47%
Work hours	32%	3%	65%
Personal effectiveness	32%	19%	48%

Percentages may not equal 100% due to "not applicable" answers

### External Factors

National events or trends having biggest impact on safety and health priorities of pros' organizations...

- Hurricane Katrina emergency response lessons — 21%
- Lean EHS staffing practices — 14%
- Nano-sized particles health effects — 14%
- VPP's dynamic growth — 14%

### Global Experience '06

	Increased	Decreased	Same
Need for international skills	19%	0%	32%

Percentages may not equal 100% due to "not applicable" answers

### Experience Factor

Age breakouts of industrial hygienists:

Under age 30	3%
30-39	3%
40-49	19%
50-59	40%
60+	34%

### Work Site Coverage

Number of work sites responsible for, in terms of oversight and/or technical support:

1 location	32%
2-3	10%
4-6	10%
7-10	7%
11+	42%

### Support & Security '06

	Increased	Decreased	Same
Budget/staff resources	13%	19%	59%
Sr. management leadership	16%	26%	42%
Job security concerns	9%	9%	78%

Percentages may not equal 100% due to "not applicable" answers

### Budgets in '07

Increase	38%
Decrease	16%
Same	47%

### Staffing in '07

Increase	13%
Decrease	3%
Same	84%

### Outsourcing in '07

Increase	7%
Decrease	0%
Same	94%

### Current salary

\$81,703 (mean)  
\$80,000 (median)

## MONEY-MAKERS

Taking a sounding of pros in profitable companies in 2007, based on responses from 255 readers working in companies whose sales and profits increased in the past 12 months.

### Professional Life '06

	Increased	Decreased	Same
EHS responsibilities	54%	2%	39%
Job satisfaction	32%	14%	49%
Job stress	53%	4%	41%
Work hours	49%	2%	48%
Personal effectiveness	35%	8%	52%

Percentages may not equal 100% due to "not applicable" answers

### External Factors

National events or trends having biggest impact on safety and health priorities of pros' organizations...

- Hurricane Katrina emergency response lessons — 19%
- Popularity of culture principles — 19%
- Lean EHS staffing practices — 18%
- Declining interest in behavioral safety — 10%

### Global Experience '06

	Increased	Decreased	Same
Need for international skills	24%	23%	36%

Percentages may not equal 100% due to "not applicable" answers

### Experience Factor

Age breakouts of safety pros:

Under age 30	2%
30-39	13%
40-49	27%
50-59	40%
60+	18%

### Work Site Coverage

Number of work sites responsible for, in terms of oversight and/or technical support:

1 location	39%
2-3	21%
4-6	11%
7-10	5%
11+	23%

### Support & Security '06

	Increased	Decreased	Same
Budget/staff resources	23%	14%	58%
Sr. management leadership	36%	12%	45%
Job security concerns	17%	10%	65%

Percentages may not equal 100% due to "not applicable" answers

### Budgets in '07

Increase	32%
Decrease	4%
Same	64%

### Staffing in '07

Increase	16%
Decrease	6%
Same	79%

### Outsourcing in '07

Increase	19%
Decrease	2%
Same	79%

### Current salary

\$102,657 (mean)  
\$70,000 (median)



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## MONEY-LOSERS

**Taking a sounding of pros in unprofitable companies in 2007, based on responses from 55 readers working in companies whose sales and profits increased in the past 12 months.**

### Professional Life '06

	Increased	Decreased	Same
EHS responsibilities	50%	6%	39%
Job satisfaction	18%	28%	52%
Job stress	60%	6%	34%
Work hours	40%	6%	54%
Personal effectiveness	22%	19%	54%

Percentages may not equal 100% due to "not applicable" answers

### External Factors

National events or trends having biggest impact on safety and health priorities of pros' organizations...

- Hurricane Katrina emergency response lessons — 46%
- Lean EHS staffing practices — 15%
- Declining interest in behavioral safety — 15%
- Popularity of culture principles — 0%

### Global Experience '06

	Increased	Decreased	Same
Need for international skills	8%	9%	47%

Percentages may not equal 100% due to "not applicable" answers

### Experience Factor

Age breakouts of safety pros:

Under age 30	2%
30-39	13%
40-49	20%
50-59	33%
60+	33%

### Work Site Coverage

Number of work sites responsible for, in terms of oversight and/or technical support:

1 location	43%
2-3	15%
4-6	9%
7-10	5%
11+	32%

### Support & Security '06

	Increased	Decreased	Same
Budget/staff resources	12%	37%	46%
Sr. management leadership	13%	35%	43%
Job security concerns	24%	9%	61%

Percentages may not equal 100% due to "not applicable" answers

### Budgets in '07

Increase	15%
Decrease	35%
Same	51%

### Staffing in '07

Increase	11%
Decrease	22%
Same	67%

### Outsourcing in '07

Increase	17%
Decrease	6%
Same	78%

### Current salary

\$63,718 (mean)  
\$65,000 (median)

**FOR FULL REPORT RESULTS,** please e-mail [info@clearseasresearch.com](mailto:info@clearseasresearch.com) or contact Renee Love at (248) 786-1581. Percentages of results in all cases may not equal 100% due to rounding.



