

2020 SH&E Industry Salary Survey

BCSP | Board of Certified[®]
Safety Professionals

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SURVEY DETAILS

Purpose

In a partnership between the Board of Certified Safety Professionals (BCSP) and the National Safety Council (NSC), the purpose of this research project was to better understand compensation trends among Safety, Health, and Environmental (SH&E) professionals.

Method

The survey sample was selected by Readex Research from lists of contacts provided by each of the partnering organizations, as follows:

- 42,753 emailable BCSP active certification holders (CSP, SMS, ASP, OHST, CHST, STS, STSC, CET, and/or GSP), excluding those who opted out of special offers and those classified as retired.
- 20,311 emailable safety professionals who are NSC members, excluding those who opted out of special offers and those classified as retired.

The 37-question survey was designed collaboratively by BCSP and Readex. Programming/hosting of the survey website and data collection/tabulation were handled by Readex.

Readex emailed the sample on April 22, 2020 in the name of BCSP's Chief Executive Officer and NSC's President and CEO. Reminder emails were sent to non-respondents on April 28 and May 1. It was mentioned in the email correspondence that an online salary calculator would be available for use by each organization's members and/or certificants, and that results would be published in the November 2020 issue of *Safety+Health Magazine*.

The survey was closed for tabulation on May 6 with 9,225 responses—a 15% response rate. To best represent the audience of interest, results are based on the 8,909 respondents who indicated they were employed (full time, part time, or self-employed) as of January 1, 2020. The margin of error for percentages based on all 8,909 usable responses is ± 1.0 percentage points at the 95% confidence level. The margin of error for percentages based on smaller sample sizes will be larger.

ABOUT READEX RESEARCH

Readex Research is a nationally recognized independent research company located in Stillwater, Minnesota. Its roots are in survey research for the magazine publishing industry, but specialization in conducting high-quality survey research (by mail and/or the Internet) has brought clients from many other markets, including associations, corporate marketers and communicators, and government agencies. Since its founding in 1947, Readex has completed thousands of surveys for a lengthy and diverse list of clients.

As a full-service survey research supplier, Readex provides in-house processing of all phases of each project (traditional mailing, broadcast emailing, and data processing) to ensure complete control over project quality and schedule. Analytical capabilities include a range of multivariate statistics and modeling techniques, in addition to the more traditional stub-and-banner tabulations.

This survey was conducted and this report was prepared by Readex in accordance with accepted research standards and practices.

FINDINGS: Compensation

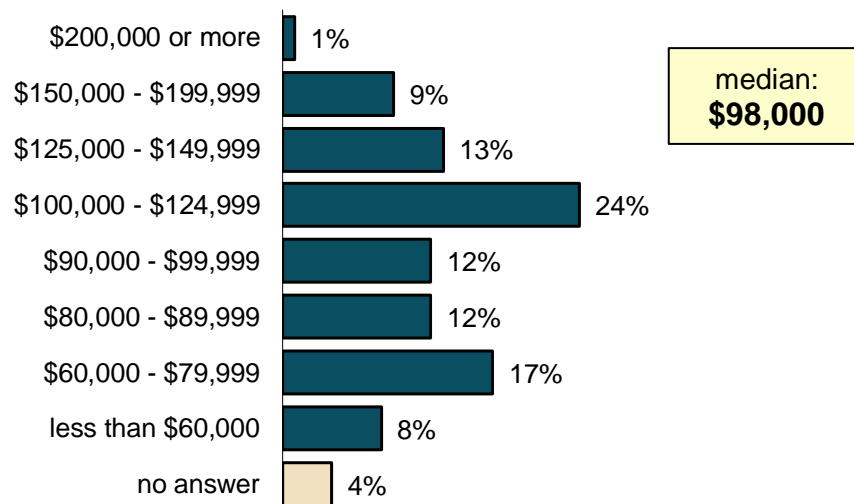
Nine in ten SH&E professionals¹ (92%) indicated they were employed full time as of January 1, 2020. The median² annual base salary for this group as of that date was \$98,000 (in U.S. dollars).

Among all employed respondents, 4% indicated they are located outside the U.S. and Canada. Full-time employees in these other countries typically earn less than those in the U.S. and Canada, at a median of \$48,000.

Base Salary

As of January 1, 2020, what was your annual base salary (in U.S. dollars)? Please include only the regular salary/wage paid for your primary position. EXCLUDE earnings from other work, overtime pay, commissions, bonuses, incentive pay, profit sharing, retirement benefits received, and the monetary value of other benefits. If you are self-employed, please fill in the annual salary/draw you intend to pay yourself, not total enterprise revenues or lump sum profit distributions.

base: 8,492 respondents employed full time; those in each segment (fill-in answers)



Median by Location

(thousands)



¹ For these purposes, "SH&E professionals" refers to the survey respondents from the BCSP and NSC lists as described in the Survey Details.

² A **median** is considered the "typical" response. It is the value that lies at the middle of a distribution: that is, 50% of the values are above it and 50% are below. Unlike the mean, it is not influenced by extreme values. Base salaries at other percentiles (10th, 25th, 75th, & 90th) are presented in the Base Salary & Other Cash Compensation Percentiles section of this report.

FINDINGS: Compensation

Full-time SH&E professionals with at least one of 14 particular licenses/credentials (ASP, CDGP, CHMM, CHMP, CHST, CIH, CIT, CSP, GSP, OHST, SMS, STSC, STS, and/or TSP) typically earn \$17,700 more per year than those with none of these licenses/credentials (\$100,000 versus \$82,300).

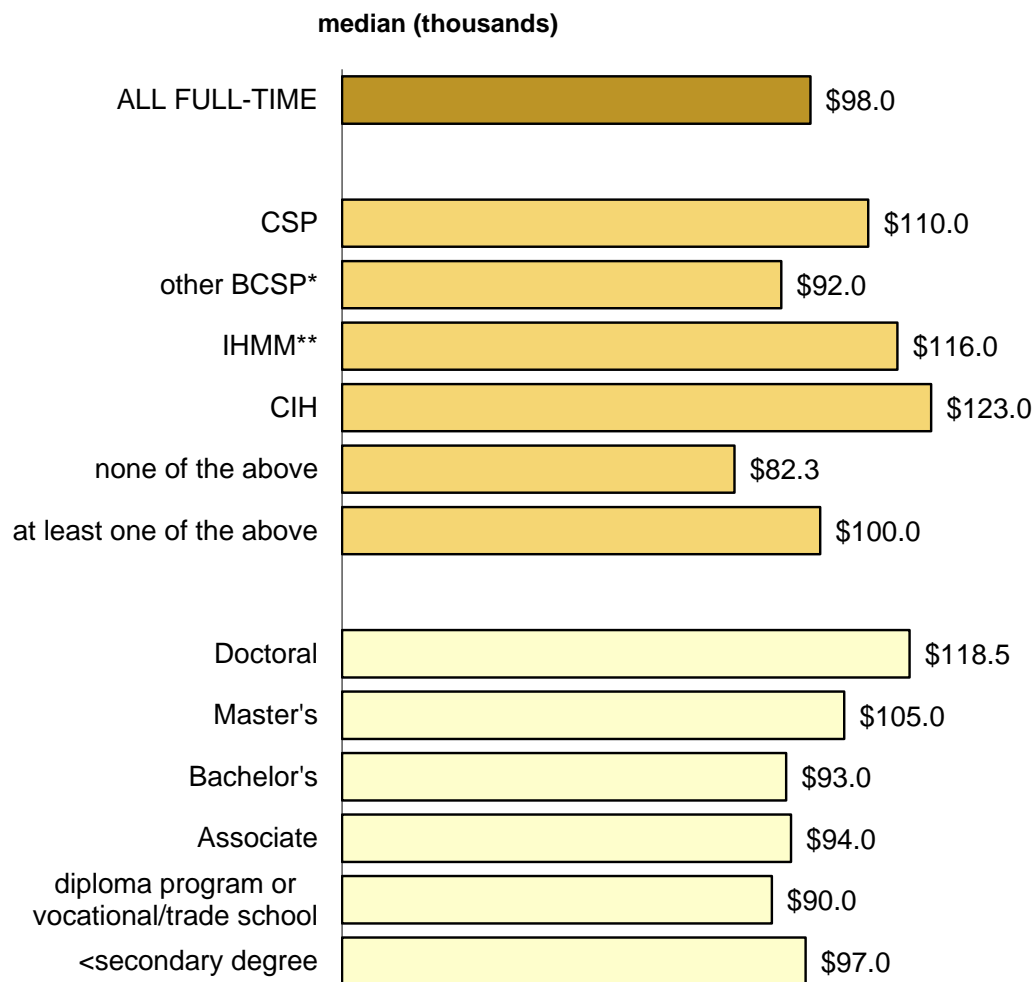
BCSP's CSP credential adds \$12,000 to the median base salary for all full-time SH&E professionals, and it adds \$27,700 to the median compared with the salaries of those who have none of the 14 aforementioned licenses/credentials.

