



2017 STATE OF ENVIRONMENTAL HEALTH & SAFETY INDUSTRY SURVEY



OVERVIEW

An ancient Greek philosopher once said, "change is the only constant in life." And whether you're a fan of change, or not, it's difficult to challenge Heraclitus's philosophical observation.

The truth is, we live in a fascinating time where rapid advances in science, technology engineering and math are fueling how we live, and work.

In our daily pursuit of progress, the role of the environmental, health and safety professional has never been more apparent, or more critical than it is today. And like any industry, the responsibilities of those who work in EHS continue to change and evolve as a result of new technologies, regulations and threats to employee health and wellness.

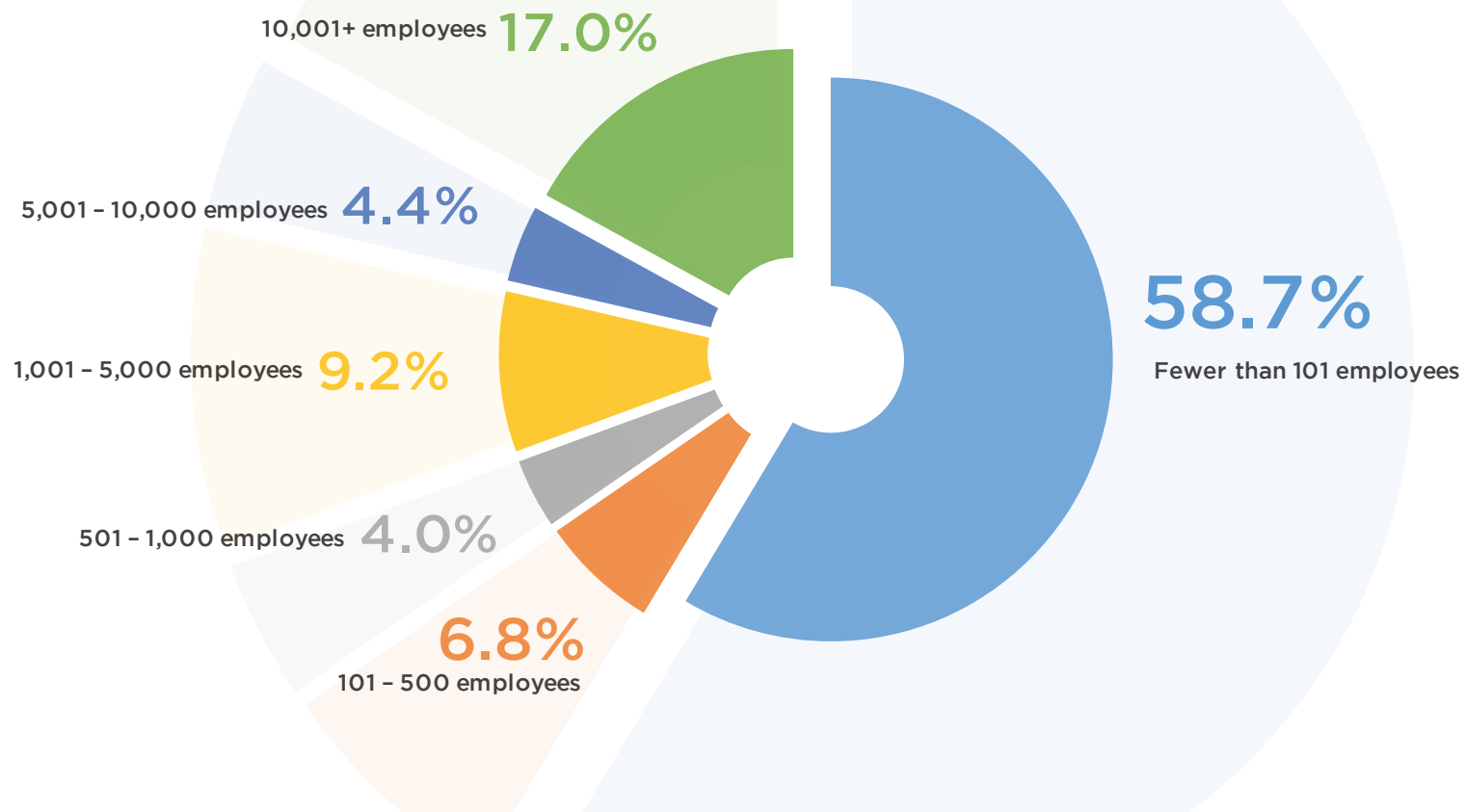
In an effort to benchmark some basic experiences, attitudes and concerns, the American Industrial Hygiene Association (AIHA) and Enviance, an industry-leading EHS software provider, teamed up to conduct the 2017 State of the EH&S Industry Survey.

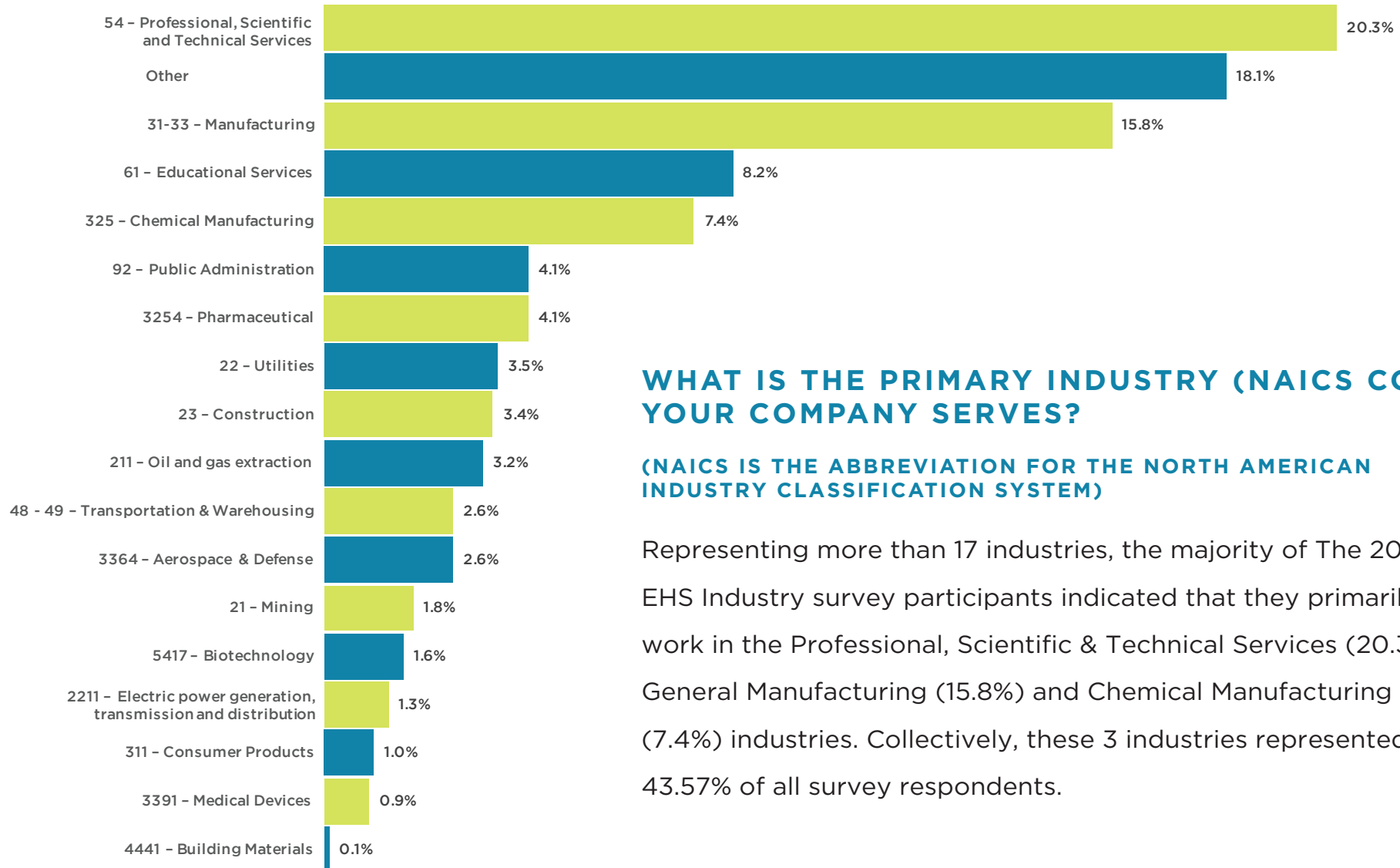
The goal of this survey was to gain a greater understanding of the issues impacting a company's ability to keep employees healthy, safe and productive.

