Engaging and Retaining the Next Generation of Safety Professionals

2017 Indiana Safety & Health Conference

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www.bcsp.org

Safety... A Great Profession!

Why?

WE MAKE A DIFFERENCE!!
Leadership Critical

WHY ???

4,585*

Faces with the numbers!

*BLS 2015

LEADERSHIP...

Inspiring others to exceed their perceived talents through guided empowerment and being enabled.

Rally people to a better future

Attract followers

Knowledge is not enough
You MUST understand
Ask Yourself the following questions?

Does Certification = Leadership or Leadership = Certification?

About BCSP

• Established in 1969
• Not-For-Profit
• Board of Directors (11)
• Not a membership organization
• All certifications are protected by ® Registered Trade Mark
• 8 affiliated membership organizations
  • AIHA
  • ASSE
  • IIE
  • ISS
  • NESHTA
  • NFPA
  • NSC
  • SFPE

Mission
BCSP sets and certifies technical competency criteria for safety, health and environmental practitioners worldwide; enhancing careers, advancing the profession, protecting the public.
Certifications…Certificates…Licenses

Is there a difference?

• Certify – to attest authoritatively as meeting a standard. (Webster’s Ninth Collegiate Dictionary)
• Certificate – a document declaring that one has fulfilled requirements and was in attendance.
• License – permission granted by a competent authority to engage in a business or occupation or activity otherwise unlawful.

Certified SH&E practitioners have been judged by an independent organization to be at least minimally competent to protect the safety and health of workers and the public.

What is Certification?

• **Process**
  – Sets standards
  – Evaluates individuals against standards
  – Awards certification and use of mark
  – Requires continuing professional development

• **It is not**
  – A license to practice
  – Permanent
  – Membership
  – Certificate of completion
Would you personally hire:

- An accountant without CPA certification
- An engineer without a P.E. certification
- A Doctor, Nurse, Lawyer or Teacher without board certification
- A safety practitioner to protect your workforce without accredited board certification

What Do High Performing Safety Professionals Want?

- Leaders not Managers
- Incorporation of Innovation
- Pay/Benefits
- Professional Development
- Clear Path of Career Progression
- Competent Peers & Colleagues
- Corporate Outreach
CULTURE

Policies

Procedures

Work Practices

Safety Climate
“Leadership establishes the culture and Culture drives safety.”

Brad Giles, PE, CSP, STSC
Sr. VP – FDR Safety
Setting the Stage for Possibility

Everything we create or dream comes from our imagination first…where all things are possible.

What’s Possible?
Power of an IDEA….

- Safety & Health Conference
- San Jose Chilean Mine
- Golden Gate Bridge
- Incident-Injury Free
- Trained & Certified Supervisors
San Jose, Chilean Gold & Cooper Mine

- More than 120 years old
- Multiple safety deficiencies
- 33 workers trapped August 5, 2010

The Human Will

- 2,300 feet underground
- 17 days no contact – lived on 3 days worth of food/water
- 69 days until rescue
1933-1936: $36,000,000

Why Credential?
Personal & Professional

Intrinsic
• Self affirmation
• Desire to stay current
• Committed to profession
• Lifelong learning
• Want to belong

Extrinsic
• Job opportunities
• Pay
• Contract competitiveness
• Promotion
Certification Career Value

2015 Salary Survey

$109,000  $94,500  $93,500  $92,000  $95,000  $90,000

CSP  ASP  OHST  CHST  CET  STS/STSC

Based on 2015 Survey Data
Note: Many respondents held multiple credentials and there is considerable variation. Caution is advised when attempting to interpret salary survey data.

Introducing: Career Paths in Safety

757 Accredited degree programs available (bcsp.org/Resources/Academic-Database)

$98K Median annual base salary employed full time (bcsp.org/SH-E-Practice/Salary-Survey)

$14K More per year than those without BCSP certifications

(Industry data based on Safety+Health Magazine Salary Survey 2015)
Primary Roles of Certification

1. Earn and enhance public trust
2. Define and delineate the profession and its scope
3. Uphold and maintain high standards of conduct
4. Hold credentialed professionals accountable for unethical practice
5. Encourage competency among practitioners

Certification Benefits

- **Employers**
  - Prescreens candidates for employment
  - Public benchmark
  - Public image
  - Leading indicator of professionalism
  - Marketing tool

- **Government Agencies**
  - Qualification in contract solicitation
  - Qualification for task performance
  - Higher public assurance of competency
Many are accredited, but some are simply purchased!

Accredited vs. Non-accredited

• Only 12 are accredited through ANSI or NCCA
  – 7 offered through BCSP

What is the value of a purchased certification vs. an earned certification?
National and International Accreditation

- **International accreditation**
  - American National Standards Institute (ANSI)
    - ISO 17024
    - CSP, ASP

- **National accreditation**
  - Institute for Credentialing Excellence
    - National Commission for Certifying Agencies (NCCA)
      - STS, STSC, OHST, CHST
    - Council of Engineering & Scientific Specialty Boards
      - CET

So Let’s Answer the Question(s)

What’s the Return on Investment?
What Value does Certification Mean to you?
What do Companies Want?
What Do Companies Want?

– Qualified
– Experienced
– Positive Influence
– Trained
– Competent
– Leaders
– ROI

The Problem…

TIME

ENERGY

MONEY
What They Settle For…

- I’m a good worker… SHOULD be a good safety professional, manager, supervisor, foreman.
- “On the job training” has worked in the past.
- Showed up for work everyday.
- Knows the craft.
- Attended OSHA Training.
- His Dad has worked for us for 25 years.
- The way we have always done it!
- We HOPE that he/she will do well.
- We HOPE that no one gets injured or killed.
- We HOPE….

“Hope is not a method.”

- General Gordon Sullivan
Being a safety professional or supervisor is just “common sense.”

COMMON KNOWLEDGE

Would YOU hire YOU as A LEADER?
Leadership Fundamentals

A **GOOD** leader takes people where they want to go.

A **GREAT** leader takes people where they don’t want to go but **NEED** to go.

**Key Characteristics of Highly Effective Individuals**

- Continuous Learning
- Works in Progress
- Key on Things to Better Themselves
We hire for ATTITUDE and train for skills.

- Don Bell, WestJet Airline
What Are You Willing To Do To Make a Difference?

WHAT IF?

Options...

Status Quo

Training

Certification of Supervisors
Move Away From Intimidation & Production Focus

4,585

Act of Integrity – Butch O’Hare

- Fighter Pilot during WWII
- Stationed on USS Lexington in S. Pacific
- Feb 20, 1942 – Lead 7 other wildcat pilots on mission
- Low Fuel while Airborne
- Returning back to ship
- Japanese Bombers heading for USS Lexington
- Medal of Honor
- O’Hare Airport named after him.
Act of Integrity - Easy Eddie

- Al Capon’s Lawyer
- Legal Maneuvering kept Capon out of jail for many years
- Well Compensated
- Soft Spot= His Son
- Namesake
- Al Capon arrested- Tax evasion
- Easy Eddie killed

What do these Two Stories have in Common?

- Easy Eddie= Edward O’Hare
- Edward O’Hare was Butch O’Hare’s Father
Thank You and STAY SAFE