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## SMALL FACILITIES

Taking a sounding of pros in small facilities in 2007, based on responses from 193 readers working in operations with less than 50 employees.

### Professional Life '06

	Increased	Decreased	Same
EHS responsibilities	36%	2%	56%
Job satisfaction	21%	11%	60%
Job stress	42%	4%	51%
Work hours	34%	4%	60%
Personal effectiveness	23%	7%	65%

Percentages may not equal 100% due to "not applicable" answers

### External Factors

National events or trends having biggest impact on safety and health priorities of pros' organizations...

- Hurricane Katrina emergency response lessons — 38%
- Lean EHS staffing practices — 12%
- Popularity of culture principles — 11%
- Declining interest in behavioral safety — 11%

### Global Experience '06

	Increased	Decreased	Same
Need for international skills	17%	4%	36%

Percentages may not equal 100% due to "not applicable" answers

### Experience Factor

Age breakouts of safety pros:

Under age 30	1%
30-39	9%
40-49	23%
50-59	37%
60+	30%

### Work Site Coverage

Number of work sites responsible for, in terms of oversight and/or technical support:

1 location	52%
2-3	15%
4-6	8%
7-10	5%
11+	21%

### Budgets in '07

Increase	23%
Decrease	9%
Same	69%

### Staffing in '07

Increase	14%
Decrease	5%
Same	81%

### Outsourcing in '07

Increase	14%
Decrease	3%
Same	82%

### Current salary

\$111,918 (mean)  
\$65,000 (median)

### Support & Security '06

	Increased	Decreased	Same
Budget/staff resources	16%	15%	59%
Sr. management leadership	18%	13%	53%
Job security concerns	16%	7%	11%

Percentages may not equal 100% due to "not applicable" answers

## MID-SIZE FACILITIES

Taking a sounding of pros in mid-size facilities in 2007, based on responses from 118 readers working in operations with 100-499 employees.

### Professional Life '06

	Increased	Decreased	Same
EHS responsibilities	61%	1%	34%
Job satisfaction	31%	19%	47%
Job stress	61%	2%	38%
Work hours	52%	2%	46%
Personal effectiveness	33%	10%	52%

Percentages may not equal 100% due to "not applicable" answers

### External Factors

National events or trends having biggest impact on safety and health priorities of pros' organizations...

- Hurricane Katrina emergency response lessons — 25%
- Lean EHS staffing practices — 18%
- Popularity of culture principles — 14%
- Growth of EHS management systems — 8%
- Growth of global EHS regs — 8%

### Global Experience '06

	Increased	Decreased	Same
Need for international skills	23%	2%	39%

Percentages may not equal 100% due to "not applicable" answers

### Experience Factor

Age breakouts of safety pros:

Under age 30	2%
30-39	15%
40-49	25%
50-59	42%
60+	16%

### Work Site Coverage

Number of work sites responsible for, in terms of oversight and/or technical support:

1 location	35%
2-3	22%
4-6	11%
7-10	4%
11+	29%

### Budgets in '07

Increase	25%
Decrease	7%
Same	68%

### Staffing in '07

Increase	14%
Decrease	9%
Same	78%

### Outsourcing in '07

Increase	15%
Decrease	5%
Same	80%

### Current salary

\$116,148 (mean)  
\$67,500 (median)

### Support & Security '06

	Increased	Decreased	Same
Budget/staff resources	18%	17%	63%
Sr. management leadership	33%	22%	44%
Job security concerns	22%	8%	69%

Percentages may not equal 100% due to "not applicable" answers

## LARGE FACILITIES

Taking a sounding of pros in large facilities in 2007, based on responses from 66 readers working in operations with 1,000 or more employees.

### Professional Life '06

	Increased	Decreased	Same
EHS responsibilities	64%	5%	27%
Job satisfaction	28%	15%	52%
Job stress	50%	9%	38%
Work hours	43%	0%	55%
Personal effectiveness	36%	12%	46%

Percentages may not equal 100% due to "not applicable" answers

### External Factors

National events or trends having biggest impact on safety and health priorities of pros' organizations...

- Hurricane Katrina emergency response lessons — 29%
- Lean EHS staffing practices — 16%
- VPP's dynamic growth — 15%
- Popularity of culture principles — 13%

### Global Experience '06

	Increased	Decreased	Same
Need for international skills	19%	3%	38%

Percentages may not equal 100% due to "not applicable" answers

### Experience Factor

Age breakouts of safety pros:

Under age 30	0%
30-39	14%
40-49	36%
50-59	36%
60+	14%

### Work Site Coverage

Number of work sites responsible for, in terms of oversight and/or technical support:

1 location	19%
2-3	17%
4-6	19%
7-10	3%
11+	42%

### Budgets in '07

Increase	26%
Decrease	20%
Same	55%

### Staffing in '07

Increase	12%
Decrease	15%
Same	73%

### Outsourcing in '07

Increase	19%
Decrease	2%
Same	80%

### Current salary

\$74,749 (mean)  
\$71,000 (median)

### Support & Security '06

	Increased	Decreased	Same
Budget/staff resources	23%	26%	48%
Sr. management leadership	34%	21%	45%
Job security concerns	15%	14%	68%

Percentages may not equal 100% due to "not applicable" answers