The survey, which was conducted online, was completed by 744 EHS professionals between April 25, 2017 and May 10, 2017. The results from all 18 questions from this survey are documented in the following report.

HOW MANY INDIVIDUALS DOES YOUR COMPANY EMPLOY?

The majority of respondents (69.52%) who participated in The 2017 State of EHS Survey represent companies that employ fewer than 1,000 personnel. Individuals who work for companies that employ less than 100 personnel represent the largest subsection of this group at 58.7%. Conversely, the second largest subsection of this survey (17%) is represented by individuals who work for large companies that employee more than 10,001 personnel.





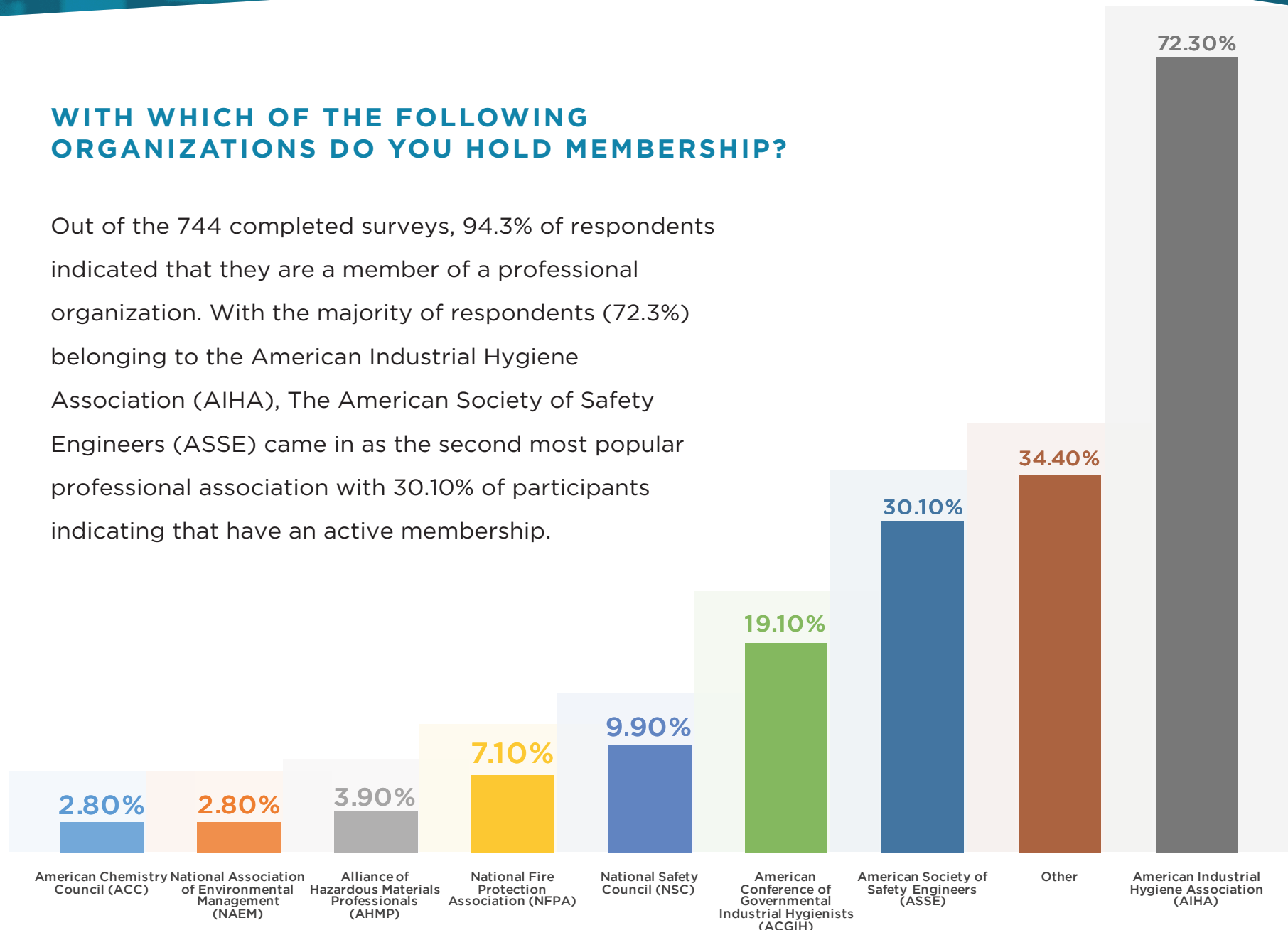
WHAT IS THE PRIMARY INDUSTRY (NAICS CODE) YOUR COMPANY SERVES?

(NAICS IS THE ABBREVIATION FOR THE NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM)

Representing more than 17 industries, the majority of The 2017 EHS Industry survey participants indicated that they primarily work in the Professional, Scientific & Technical Services (20.3%), General Manufacturing (15.8%) and Chemical Manufacturing (7.4%) industries. Collectively, these 3 industries represented 43.57% of all survey respondents.

