

2022 SH&E Industry Salary Survey

BCSP | Board of Certified[®]
Safety Professionals

— Since 1969 —

 Safety+Health.



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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:

- 54,812 emailable BCSP active certification holders (ASP, CHST, CIT, CSP, GSP, OHST, SMS, STS, STSC, and/or TSP), excluding those who opted out of special offers and those classified as retired.
- 44,690 emailable safety professionals who are NSC members, excluding those who opted out of special offers and those classified as retired.

The survey and invitations to participate were designed jointly by BCSP and Readex. Development and hosting of the web-based survey, data collection, and cleaning/tabulation of the results were handled by Readex.

On January 24, 2023, Readex emailed all sample members in the name of BCSP's Chief Executive Officer and NSC's President and Chief Executive Officer, asking for participation in the study via a unique link included in the email. 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 2023 issue of *Safety+Health Magazine*.

Reminder emails were sent by Readex on February 2 and 8 to those who had not yet responded.

The survey was closed for tabulation on February 13, 2023 with 9,621 responses—a 10% response rate. To best represent the audience of interest, results are based on the 9,331 respondents who indicated they were employed (full time, part time, or self-employed) as of January 1, 2023. The margin of error for percentages based on all 9,331 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 (93%) indicated they were employed full time as of January 1, 2023. The median² annual base salary for this group as of that date was \$105,000 (in U.S. dollars).

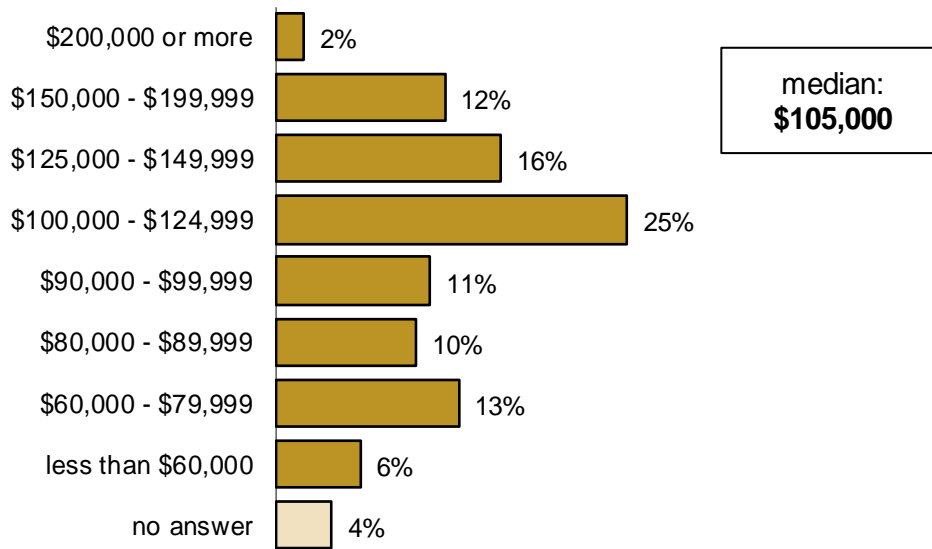
Among all employed respondents, 6% indicated they are located outside the U.S. and Canada. Full-time employees in these other countries typically earn less than those in the U.S. and Canada, at a median of \$42,500.

Base Salary

As of January 1, 2023, 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 of lump sum profit distributions.

base: 8,944 respondents employed full time; those in each segment (fill-in answers)



Median by Location

	U.S.	Canada	other
median	\$ 108,000	\$ 97,000	\$ 42,500

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, CHST, CIT, CSP, GSP, OHST, SMS, STS, STSC, TSP, CDGP, CHMM, CHMP, and/or CIH) typically earn \$18,100 more per year than those with none of these licenses/credentials (\$108,000 versus \$89,900). Those with more than one of the particular licenses/credentials typically earn \$120,000 per year.