Similar to certification, formal education also correlates positively with base salary. For example, those with a Doctoral degree typically earn \$13,500 more annually than those with a Master's degree and \$25,500 more than those with a Bachelor's degree.

Base Salary by Licenses/Credentials Held & by Education

As of January 1, 2020, what was your annual base salary (in U.S. dollars)?

base: 8,492 respondents employed full time; those in each segment (fill-in answers)



*includes CHST, ASP, GSP, STSC, OHST, SMS, STS, CIT, and/or TSP

**includes CHMM, CDGP, and/or CHMP

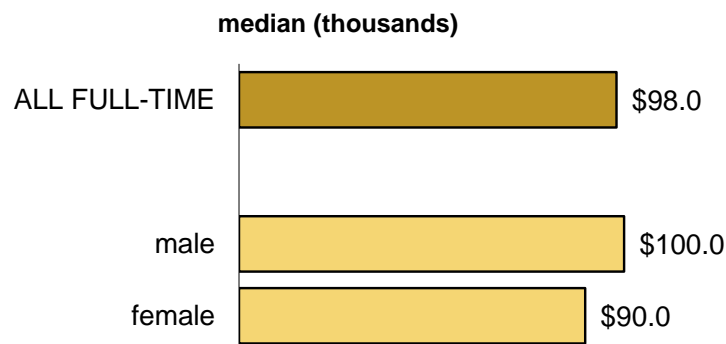
FINDINGS: Compensation

There is a discrepancy in median base salary by gender, with males earning \$10,000 more annually than females. However, their profiles may help explain at least some of the difference. Males tend to have longer industry tenure, hold higher level positions in their organizations, and/or are more likely to directly supervise other staff.

Base Salary by Gender

As of January 1, 2020, what was your annual base salary (in U.S. dollars)?

base: 8,492 respondents employed full time; those in each segment (fill-in answers); employed respondents for Differences in Profile by Gender



Differences in Profile by Gender	male	female
industry tenure (median)	15 years	13 years
director/manager/chief/department head	28%	23%
professional	37%	45%
directly supervise other staff	49%	36%

FINDINGS: Compensation

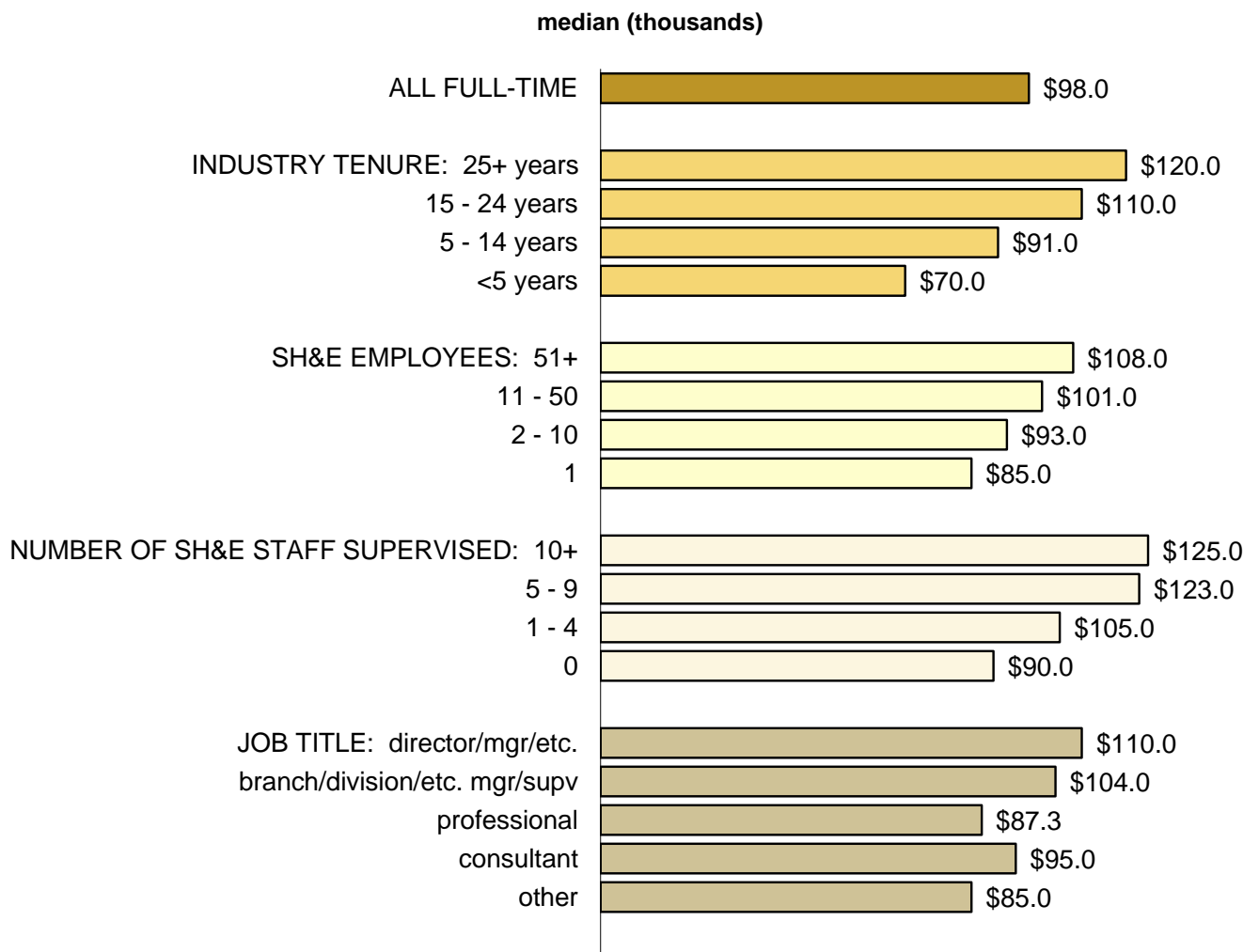
As might be expected, the median base salary correlates positively with industry tenure. It also correlates with the number of SH&E professionals employed by the organization and the number of employees directly supervised.

Additionally, those with titles of director, manager, chief, or department head typically earn \$6,000 more annually than those employed as branch/division/area/regional managers or supervisors, who typically earn at least \$9,000 more than professionals or consultants.

Base Salary by Other Segments Analyzed

As of January 1, 2020, what was your annual base salary (in U.S. dollars)?

base: 8,492 respondents employed full time; those in each segment (fill-in answers); employed respondents for Differences in Profile by Gender