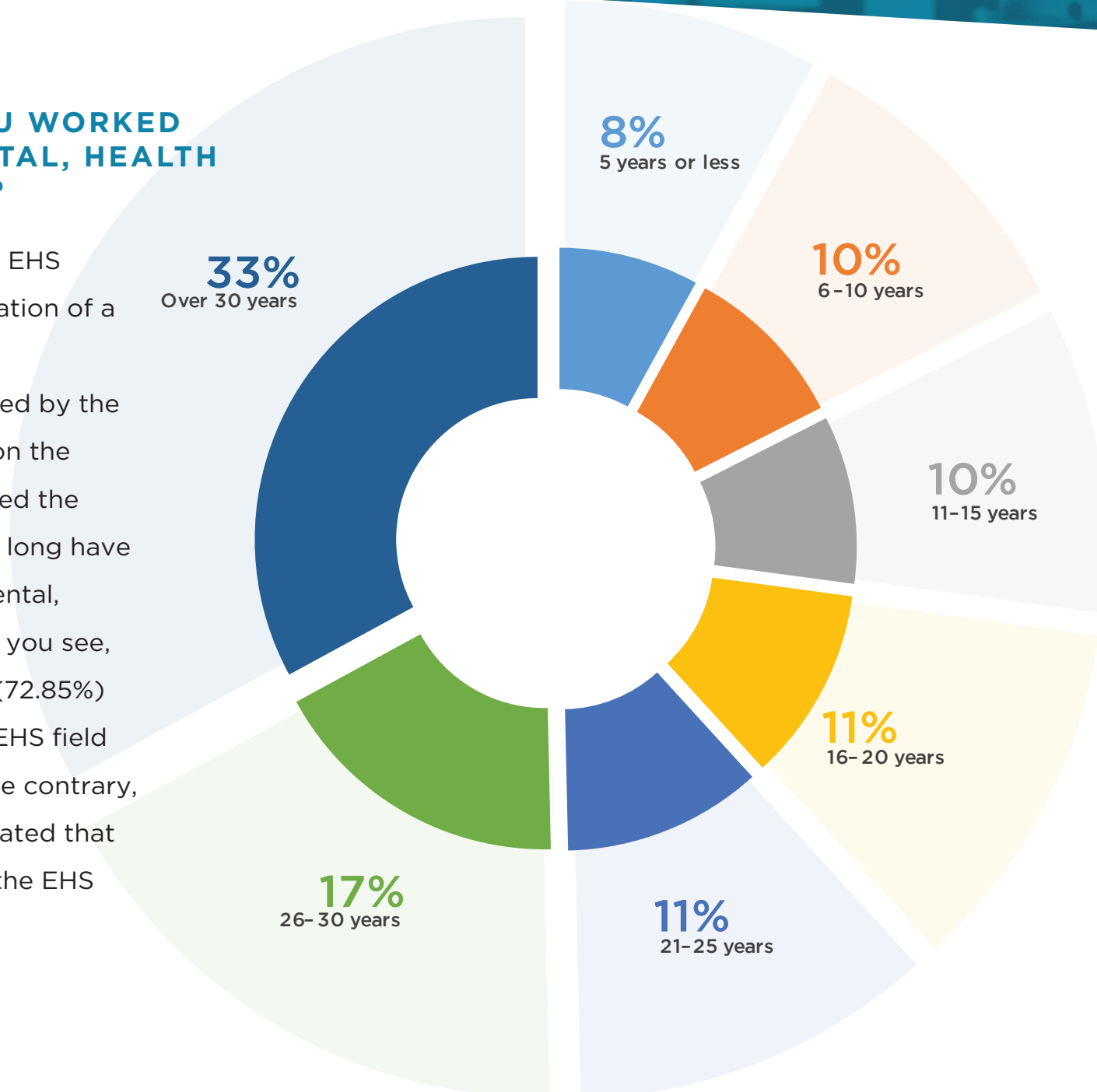
WITH WHICH OF THE FOLLOWING ORGANIZATIONS DO YOU HOLD MEMBERSHIP?

Out of the 744 completed surveys, 94.3% of respondents indicated that they are a member of a professional organization. With the majority of respondents (72.3%) belonging to the American Industrial Hygiene Association (AIHA), The American Society of Safety Engineers (ASSE) came in as the second most popular professional association with 30.10% of participants indicating that have an active membership.



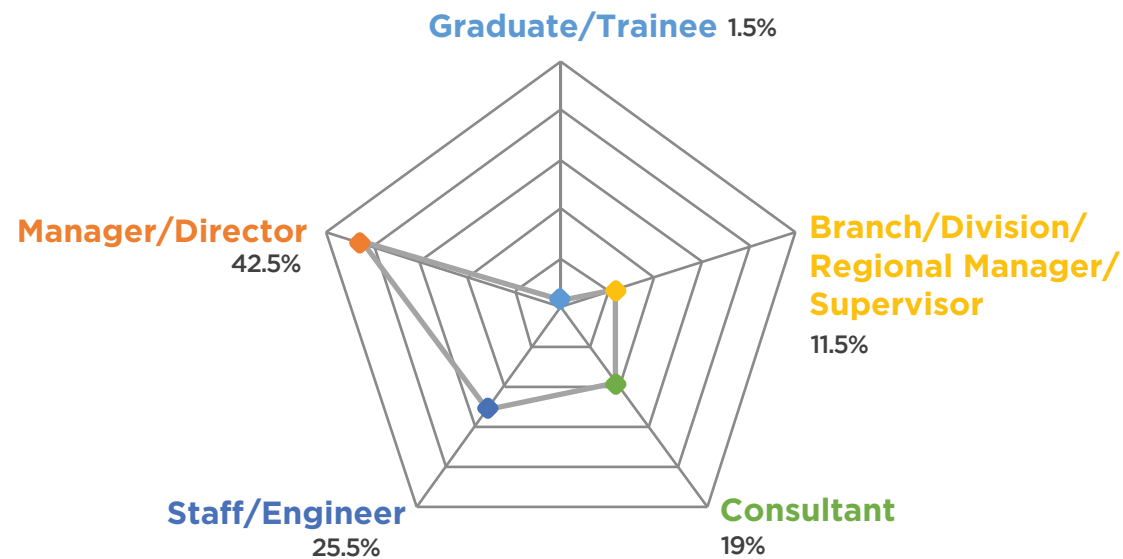
HOW LONG HAVE YOU WORKED IN THE ENVIRONMENTAL, HEALTH & SAFETY INDUSTRY?

Overall, the 2017 State of the EHS survey attracted the participation of a more experienced group of professionals. This is supported by the following graphs. As shown on the graph to the right, we analyzed the results of the question, “How long have you worked in the Environmental, Health & Safety Industry.” As you see, the majority of respondents (72.85%) claim to have worked in the EHS field for more than 16 years. On the contrary, only 8% of respondents indicated that they’ve been working the in the EHS industry less than 5 years.