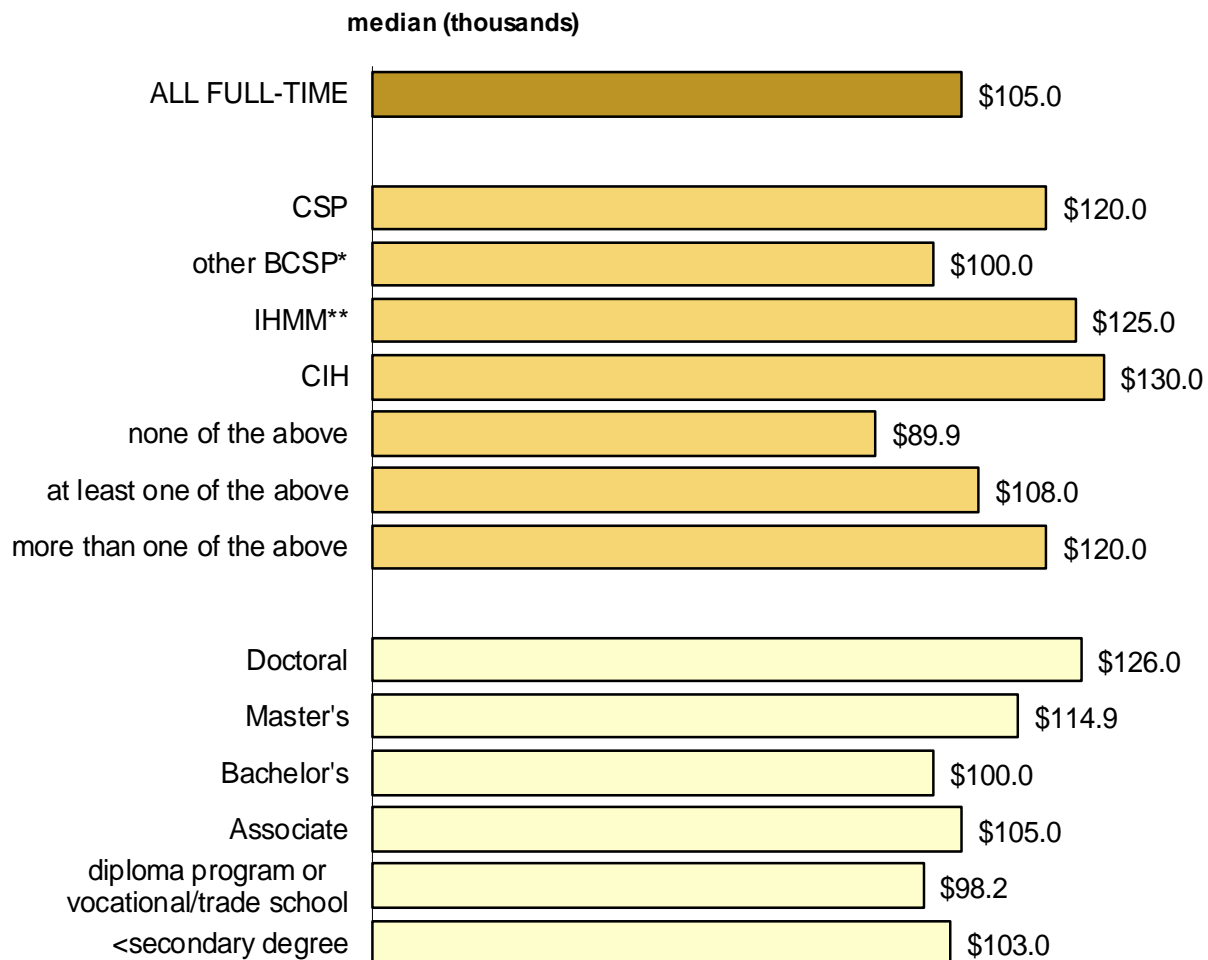
BCSP's CSP credential adds \$15,000 to the median base salary for all full-time SH&E professionals, and it adds \$30,100 to the median compared with the salaries of those who have none of the 14 aforementioned licenses/credentials.

