

# State of the EHS Nation

Exclusive results from *ISHN's* 28th annual White Paper Reader Survey



## RISK MANAGEMENT ON THE RISE

**34%** of respondents say they will spend more time on risk management work in 2013.

## FEELING GOOD

**42%** say their level of **personal effectiveness** as an EHS pro will increase in 2013.

**23%** say their personal **job satisfaction** will increase

Only one in ten say **job satisfaction** will decrease

Only **17%** say satisfaction with their **work/life balance** will drop



## STRETCHING EHS BOUNDARIES



**Sustainability** work will increase for **38%**  
**International** duties will increase for **27%**  
**Health promotion** activities will increase for **35%**

**Product stewardship** involvement will increase for **28%**.

## HEADACHES



**Job salaries** are a sore point. After all, who is getting raises in this economy? In 2013, 23% say salary satisfaction will decline; **14%** say it will rise.

**Resource support** is another irritation. In 2013, **19%**, almost one in five, say satisfaction with EHS budget/staffing will drop. Only 11% say it will rise.

**25%** of pros in facilities with 500+ employees say resource support satisfaction will decline.

**Work hours** will get longer for more than one-third (**35%**).

More work, more stress? **35%** say their stress levels will increase in 2013.

## WINNERS

**Professional certifications** are important/extremely important for **68%** of pros

**Management systems** are employed by **66%**. **Customized** plan-do-check-act systems lead the way, employed by **34%**.

**Job security:** only **12%** will have increasing job security concerns in 2013.

**Corporate leadership:** Twice the % of pros say leaders will be more involved and invested in EHS in 2013. (**24%** predict increases vs **12%** predicting decreases)

**Metrics** are becoming more sophisticated. **51%** will develop/improve **leading indicator** metrics in 2013.

**64%** of industrial hygienists will work more on leading indicators.

**Zero-harm cultures:** **48%** will develop/sustain the vision and goal of these cultures.

**Attacking serious injuries:** **49%** will increase efforts to reduce disabling injuries and fatalities.

**Consultants:** Twice the % of pros will increase use of EHS consultants in 2013 as will decrease use (**21% vs. 10%**).



## LOSERS

**EHS budgets** will be larger for only **16%** in 2013. Almost one in five (**19%**) of pros in **500+ employee sites** are staring at budget decreases.

**25%** of industrial hygienists will work with smaller budgets.

**Hiring:** EHS staffing will increase for only **14%**. Instead, **personal EHS responsibilities** will increase for **46%**.

Different story in **500+ employee sites:** **38%** have hired a new pro in the past year.

**Attrition:** **58%** agree/strongly agree the EHS field has suffered significant job losses due to layoffs and other factors.

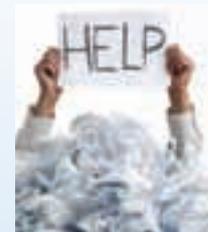


**Job burnout** is a major EHS problem due to increasing job demands and lean budgets and staffs, according to **45%**. Only **7%** beg to differ and see no problem.

**Institutional memory:** **40%** of pros in **500+ employee sites** plan to leave their jobs in the next 5 years.

**Psychosocial issues:** Not regulated, not a factor? Less than one-third (**28%**) will increase efforts in this area.

## How do you cope with job stress/burnout?



**33%** (one-third) say they take no measures

*Other answers:*

Change job

Time management

Involved with non-profits (off-hours)

Delegate to supervisors

Use checklists to involve all employees

Mental health evaluations

Counseling

Team brainstorming

Use tech tools more

Take one day at a time

Switch to more of a training role

Add new skills/areas of interest

Work to change company culture

## COACHING & CONVINCING

Selling skills become more important. **55%** of EHS pros will coach/convince **management leaders** to participate more in EHS in 2013.



**62%** of **industrial hygienists** will ramp up selling management on greater involvement.

**68%** of pros at sites with **100-500** employees will try for greater leadership involvement, the highest % of any employee-size site.



## WHO'S NEXT?

**31%** (almost one-third) of respondents envision leaving the EHS profession in the next 5 years

## NANO WHAT?

Talk about a niche EHS issue: Only **4%** of pros plan to **develop/improve nanotechnology protection** programs in 2013. Only **2%** of **industrial hygienists** will do more work in this area.