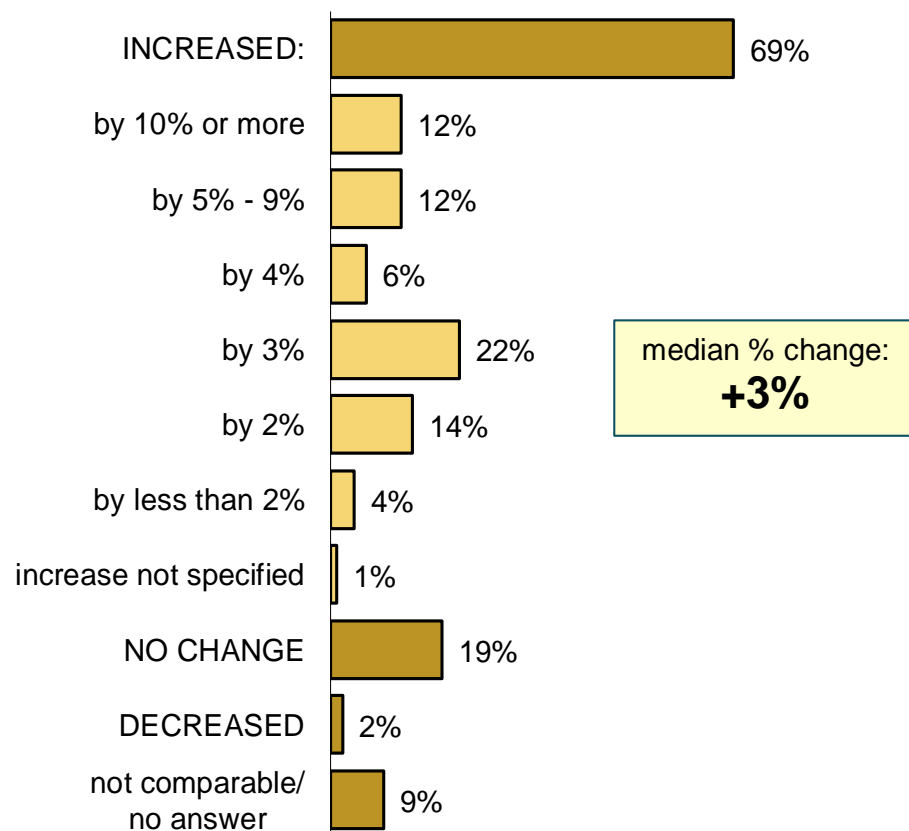
FINDINGS: Compensation

Compared with one year previous, the typical SH&E professional who was employed full time saw a 3% increase in base salary as of January 1, 2020. Only 2% reported a decrease in their base salary; 69% reported an increase; 19% no change. Because they couldn't compare, those who were not in the same position one year ago were not included in the median calculation.

Change in Base Salary

Compared with one year previous, how has that base salary changed?

base: 8,492 respondents employed full time (fill-in answers)



FINDINGS: Compensation

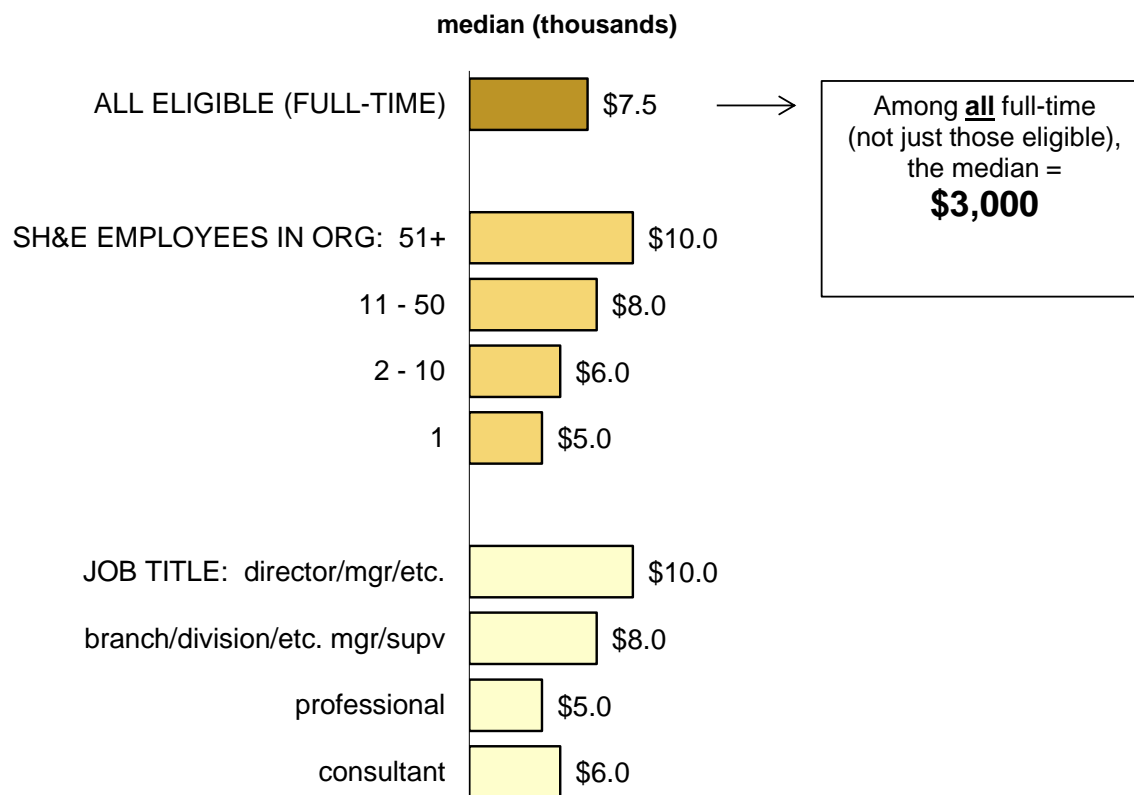
Approximately two in three SH&E professional employed full time (64%) were eligible to receive other cash compensation beyond their base salary in the 12 months prior to January 1, 2020. Among those who were eligible, the median value received was \$7,500. Considering all full-time respondents (not just those eligible), the median drops to \$3,000.

Eligible SH&E professionals at larger organizations (in terms of the number of SH&E employees) typically received higher amounts of additional cash than those at smaller organizations. And, job title also makes a difference in additional cash received, with directors/managers/chiefs/department heads and branch/division/area/regional managers/supervisors typically receiving more than professionals and consultants.

Other Cash Compensation

Whether or not you received any, were you eligible to receive other cash compensation beyond your salary in the 12 months prior to January 1, 2020? Other cash compensation would include bonuses, commission, incentive pay, overtime, profit sharing, and deferred compensation.

base: those employed full time who were eligible to receive other cash compensation; those in each segment (fill-in answers)



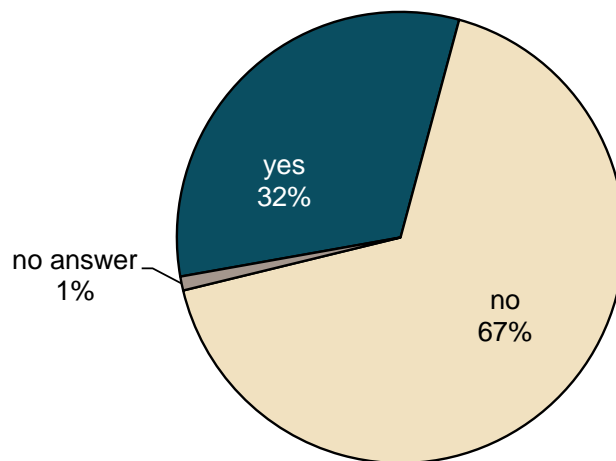
FINDINGS: Compensation

One in three SH&E professionals employed full time (32%) report that any part of their salary or compensation is based on their employer's safety performance.

Proportion Whose Compensation is Tied to Safety Performance

Is any part of your salary or compensation based on your employer's safety performance?

base: 8,492 respondents employed full time



FINDINGS: Benefits

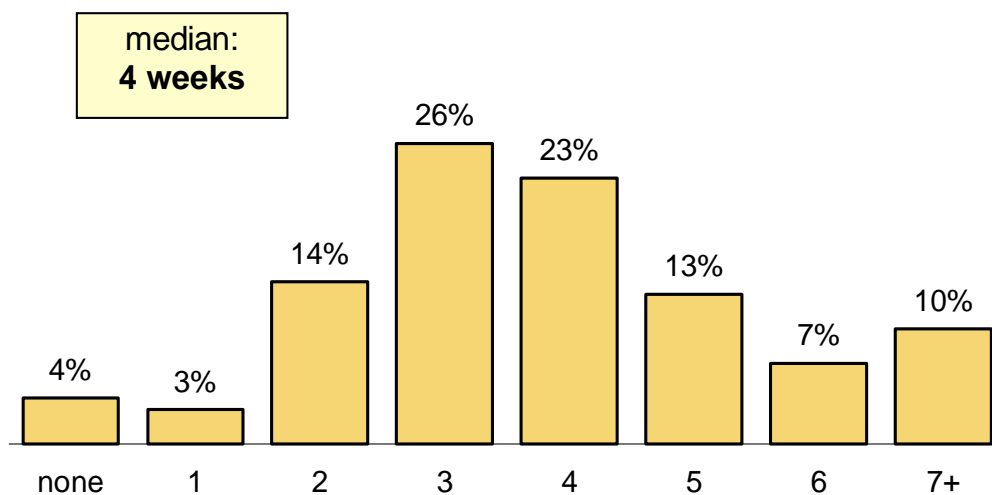
The typical full-time SH&E professional qualified for 4 weeks of paid time off (vacation and sick time or PTO) annually as of January 1, 2020.