Similar to certification, formal education also correlates positively with base salary. For example, those with a Doctoral degree typically earn \$11,100 more annually than those with a Master's degree and \$26,000 more than those with a Bachelor's degree.

Base Salary by Licenses/Credentials Held & by Education

As of January 1, 2023, what was your annual base salary (in U.S. dollars)?

base: 8,944 respondents employed full time; those in each segment (fill-in answers)



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

**includes CDGP, CHMM, and/or CHMP

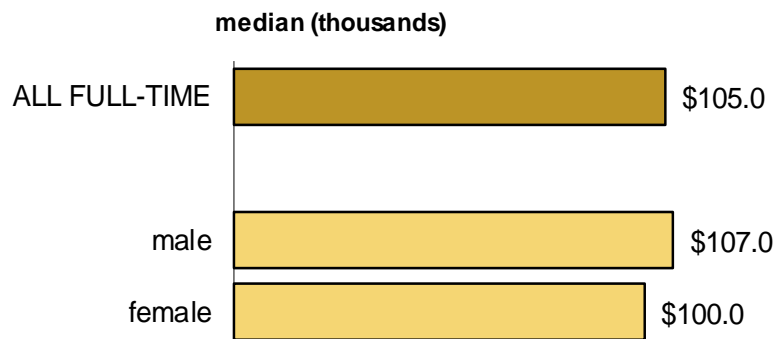
FINDINGS: Compensation

There is a discrepancy in median base salary by gender, with males earning \$7,000 more annually than females. However, their profiles may help explain at least some of the difference. Males tend to have slightly 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, 2023, what was your annual base salary (in U.S. dollars)?

base: 8,944 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)	14 years	12 years
executive management/director/manager	57%	51%
specialist/coordinator/supervisor	28%	34%
directly supervise other staff	51%	40%

FINDINGS: Compensation

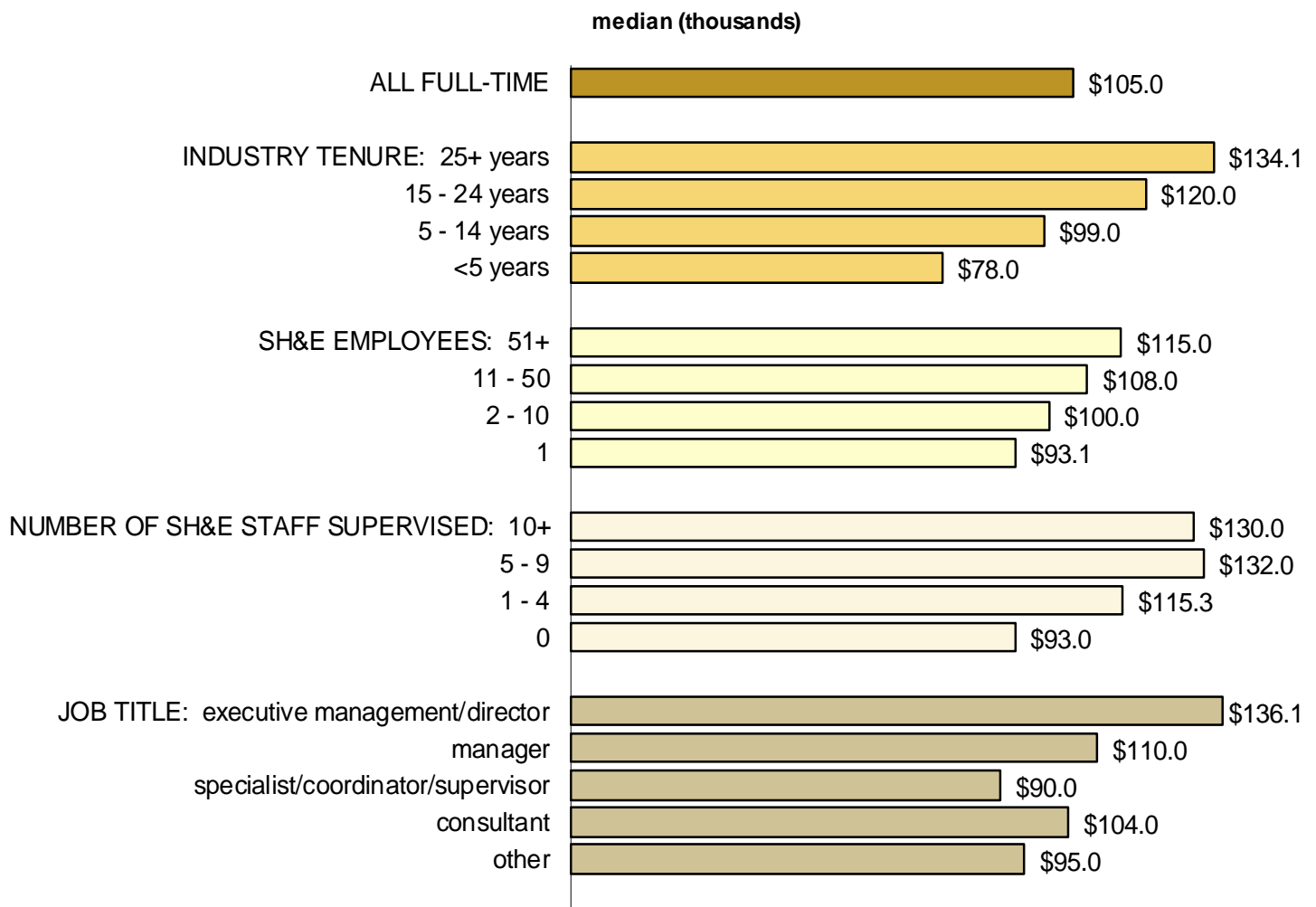
As might be expected, the median base salary correlates positively with industry tenure. It also correlates with the number of SH&E professionals employed by the organization and the number of employees directly supervised.

