

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 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