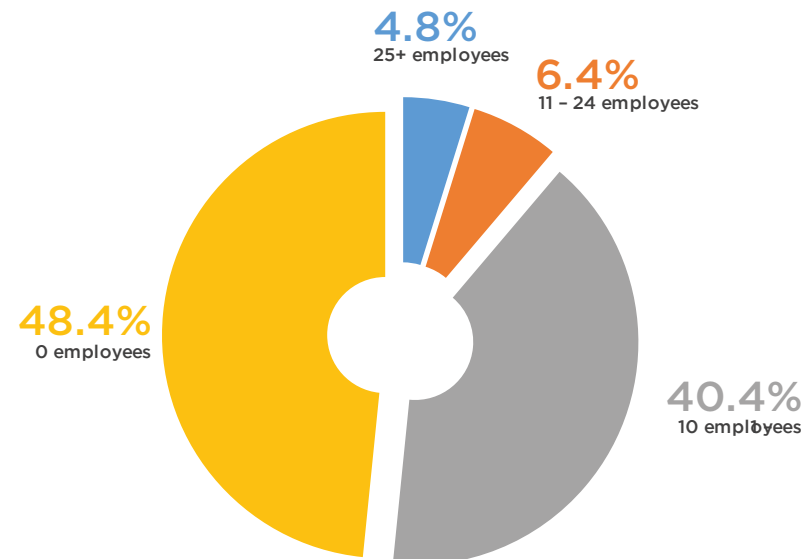
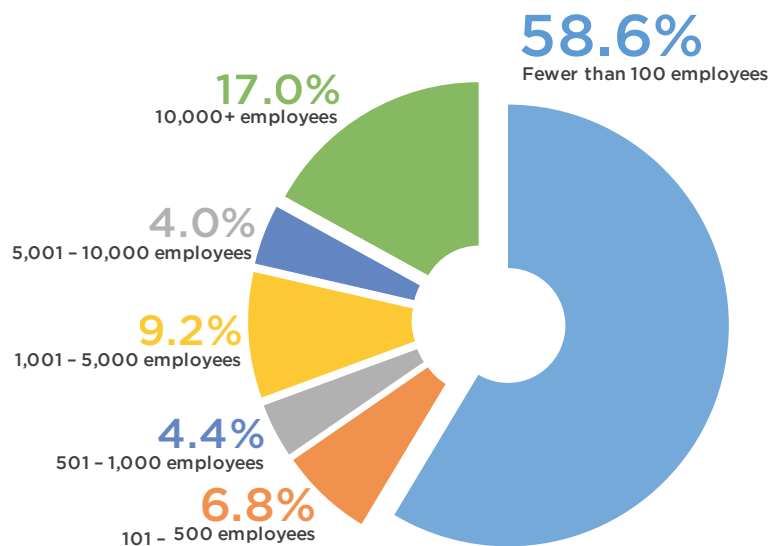
WHAT IS YOUR POSITION WITHIN YOUR ORGANIZATION?

The majority of respondents indicated that they were either a Manager/Director (42.5%).



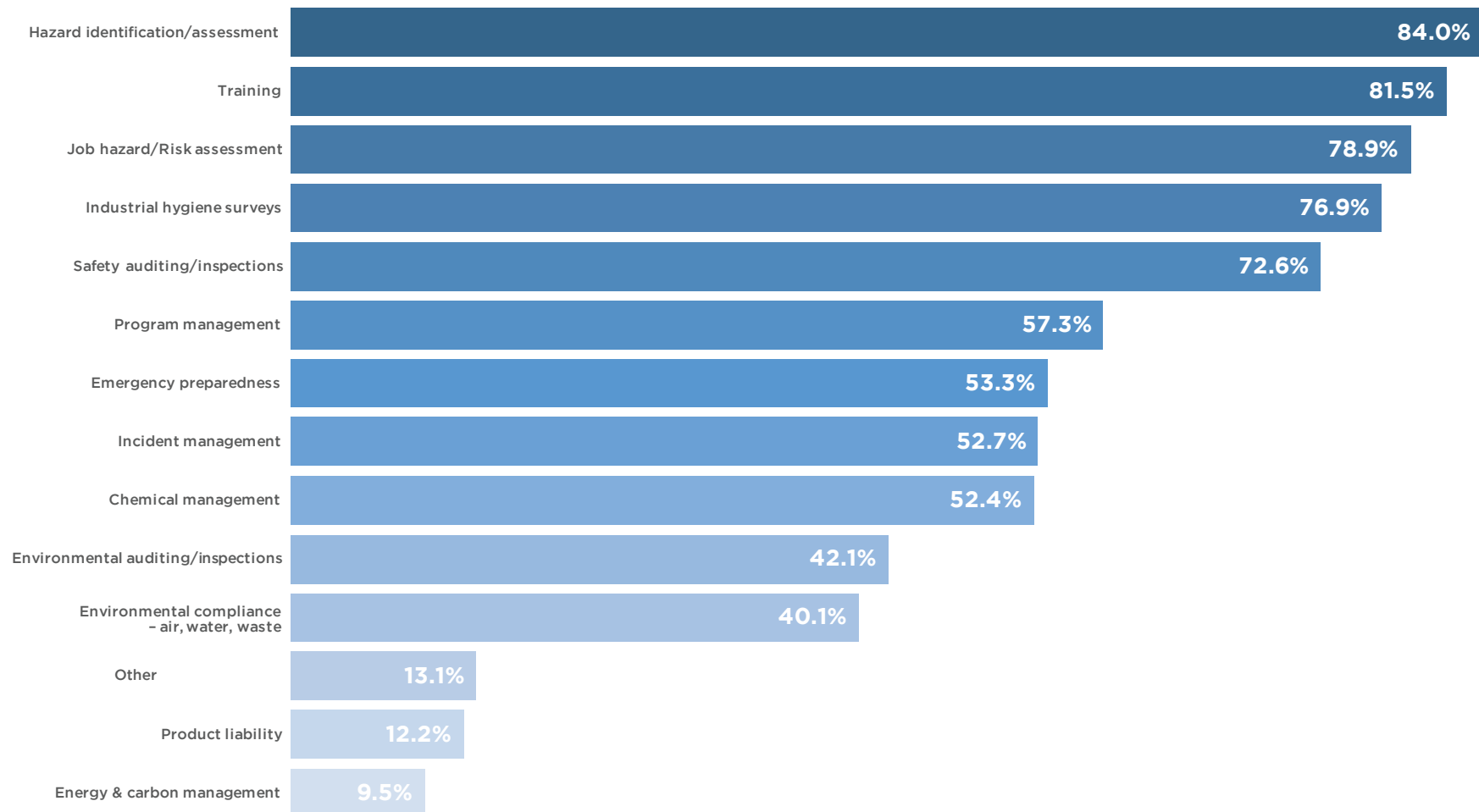
NUMBER OF STAFF YOU SUPERVISE?

It would appear that the size of the company has a direct correlation on the number of professionals who work in the EHS department, and are managed by senior staffers. When asked, “What is the number of staff you supervise,” 48.4% of respondents identified that they did not manage anyone. Knowing that 58.6% of respondents indicated that the company they represent has less than 100 employees, it can be determined that smaller companies typically have smaller EHS departments.