As would be expected, the average number of weeks of paid time off increases with industry tenure.

Number of Weeks Paid Time Off

As of January 1, 2020, how many weeks of paid time off (vacation and sick time or PTO) do you qualify for?

base: 8,492 respondents employed full time: those in each segment



Number of Weeks Paid Time Off	INDUSTRY TENURE (YEARS)			
	<5	5 - 14	15 - 24	25+
7 or more	7%	9%	11%	13%
6	3%	5%	7%	11%
5	6%	11%	14%	19%
4	13%	23%	27%	25%
3	28%	28%	25%	21%
2	29%	16%	10%	7%
1	6%	3%	1%	1%
none	7%	5%	4%	3%
mean	3.0	3.6	4.0	4.3
median	3	3	4	4

FINDINGS: Benefits


Full-time SH&E professionals are offered a variety of benefits by their employers. Health insurance is the most commonly offered (86%). Large majorities are also offered dental insurance (80%), retirement savings plans (77%), additional life insurance (75%), and/or vision care (74%). For many of the listed benefits, the likelihood of being offered increase with the size of company (number of SH&E employees).


Other Benefits Offered


Which of the following other benefits does your employer offer (whether you make use of it or not)?

base: 8,492 respondents employed full time; those in each segment (multiple answers)

	TOTAL	NUMBER OF SH&E EMPLOYEES			
		1	2-10	11-50	51+
health care insurance	86%	82%	84%	86%	89%
dental insurance	80%	74%	78%	81%	85%
retirement savings plan (e.g., 401(k))	77%	71%	75%	77%	83%
additional life insurance	75%	63%	71%	79%	83%
vision care	74%	66%	71%	77%	81%
employee assistance program (EAP)	65%	50%	60%	68%	76%
short-term disability	64%	54%	61%	66%	72%
bonus	63%	53%	60%	67%	69%
long-term disability	63%	49%	58%	66%	71%
health savings account (HSA)	61%	47%	56%	63%	73%
professional development opportunities	59%	48%	54%	61%	69%
tuition reimbursement	55%	36%	49%	58%	67%
group life insurance	52%	44%	48%	55%	59%
flex time/schedule	45%	41%	41%	46%	52%
sick leave*	45%	38%	42%	47%	51%
association dues reimbursement	45%	32%	40%	47%	54%
flexible spending plan	44%	31%	41%	46%	53%
maternity/paternity benefits	43%	25%	36%	46%	58%
paid family leave	40%	28%	35%	42%	50%
pension	24%	20%	20%	25%	32%
long-term care	21%	13%	19%	23%	28%
personal company car	20%	22%	21%	20%	20%
profit sharing	20%	18%	19%	21%	22%
health club membership	20%	12%	17%	22%	26%
car allowance	19%	15%	20%	20%	17%
stock options	18%	6%	12%	19%	30%
incentive compensation	16%	7%	12%	18%	22%
identity theft	12%	6%	10%	13%	18%
retiree medical	11%	8%	8%	11%	17%
cafeteria plan	9%	10%	9%	10%	10%
voluntary benefits	4%	3%	3%	5%	5%
onsite childcare	3%	1%	2%	3%	5%

 =30% - 59%

 =60% - 79%

 =80%+

*other than what was included as PTO on page 8

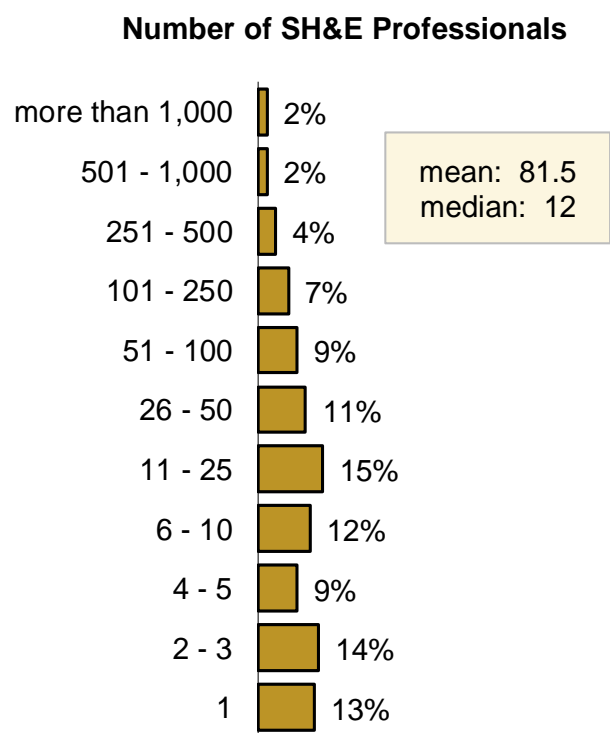
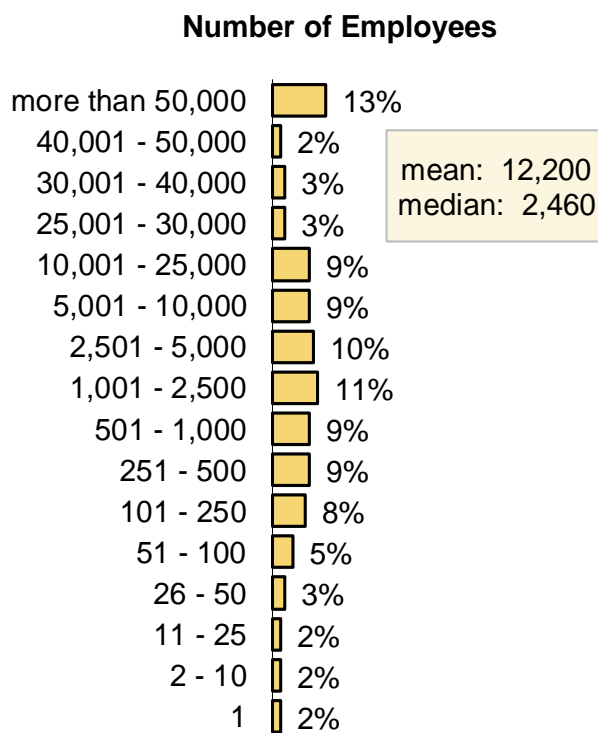
FINDINGS: Organization Profile

SH&E professionals work for a wide range of organization sizes. The typical employed respondent works for an organization with 2,460 employees, including 12 SH&E professionals. The mean numbers for each are much higher (12,200 and 81.5, respectively) due to some large reports.

Size of Organization

How many employees are in your organization? Including yourself, how many SH&E professionals does your organization employ?

base: 8,909 employed respondents



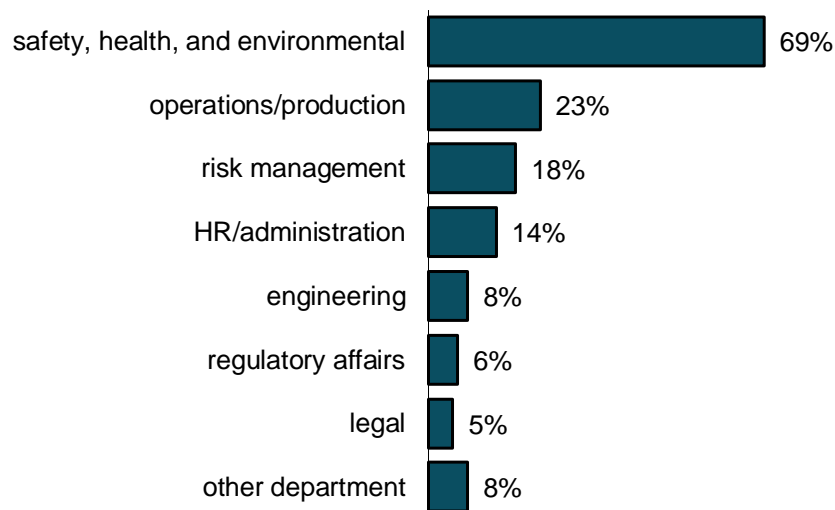
FINDINGS: Organization Profile

The SH&E function is housed in various departments across employed respondents' organizations. Safety, health, and environment is the most common department in which the SH&E function resides, at 69%.