Additionally, those with titles of executive management/director typically earn \$26,100 more annually than those employed as managers, who typically earn \$20,000 more than those employed as specialists, coordinators, or supervisors.

Base Salary by Other Segments Analyzed

As of January 1, 2023, what was your annual base salary (in U.S. dollars)?

base: 8,944 respondents employed full time; those in each segment (fill-in answers)



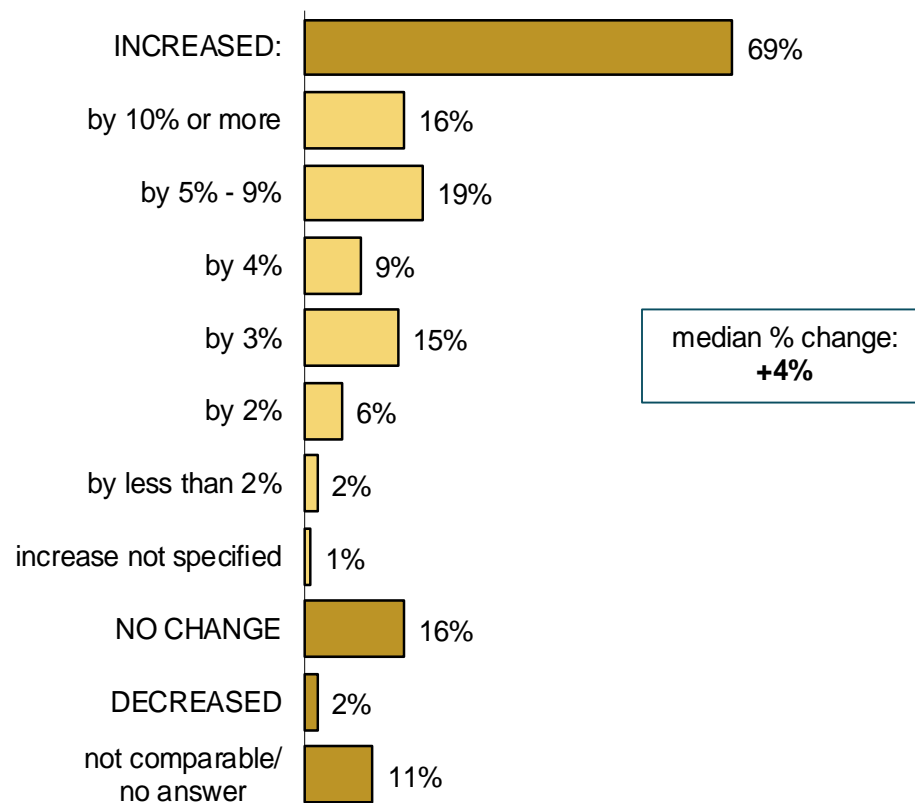
FINDINGS: Compensation

Compared with one year previous, the typical SH&E professional who was employed full time saw a 4% increase in base salary as