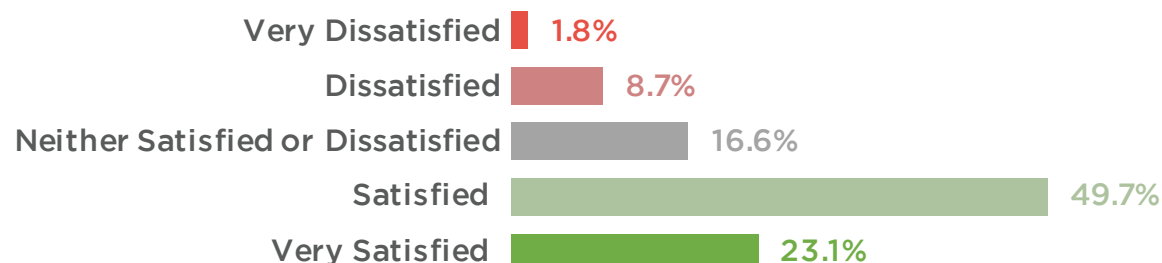
KEY RESPONSIBILITIES

In an effort to gain better insight into the day-to-day operation of an EHS worker, we asked survey participants to identify all of their responsibilities. As companies from across industries continue to implement a culture of safety, it's reassuring to see that the primary responsibilities identified were Hazard Identification (84%), Training (81.5%) and Job Hazard/Risk Analysis (78.9%).



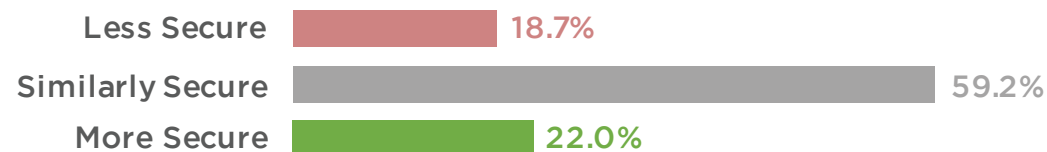
JOB SATISFACTION

Despite wearing many hats, more than half of the EHS professionals who completed the survey indicated that they were either “Satisfied” (49.7%) or “Very Satisfied” (23.1%) with their job. (See Chart 9 for Results.)



JOB SECURITY

When respondents were asked to rate their job security compared to two years ago based on current socio-economic conditions, 59.2% indicated that they felt similarly secure. An additional 22% felt that their job was even more secure now than it was two years ago.

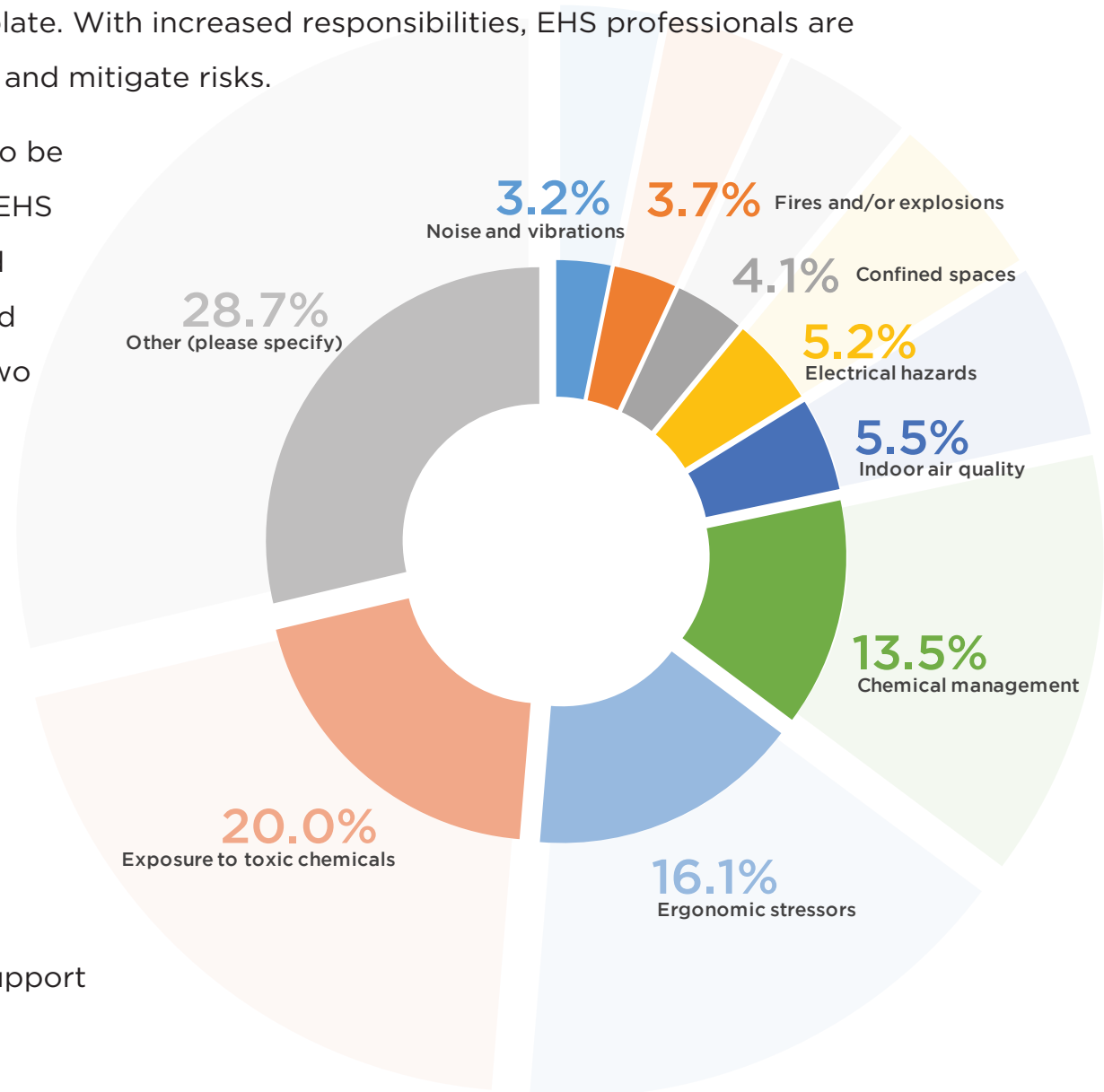


AREAS OF CONCERN

On the path to protecting people, profit and planet, it's no surprise to find that today's EHS professionals have a lot of responsibilities on their plate. With increased responsibilities, EHS professionals are constantly looking to identify hazards and mitigate risks.

When asked, "What do you consider to be the most important issue facing your EHS program?" - survey respondents listed Exposure to toxic chemicals (20%) and Ergonomic stressors (16.1%) as their two highest concerns.