SH&E Department

In what department is the SH&E function located in your organization?

base: 8,909 employed respondents (multiple answers)



FINDINGS: Organization Profile

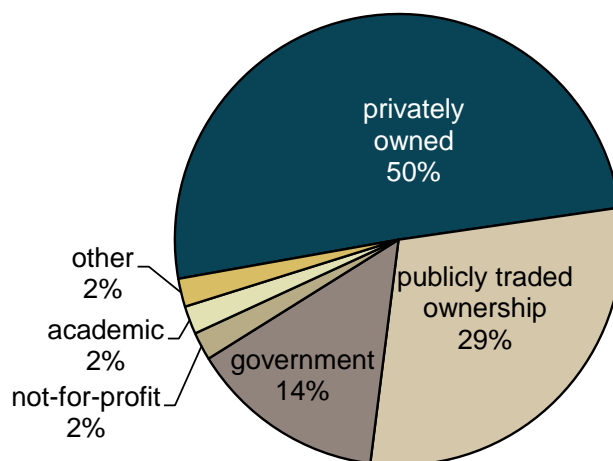
Half of employed SH&E professionals (50%) work for organizations that are privately owned, 29% work for publicly traded companies, and 14% are government employees. Very few work for non-profits (2%) or academic institutions (2%).

Their organization's primary industry varies widely. Construction (27%) and manufacturing (21%) are the most common. No other listed industry accounts for more than 9%.

Nature of Organization

Which of these best describes the nature of your organization?

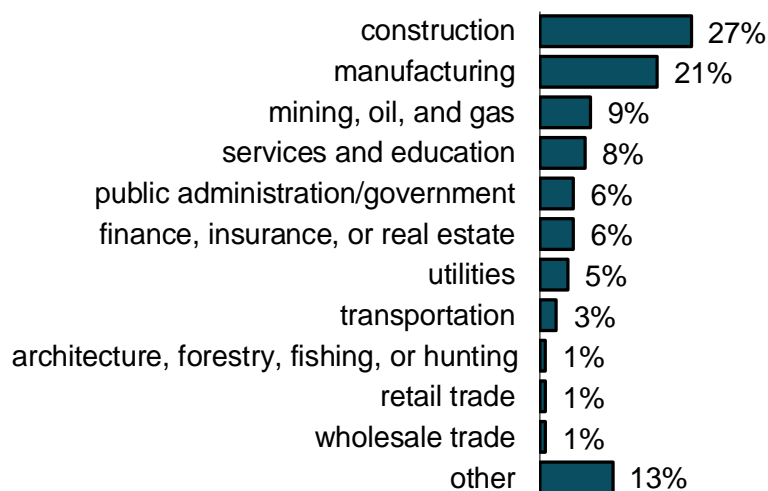
base: 8,909 employed respondents



Primary Industry

What is your organization's primary industry?

base: 8,909 employed respondents



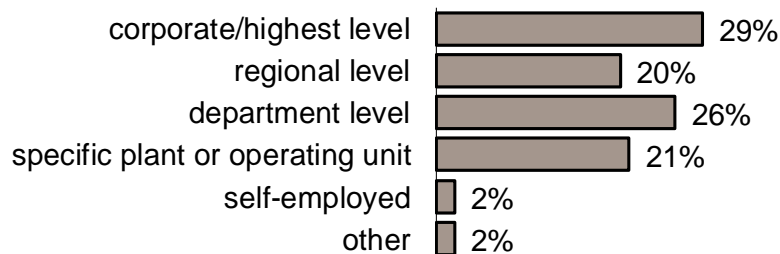
FINDINGS: About Their Work

Three in ten employed SH&E professionals (29%) work at the corporate/highest level of their organization. Only 4% are executives (president/CEO/owner/VP/GM); the largest segment (39%) falls into the professional job title category.

Level in Organization

At what level within your organization do you work?

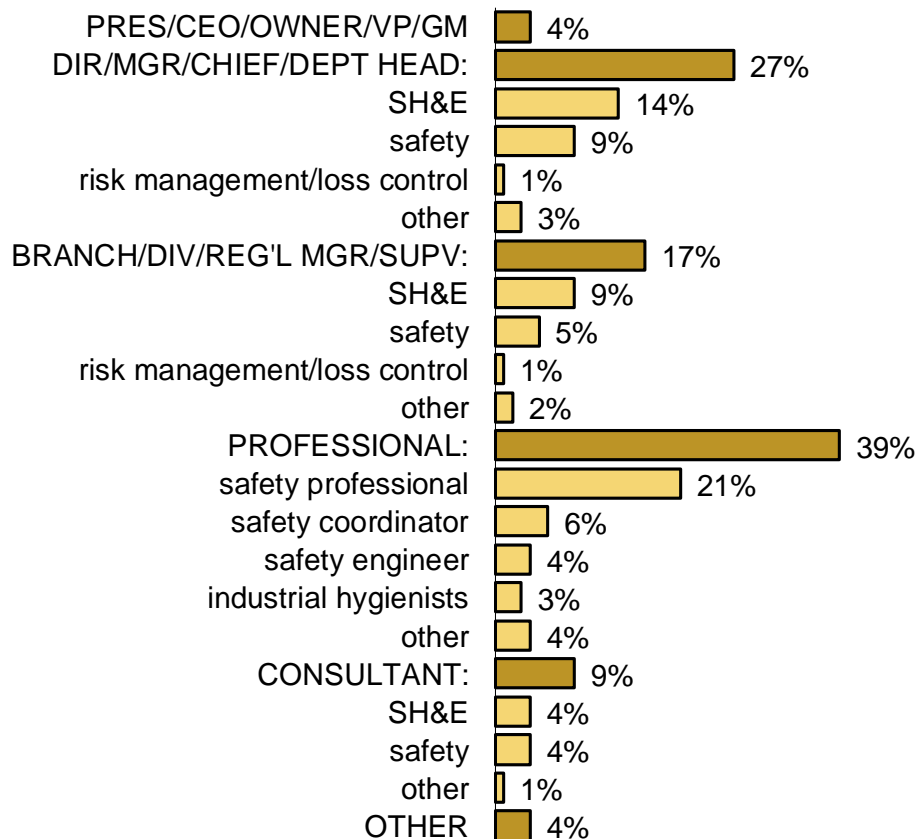
base: 8,909 employed respondents



Job Title

Which of the following best characterizes your job title?

base: 8,909 employed respondents



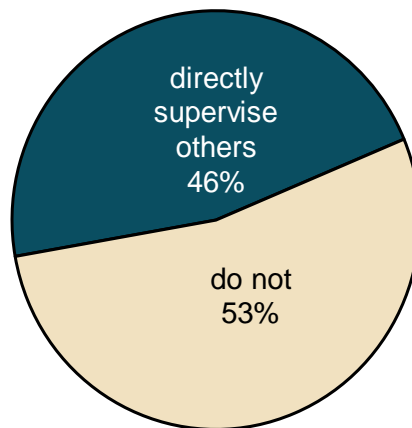
FINDINGS: About Their Work

About half (46%) of employed SH&E professionals directly supervise other staff. Among those who do, the average number of staff supervised is 29.8—6.8 who specialize in SH&E, 23.0 who do not.