# State of the EHS Nation

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## PERSONAL-USE TECHNOLOGY

About one-quarter (**24%**) of EHS pros will **increase purchases** of iPhones, iPads, tablets, smartphones and other personal electronics for EHS apps in 2013  
Getting with it: **28%** of pros with **31+ years** of experience will increase purchases here  
**30%** of pros with **ASSE** memberships will increase purchases  
**25%** of **industrial hygienists** will increase purchases



## ROAD KILL NEGLIGENCE?

Motor vehicle crashes are the number-one cause of job-related fatalities.  
Only **23%** of EHS pros will increase efforts to **reduce transportation incidents** in 2013.



## OBAMA'S IMPACT

**45%** of EHS pros agree/strongly agree President Obama's re-election will have a negative impact on their job.  
If only: **17%** agree/strongly agree that Mitt Romney's election would have had a negative impact

## QUALITY SHORTAGE?

Almost one-half of EHS pros (**49%**) say their company encounters a **shortage of qualified candidates** when hiring. 51% say they don't. **33%** say this shortage is a significant problem.  
More concerned: **60% of industrial hygienists** say the skills shortage is a significant problem.  
Not a problem: Most pros (**58%**) say NIOSH's prediction of an **EHS skills shortage** in the next 5 years will have zero personal impact.  
One solution: **38%** will **identify/develop non-EHS pros** to handle more EHS work in 2013.  
Overall: **35%** of companies are experiencing a **shortage of skilled labor**; **19%** say they are not.



## SALARIES

\$100,001+.....	26%
\$75,001-\$100,000.....	21%
\$50,000 - \$75,000.....	33%
Less than \$50,000.....	20%

Mean = \$80,173.58  
Median = \$75,000



### Employee-size matters...

**38%** of EHS pros at sites with 500+ employees have salaries \$100K+  
**5%** of pros at these large sites have salaries less than \$50K  
**24%** of pros at sites with less than 100 employees have \$100K+ salaries (many of these are probably EHS consultants)  
**18%** of pros at these sites make less than \$50K  
**44%** of pros at sites with 100-500 employees earn \$50K - \$75K

## REGS & JOBS

Pros don't buy the argument regs kill jobs.  
**46% disagree/strongly disagree OSHA regs pose a clear threat** to U.S. employment  
**35%** neither agree/disagree  
Only **18% agree/strongly agree** OSHA regs threaten employment  
EPA regs are a different story...  
**37%** agree/strongly agree EPA regs threaten employment  
**30%** disagree/strongly disagree about EPA's negative impact on jobs



## BEHAVIOR-BASED SAFETY: STEADY AS IT GOES

About four in ten (**38%**) will initiate/continue a BBS program of observation & feedback in 2013.  
% is highest in the largest work sites: **43%** in 500+ employee facilities.  
**47%** of industrial hygienists will be involved in observation and feedback

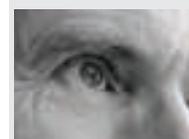
## ONLINE TRAINING



The trickle-down effect...  
About one-third (**30%**) of all EHS pros will increase purchases of online training in 2013  
At sites with less than **100 employees**, **38%** will increase purchases

## HOW DID YOU GET HERE? (EDUCATION)

**Non-traditional route: 48%** of respondents with a college degree majored in something other than safety, industrial hygiene, environment or health  
**30%** of all respondents possess a 4-year college degree  
**23%** possess a graduate school degree  
Only **4%** have no more than a high school degree



## GRAYING EHS WORKFORCE

**70%** of EHS pros are baby boomers **45-64** years old  
Only **13%** of respondents are age **35-44**

## METHODOLOGY

7,677 active, qualified *ISHN* direct requesting subscribers were selected from these industries: manufacturing (50%), construction (20%), utilities (10%), chemical/refining processes (10%), oil & gas (all available records), and consulting (10%).

A web-based survey method was employed.  
Fielding dates: September 11-25, 2012.  
229 usable returns give the survey a 3% response rate.

## IS YOUR PRODUCT AWARD WORTHY?

**ISHN 2013 Reader's Choice Award**  
**ASSE 2013 Attendee Choice Award**

*Just one entry is your chance to win both awards programs!*

*Enter your best-of-the-best product(s) in any of our 30+ EHS categories. Public voting begins in March — and you'll have a chance to win one or both contests in each product category you enter!*

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