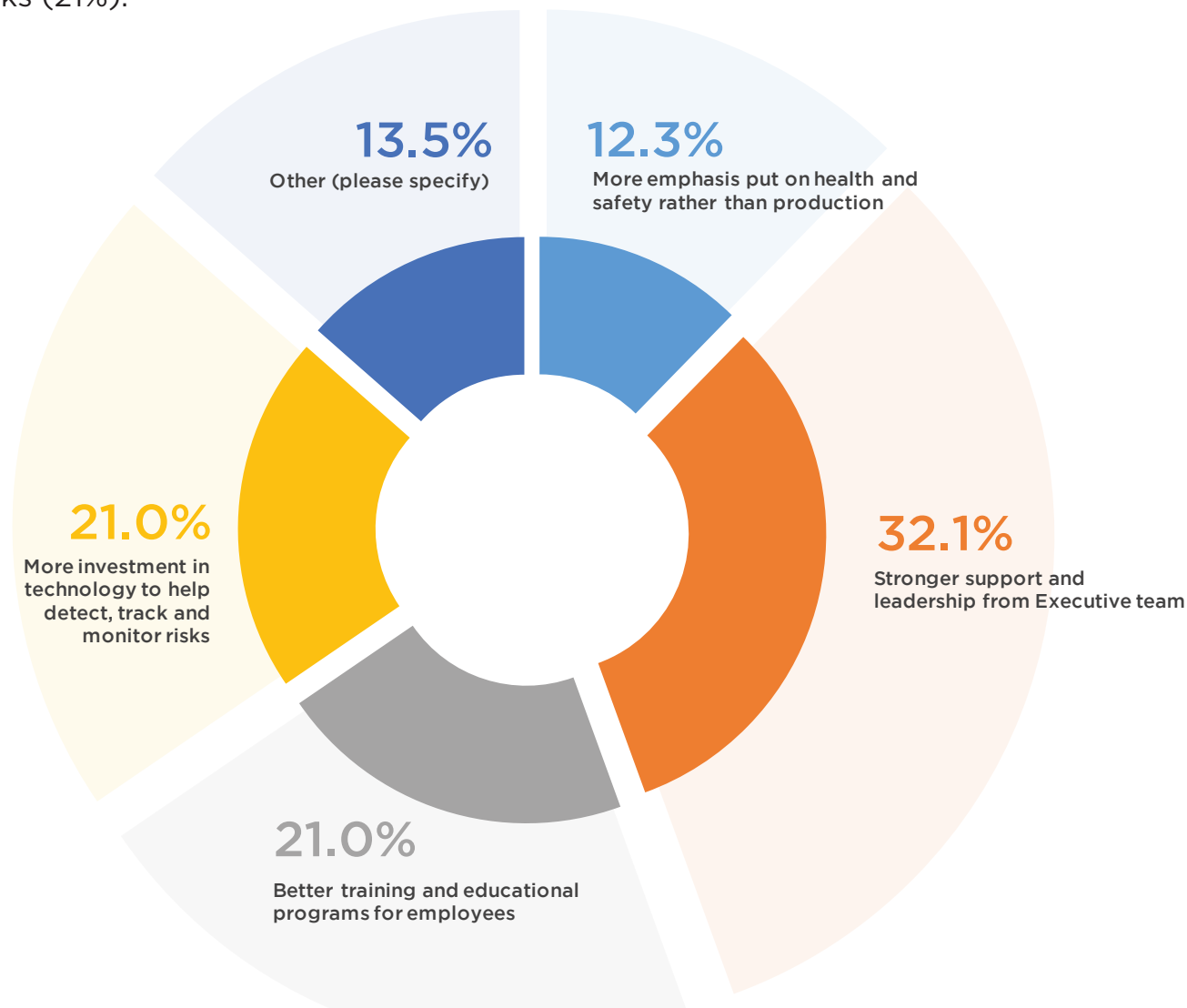
And while both chemical exposure and chemical management combined to be the single largest concern (33.49%) amongst EHS professionals, there was a broad list of write-in responses that mentioned everything from a lack of GHS compliance and outdated regulations to a lack of funding and support by management.