Proportion Who Directly Supervise Staff

Do you directly supervise other staff?

base: 8,909 employed respondents

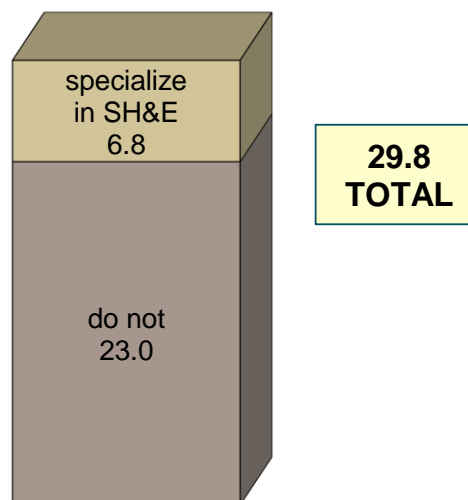


Number of People Directly Supervised by Type

[If you supervise others] How many of the people you directly supervise are in each of these categories?

base: 4,126 respondents who directly supervise other staff answering (fill-in answers)

mean summary



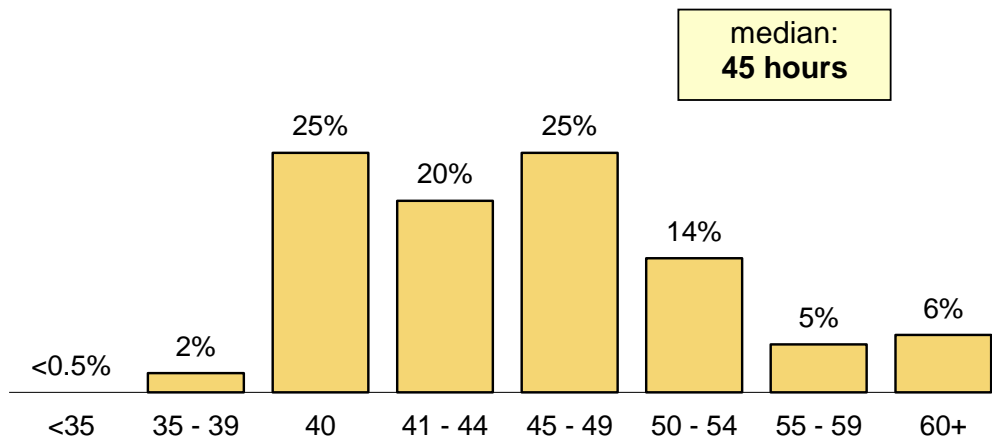
FINDINGS: About Their Work

The typical SH&E professional who works full time works 45 hours per week. 6% indicated they work 60 or more hours. Those with higher-level job titles tend to work slightly more hours than professionals and consultants.

Number of Hours Worked [If Full Time]

About how many hours do you work in a typical week?

base: 8,492 respondents employed full time; those in each segment



by Job Title	median # of hours
director/manager/chief/department head	47
branch/division/area/regional manager/supervisor	47
professional	43
consultant	44

FINDINGS: About Their Work

Employed SH&E professionals were asked to approximate the proportion of their work time devoted to each of 28 functions. On average, the highest proportion of their time is spent on safety functions (24.6%), followed by safety management (13.7%).

They spend an average of 19.9% of their time traveling for their job. The average professional spends slightly less time than that (15.8%) while the average consultant spends considerably more (30.6%).

Proportion of Work Time Devoted to Functions

Approximately what portion of your work time do you devote to each of these functions?

base: 8,302 employed respondents answering (fill-in answers)

Mean Summary (TOTAL = 100%)			
business admin	6.2%	medical	0.5%
construction	9.2%	nursing	0.1%
dangerous goods transportation	0.4%	occupational health	5.5%
engineering	1.2%	product safety	0.7%
environmental - general	4.2%	product stewardship/sustainability	0.3%
environmental engineering	0.3%	public health	0.5%
environmental health	1.6%	risk management	7.1%
ergonomics	2.4%	safety	24.6%
fire protection	2.7%	safety engineering	2.1%
hazardous materials management	2.0%	safety management	13.7%
health physics	0.4%	security	0.9%
human resources	1.1%	systems safety	1.5%
industrial hygiene	5.5%	transportation	1.3%
manufacturing	1.3%	other	2.7%

=4% - 9%
 =10% - 19%
 =20%+

Proportion of Time Traveling for Job

On average, what percentage of time do you travel for your job?

base: 8,898 employed respondents answering; those in each segment (fill-in answers)

Mean Proportion of Time Traveling for Job	
ALL EMPLOYED	19.9%
director/manager/chief/department head	20.6%
branch/division/area/regional manager/supervisor	21.3%
professional	15.8%
consultant	30.6%

FINDINGS: About Their Work

Over half of employed SH&E professionals primarily work in their organizations’ facilities/offices (57%) versus in the field (31%) or at a home office (11%). This varies somewhat by job title, with directors/managers/chiefs/department heads more likely than others to be primarily located at their organizations’ facilities/offices and consultants more likely than others to primarily work in the field or at home offices.

Among all employed SH&E professionals, 90% primarily work in the U.S, 5% outside the U.S., and 4% in both. 5% of those located in the U.S. at least partially work *outside* the U.S. One in twelve of those located in Canada (8%) at least partially in the U.S., compared with 2% of those in other countries at least partially working in the U.S.

Primary Work Environment

What is your *primary* work environment?

base: 8,909 employed respondents; those in each segment

	TOTAL	JOB TITLE			
		dir/mgr/etc.	branch/div mgr/supv	profes-sional	consultant
organization's facility/office	57%	71%	62%	56%	22%
in the field	31%	17%	28%	37%	51%
home office	11%	12%	10%	6%	27%

=30% - 49%
 =50% - 69%
 =70%+

Primary Work Location

Where do you *primarily* work?

base: 8,909 employed respondents; those in each segment

	TOTAL	RESPONDENT'S COUNTRY		
		U.S.	Canada	other
in the U.S.	90%	95%	1%	0%
outside the U.S.	5%	1%	92%	98%
both in and outside the U.S.	4%	4%	7%	2%

=30% - 49%
 =50% - 69%
 =70%+

FINDINGS: About Their Work

On average, employed respondents service or support 96 total locations as an SH&E professional (or total clients if an SH&E consultant or self-employed).

SH&E professionals located in the U.S. service/support 99 locations, on average, compared with those in Canada reporting an average of 80 locations. Those outside of the US and Canada service/support far fewer locations, on average, at 24.

Number of Locations/Clients Serviced/Supported

How many locations do you service or support for your company as a SH&E professional? If you work as a SH&E consultant or are self-employed, please indicate the number of clients you service or support.

base: 8,380 employed respondents answering; those in each segment (fill-in answers)

<i>Mean Summary</i>				
	TOTAL	RESPONDENT'S COUNTRY		
		U.S.	Canada	other
in the U.S.	92	97	3	1
outside the U.S.	4	3	77	24
TOTAL	96	99	80	24

FINDINGS: About Their Work

Among those who support locations outside the U.S., 60% of those in the U.S. indicated they support non-U.S. locations/clients in North America. Other common locations supported by those in the U.S. include Europe (46%) and Asia (40%).

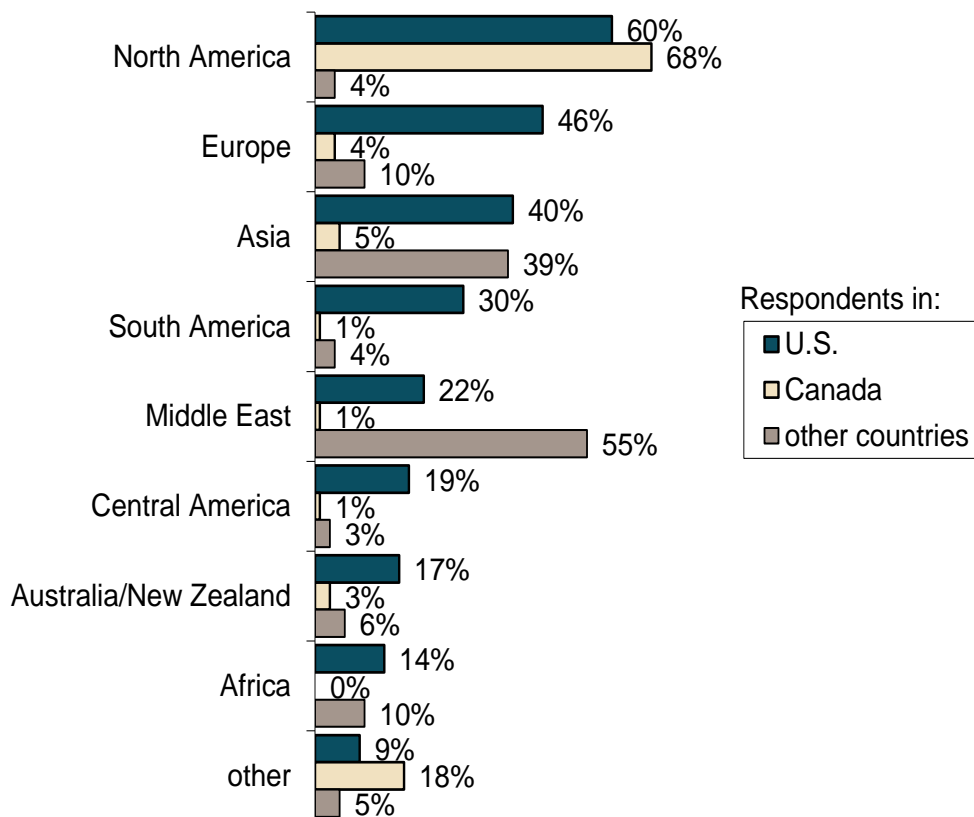
Among Canadian SH&E professionals who support locations outside the U.S., 68% indicated their non-U.S. locations/clients are in North America. No more than 5% selected each other region listed—however, 18% selected “other”.