of January 1, 2023. Only 2% reported a decrease in their base salary; 69% reported an increase; 16% 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: 8,944 respondents employed full time (fill-in answers)



FINDINGS: Compensation

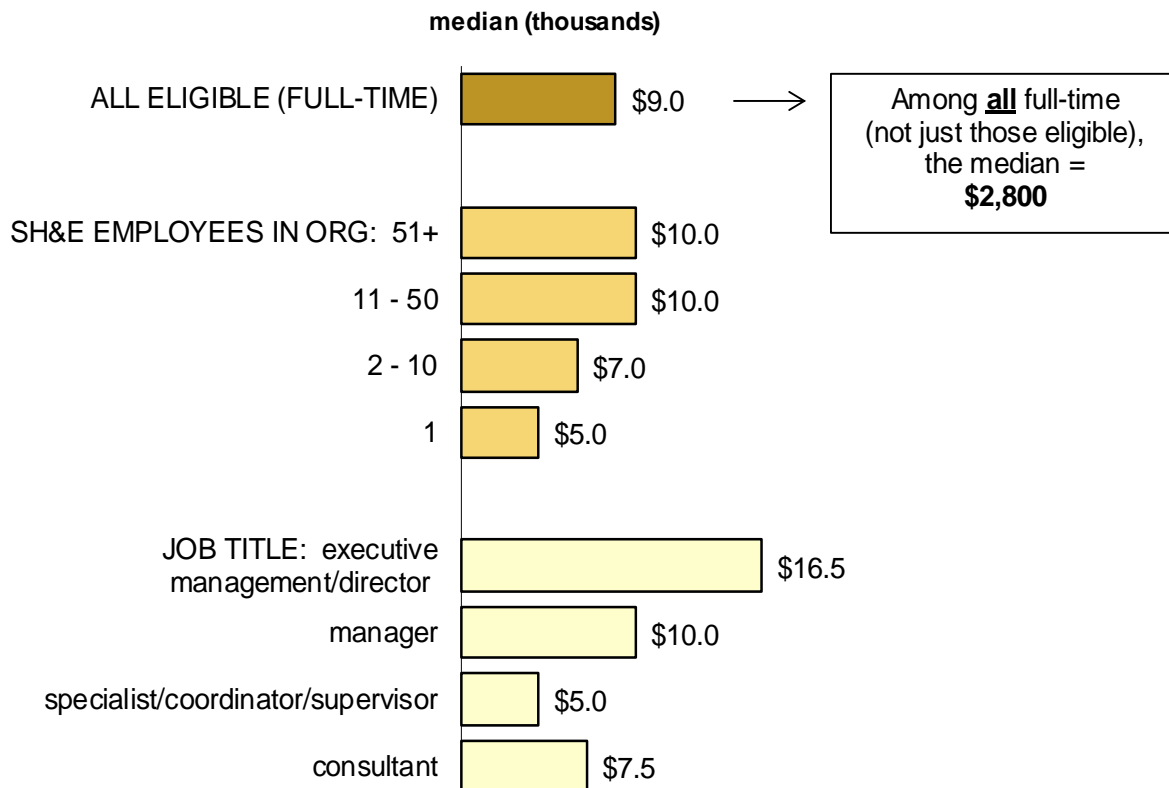
Approximately three in five SH&E professionals employed full time (62%) were eligible to receive other cash compensation beyond their base salary in the 12 months prior to January 1, 2023. Among those who were eligible, the median value received was \$9,000. Considering all full-time respondents (not just those eligible), the median drops to \$2,800.