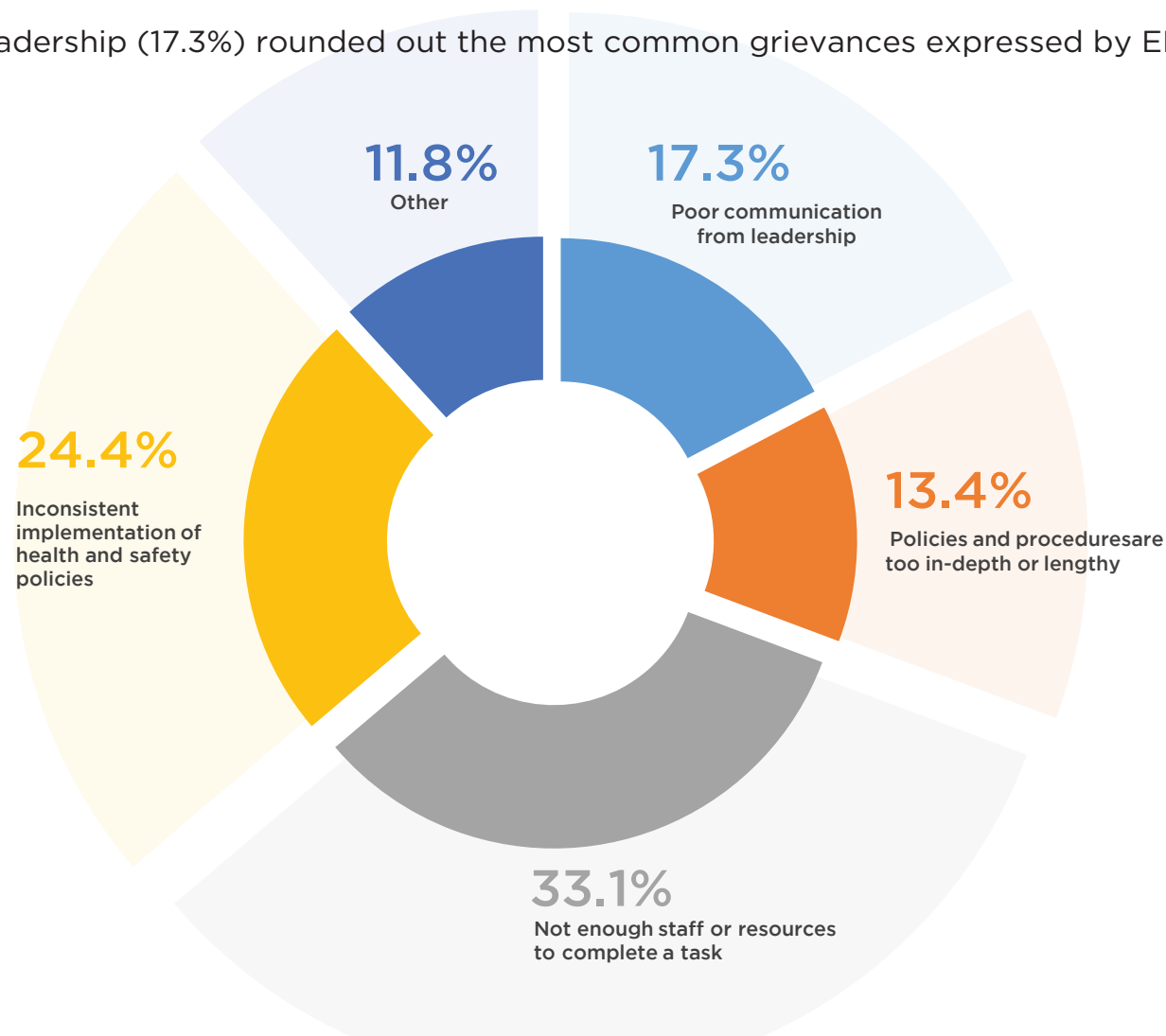
AREAS OF IMPROVEMENT

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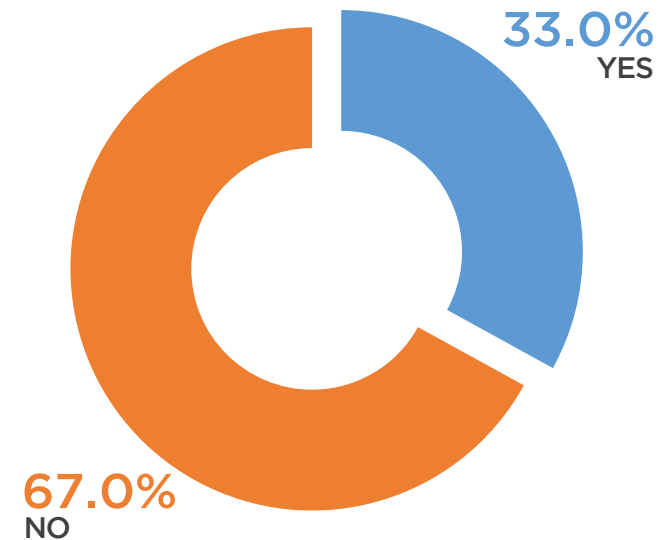
When asked, “In what area would you most like to see improvement in your organization/facility’s EHS program?” – participants identified stronger support and leadership from the executive team (32.1%), then better training and educational programs for employees (21%), and more investment in technology to help detect risks (21%).



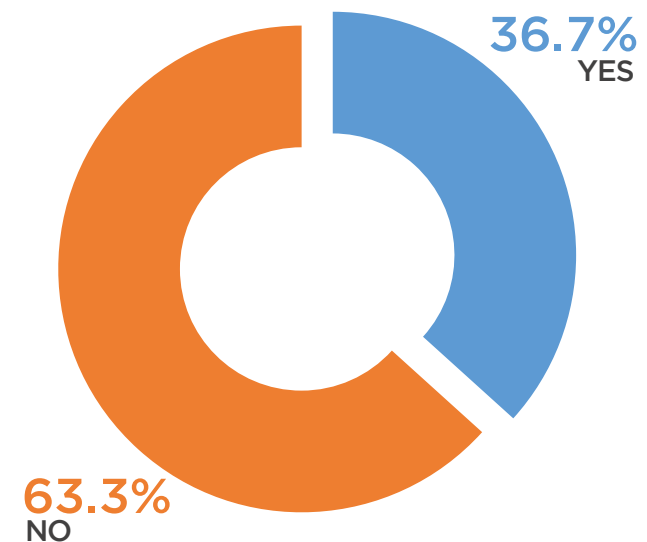
Subsequently, when faced with the question: “What is the most frequent complaint that you hear from employees about your organization’s EH&S program?” – close to one third of respondents (33.1%) pinpointed the need for the company to hire more staff/resources as the top concern amongst EHS professionals. Inconsistent implementation of health and safety policies (24.4%) and poor communication from company leadership (17.3%) rounded out the most common grievances expressed by EHS colleagues.



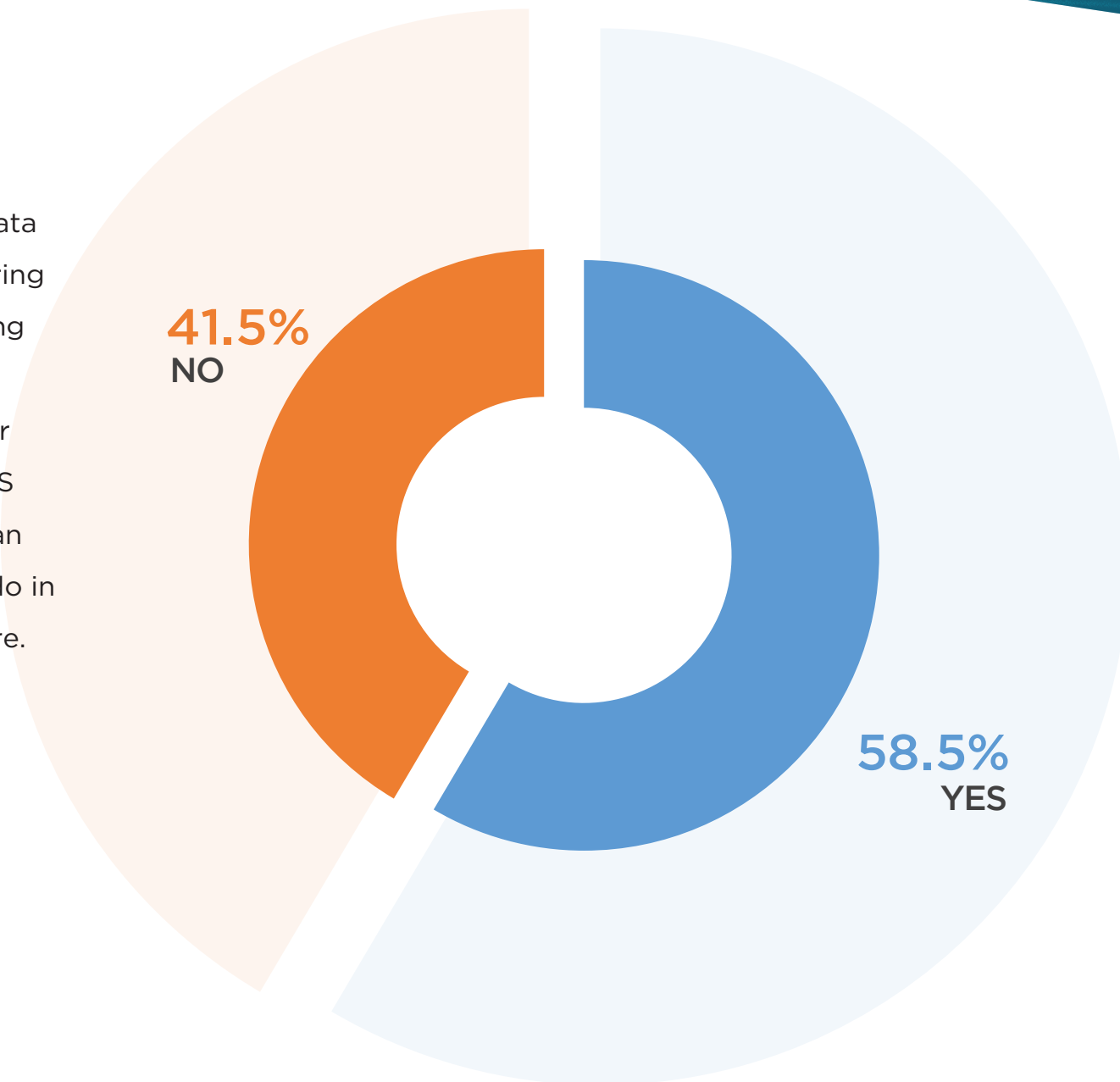
While lack of staffing and resources topped the list of operational pain points amongst EHS professionals, it doesn't look like this situation is going to be resolved for many in the near future. According to the results of the 2017 State of the EHS Industry Survey, only 33% indicated that their company plans to increase the size of the environmental, health and safety team in the next twelve months.