The locations outside the U.S. supported by those who are located outside the U.S. and Canada are most commonly the Middle East (55%) and Asia (39%).

Locations Supported Outside the U.S.

If you support locations outside the U.S., what areas of the world do they include?

base: employed respondents in each segment who support locations outside the U.S. (multiple answers)



FINDINGS: Professional Profile

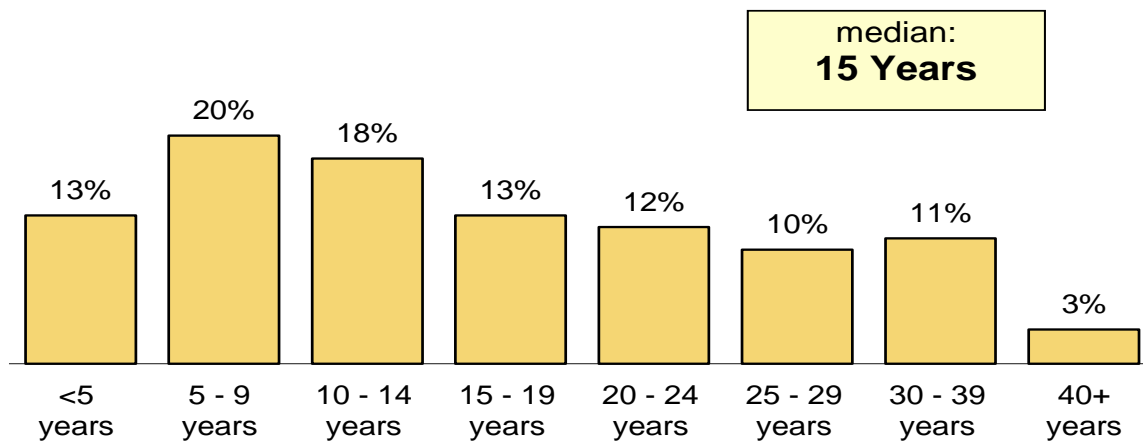
The typical employed respondent has worked as an SH&E professional for 15 years. However, around half (53%) have worked for their current employer for less than 5 years.

When asked how they first entered the SH&E practice, the largest proportion of employed SH&E professionals indicated they entered after getting a degree in the field (31%).

SH&E Industry Tenure

How many years have you worked as a Safety, Health, & Environment (SH&E) professional?

base: 8,909 employed respondents



First Entrance Into SH&E Practice

Which of the following best characterizes how you first entered the SH&E practice?

base: 8,909 employed respondents

I entered SH&E practice after getting a degree in the field	31%
My employer/supervisor asked me to handle SH&E matters	11%
My employer had a SH&E position open and I applied for it without much experience	9%
I started in another safety related role (ergonomics, fire protection, etc.) and expanded to SH&E	8%
My employer/supervisor needed someone to handle SH&E matters and I volunteered	8%
A friend/colleague worked in SH&E and encouraged me to pursue this field	7%
I started in environmental and expanded to SH&E	7%
I started in engineering and got assignments related to SH&E	4%
I started in industrial hygiene and expanded to SH&E	3%
I served on a SH&E committee for my employer and became interested in SH&E	2%
I started in HR and got more involved in SH&E	1%
other	8%

FINDINGS: Professional Profile

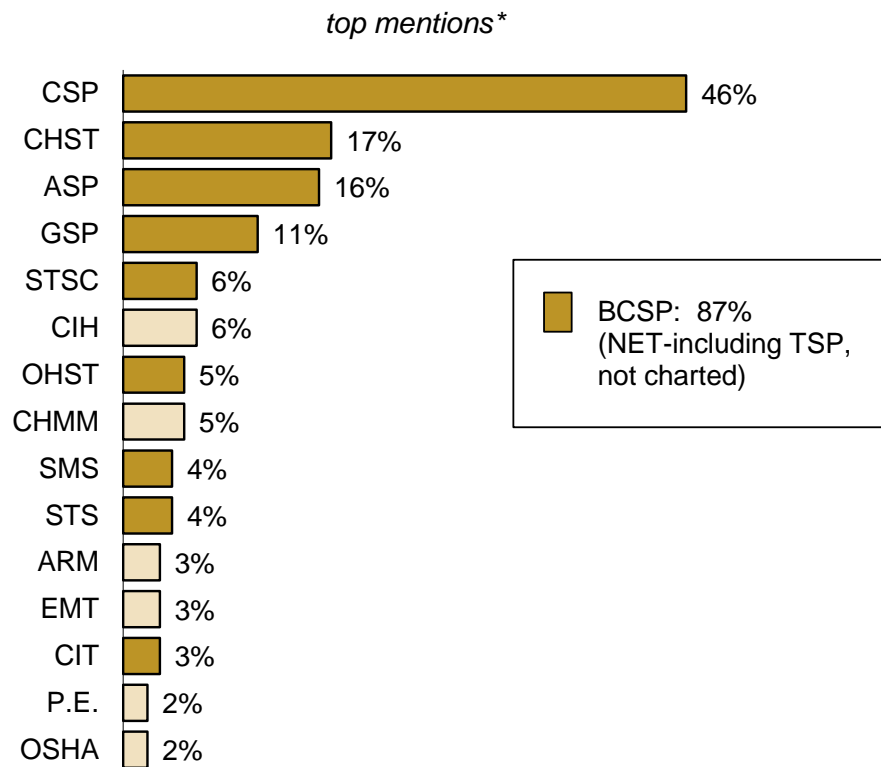
Nearly nine in ten employed SH&E professionals (87%) have at least one of the ten BCSP licenses or credentials, most commonly CSP (46%). Among the list of 60 other licenses/credential, no single license/credential is held by more than 6% of employed respondents.

93% of employed SH&E professionals have at least one license/certification; 45% have multiple.

Licenses/Credentials Held

Which licenses or credentials do you hold?

base: 8,909 employed respondents (multiple answers)



*those selected by at least 2%

Number of Licenses/Credentials Held	
AT LEAST ONE	93%
2 or more	45%
1	49%
none	5%
no answer	2%
mean # held	1.7
median	1

FINDINGS: Professional Profile

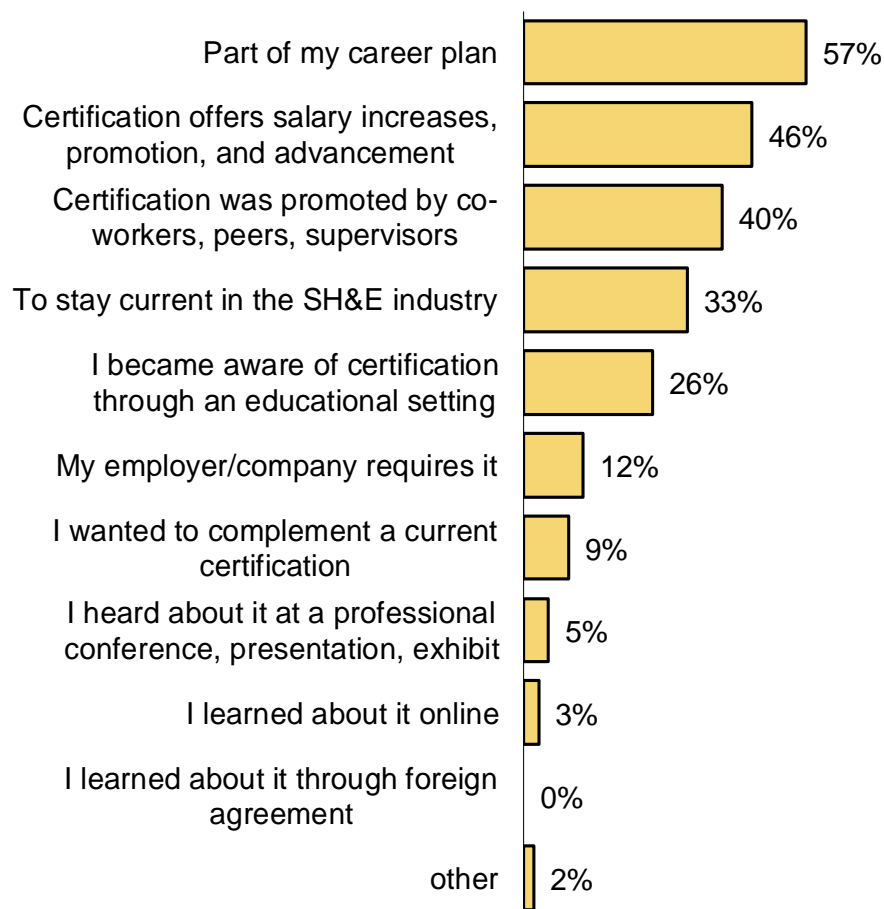
When asked to indicate the response that best describes why they pursued certification, the highest proportion of respondents with licenses/credentials indicated it was part of their career plan (57%).