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 makes a difference in additional cash received, with executive management and directors typically receiving more than those with other job titles.

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, 2023? 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)



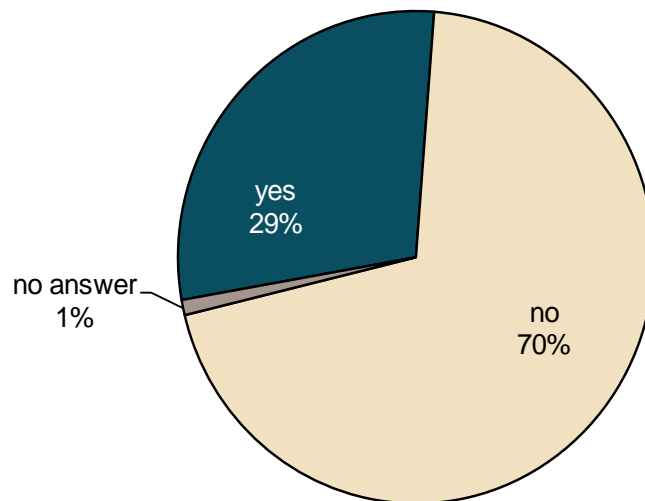
FINDINGS: Compensation

One in three SH&E professionals employed full time (29%) report that 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: 8,944 respondents employed full time



FINDINGS: Benefits

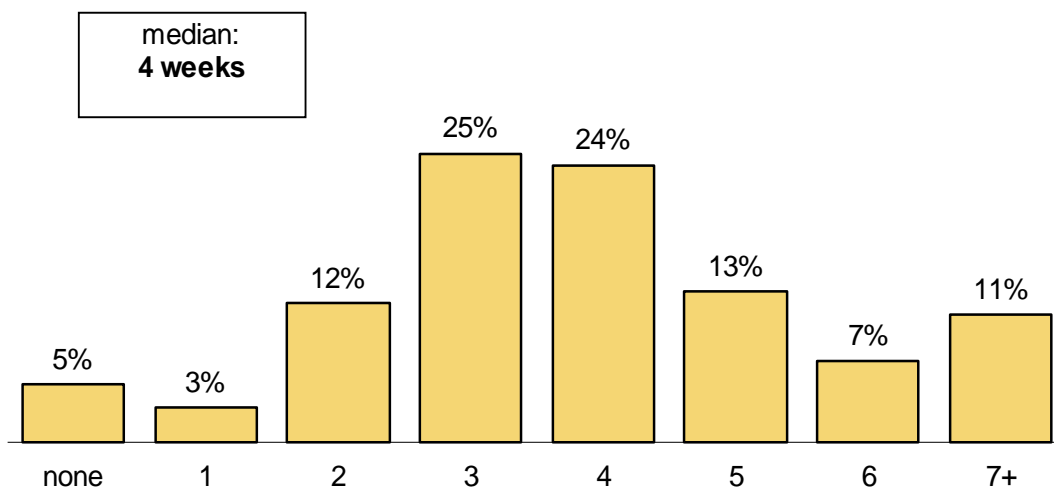
The typical full-time SH&E professional qualifies for 4 weeks of paid time off (vacation and sick time or PTO) annually as of January 1, 2023.