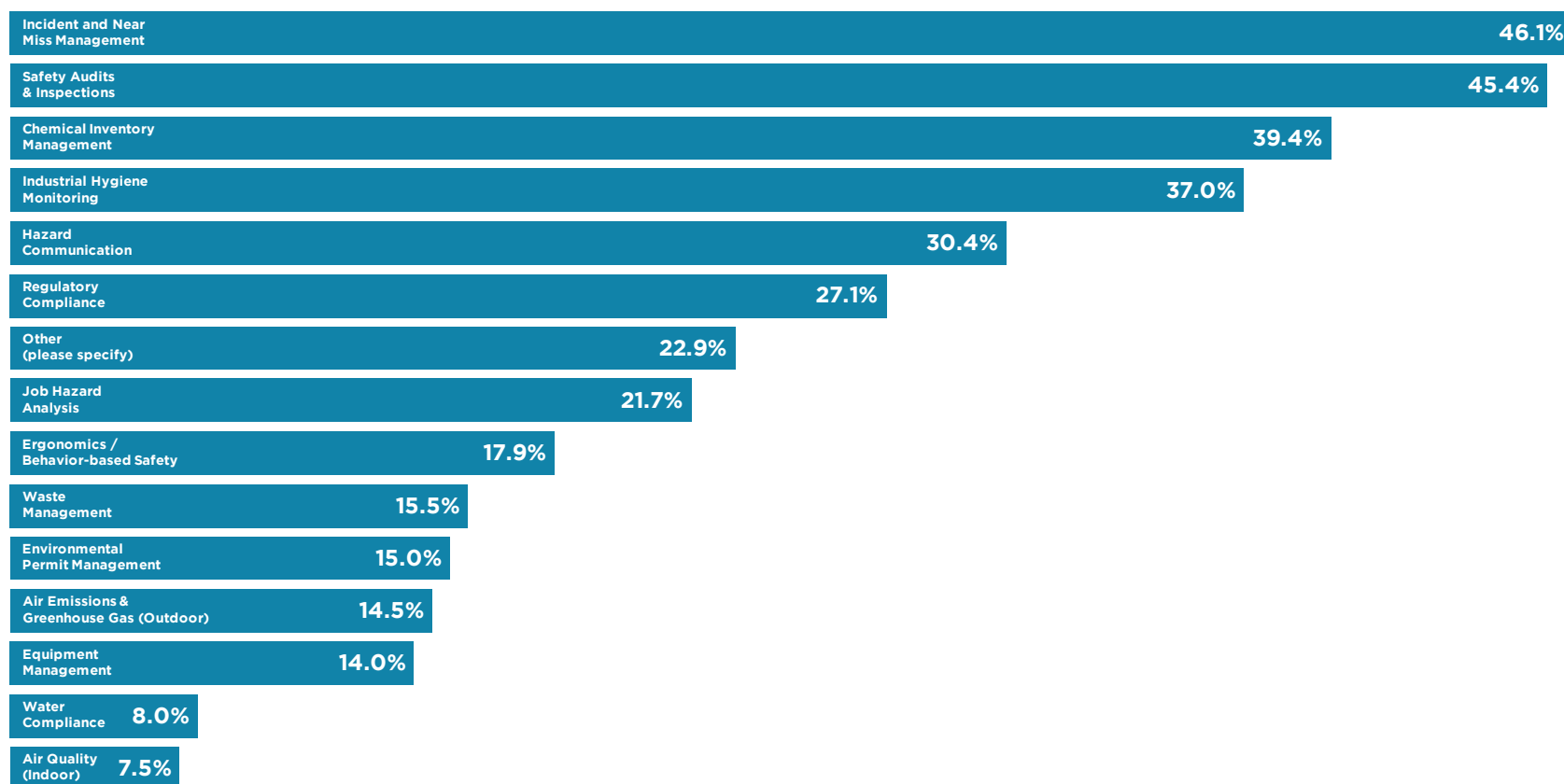
When asked if their company planned to hire third party consultants in the next 12 months, a slightly higher percentage (36.7%) of respondents gave a positive indication.



With more and more companies turning to technology to help manage everything from safety data sheets and inspections to monitoring chemical inventory and maintaining regulatory compliance, we polled participants to find out whether or not their organization used an EHS software. As it turns out, more than half (58.51%) indicated that they do in fact use some sort of EHS software.



In order to get a better understanding of why and how respondents were using EHS software, we asked them to identify what their online system helped them track and monitor. What we discovered is that many EHS professionals use software to manage an array of responsibilities that range from laboratory safety and fire safety to monitoring indoor air quality and regulatory compliance. In particular, respondents use software to manage Incidents and Near Misses (46.1%), Safety Audits and Inspections (45.4%), and Chemical Inventory (39.4%) the most.





SURVEY SUMMARY

While analyzing the results of our inaugural State of the EHS Industry Survey, we can assess that the majority of respondents are experienced EHS professionals who represent small to mid-size companies in the professional, scientific, and technical, or manufacturing industry.

While many respondents (69.52%) work for companies with less than 100 employees, the majority of EHS professionals who completed this survey are accountable for a wide range of functions and responsibilities regardless of company size. The most commonly shared tasks among EHS professionals include Hazard Identification (83.98%), Training (81.45%) and Job Hazard/Risk Analysis (78.93%). Though, many other duties including Safety Audits/Inspections (72.55%), and Chemical Management (52.37%) neared the top of the list. Despite managing an array of tasks, the majority of EHS professionals who participated in our study are both satisfied/very satisfied (72.82%) and secure (59.27%) with their job despite the shifting socio-economic conditions of the past two years.

In addition to being content, the vast majority of participants (94.3%) maintain some sort of membership or affiliation with a professional organization like the American Industrial Hygiene Association (AIHA), the American Society of Safety Engineers (ASSE).

Upon closer review, EHS professionals who completed this survey did express their fair share of issues with chemical exposure and chemical management combined to be the single largest concern amongst the group (33.49%).

It's important to note that survey participants believe that many of the challenges they face could be overcome with stronger support from their leadership team (32.10%), and better training/educational programs and more investment in technology to help detect, track and monitor risks (both tied with 21%).

However, when asked "What is the most frequent complaint that you hear from employees about your organization's EH&S program?" – 33.13% of respondents named "Not Enough Staff or resources" as the top complaint. With only 33% of respondents indicating that they plan to expand the size of their EHS department, and 37% planning to hire a third party consultant in the next 12 months, it would seem that this gripe might stick around for the foreseeable future.