Many indicated certification offers salary increases, promotion, and advancement (46%) and/or that it was promoted by co-workers, peers, or supervisors (40%).

Reasons for Pursuing Certification

Which of the following best describe why you pursued certification?

base: 8,252 respondents with licenses/credentials (multiple answers)



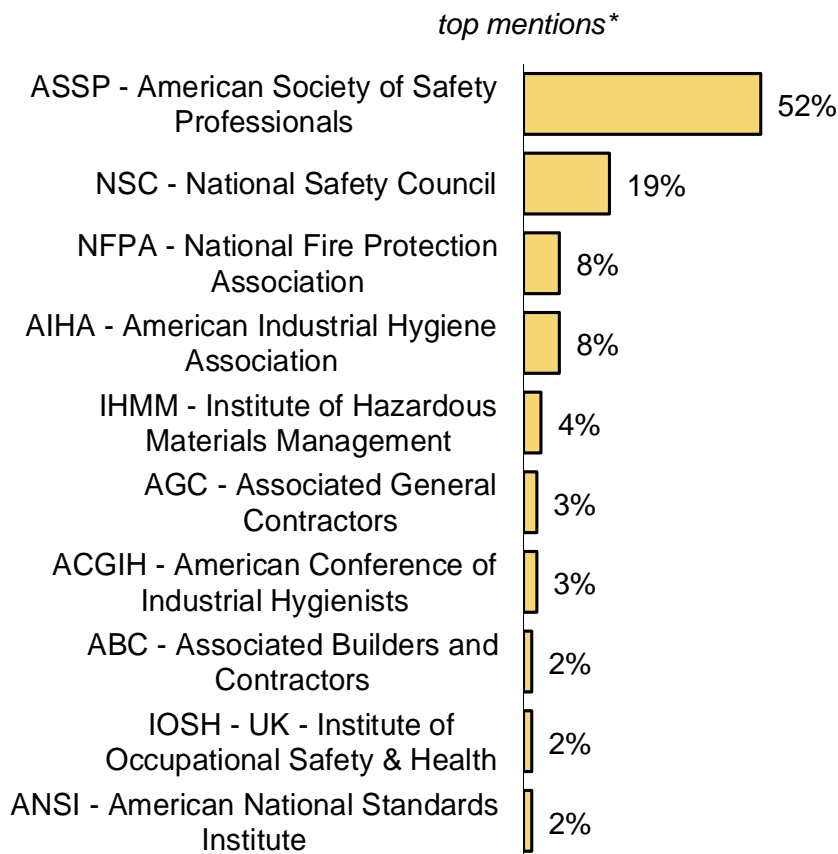
FINDINGS: Professional Profile

Of the 58 membership organizations listed, ASSP (American Society of Safety Professionals) has the highest proportion of SH&E professionals as members (52%). NSC (National Safety Council) is the next highest, at 19%. No other organization was indicated by more 8%.

Memberships Held

With which of the following organizations do you hold membership?

base: 8,909 employed respondents (multiple answers)



*those selected by at least 2%

FINDINGS: Demographics

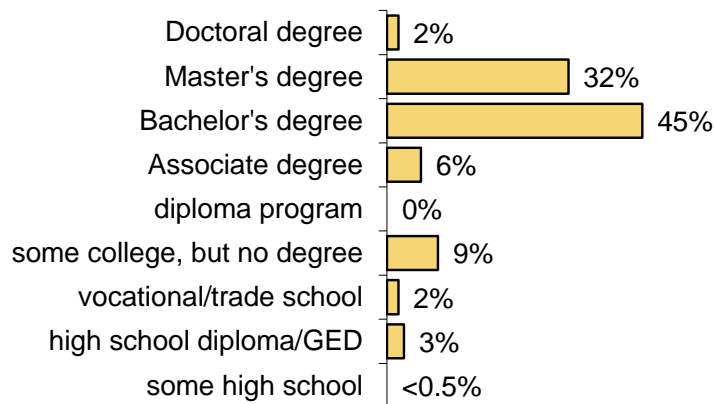
Four in five employed SH&E professionals (79%) have a Bachelor’s degree or higher, including 32% with a Master’s and 2% with a Doctoral degree.

84% of employed SH&E professionals completed their highest level of education in the U.S. By country, 88% of those in the U.S., 17% of those in Canada, and 18% of those in other countries completed their highest level of education in the U.S.

Education

What is your highest level of education?

base: 8,909 employed respondents



Location Where Highest Level of Education Earned

Where did you complete your highest level of education?

base: 8,909 employed respondents

	TOTAL	RESPONDENT'S COUNTRY		
		U.S.	Canada	other
in the U.S.	84%	88%	17%	18%
outside the U.S.	5%	1%	71%	71%
no answer	11%	11%	12%	10%

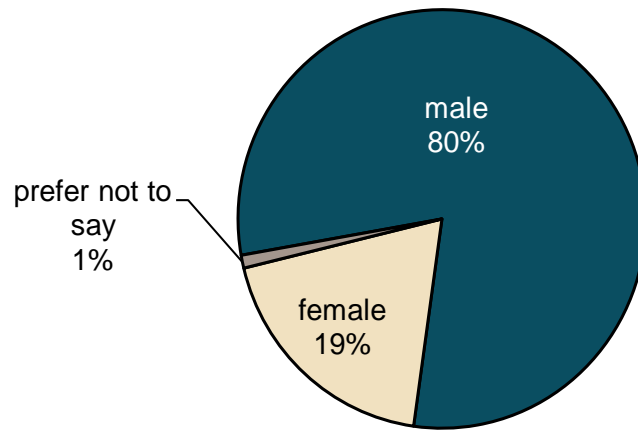
FINDINGS: Demographics

Male employed SH&E professionals outnumber females four to one. The typical age is 47, but a broad range of ages are represented.

Gender

What is your gender?

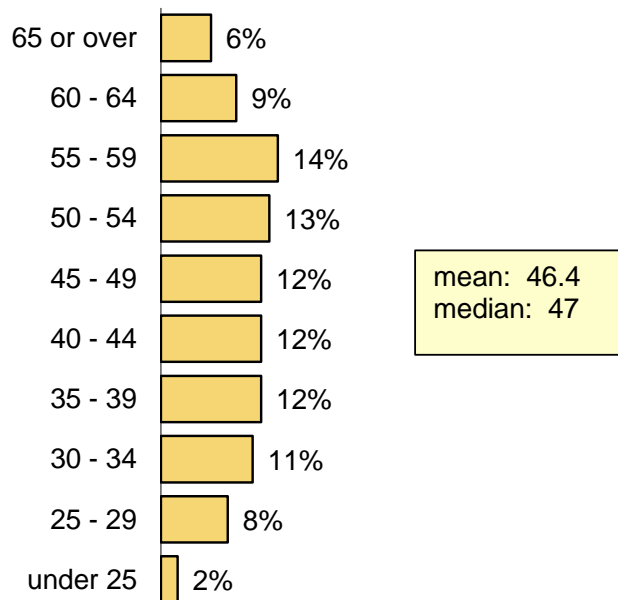
base: 8,909 employed respondents



Age

What is your age?

base: 8,909 employed respondents



FINDINGS: Demographics

The vast majority (79%) of the respondents are Caucasian (non-Hispanic). No other listed ethnicity accounts for more than 6%.

Ethnicity

What is your ethnicity?

base: 8,909 employed respondents