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, 2023, how many weeks of paid time off (vacation and sick time or PTO) do you qualify for?

base: 8,944 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	9%	10%	12%	13%
6	3%	5%	9%	11%
5	7%	11%	15%	20%
4	18%	23%	26%	27%
3	29%	28%	23%	19%
2	23%	14%	9%	6%
1	5%	3%	2%	1%
none	6%	5%	4%	2%
mean	3.2	3.7	4.1	4.4
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 (85%). A large majority are also offered dental insurance (79%), retirement savings plans (74%), vision care (73%), and/or additional life insurance (72%). For many of the listed benefits, the likelihood of the benefit being offered increases 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: 8,944 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	85%	84%	83%	86%	87%
dental insurance	79%	78%	77%	82%	82%
retirement savings plan (e.g., 401(k))	74%	70%	70%	76%	78%
vision care	73%	67%	70%	75%	77%
additional life insurance	72%	63%	68%	74%	79%
bonus	64%	56%	60%	66%	70%
short-term disability	63%	56%	58%	67%	70%
employee assistance program (EAP)	63%	53%	57%	66%	71%
health savings account (HSA)	61%	49%	55%	65%	71%
long-term disability	61%	49%	57%	65%	68%
professional development opportunities	57%	46%	53%	61%	65%
tuition reimbursement	51%	34%	45%	55%	60%
group life insurance	46%	41%	43%	46%	53%
maternity/paternity benefits	46%	28%	38%	50%	59%
flex time/schedule	43%	38%	39%	44%	50%
sick leave*	42%	36%	38%	44%	48%
flexible spending plan	42%	33%	38%	43%	49%
association dues reimbursement	41%	32%	37%	45%	48%
paid family leave	38%	28%	33%	40%	48%
long-term care	21%	12%	18%	24%	27%
pension	20%	15%	18%	20%	24%
profit sharing	18%	16%	17%	18%	20%
stock options	18%	8%	12%	18%	29%
car allowance	18%	15%	18%	19%	18%
personal company car	18%	20%	18%	18%	16%
health club membership	17%	10%	14%	19%	21%
incentive compensation	15%	7%	11%	16%	22%
identity theft	15%	8%	11%	16%	20%
retiree medical	9%	5%	7%	9%	13%
cafeteria plan	7%	6%	6%	7%	9%
voluntary benefits	4%	3%	4%	4%	5%
onsite childcare	3%	1%	2%	3%	4%

 =30% - 59%

 =60% - 79%

 =80%+

*other than what was included as PTO on page 10

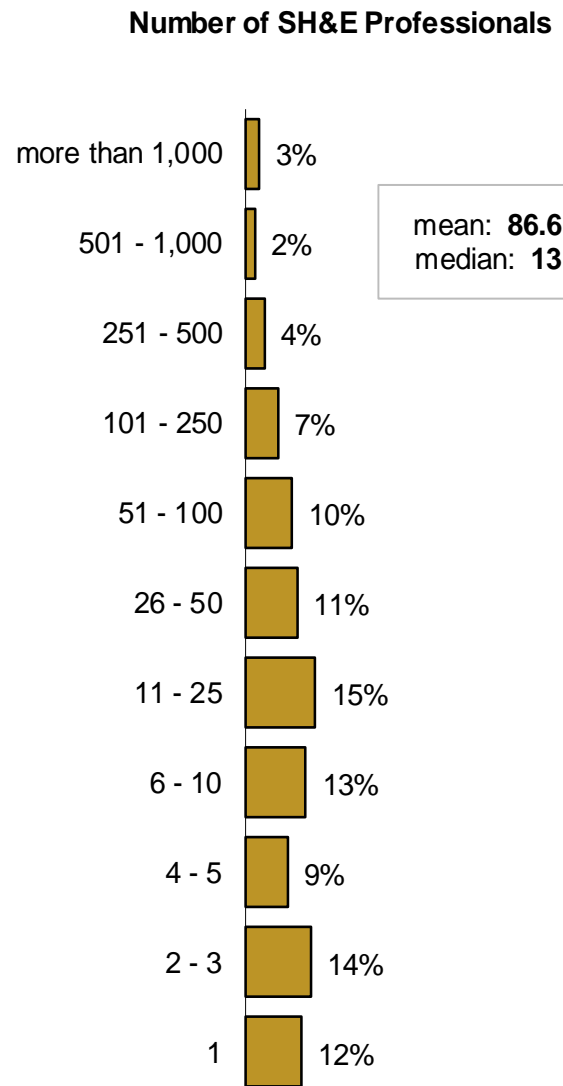
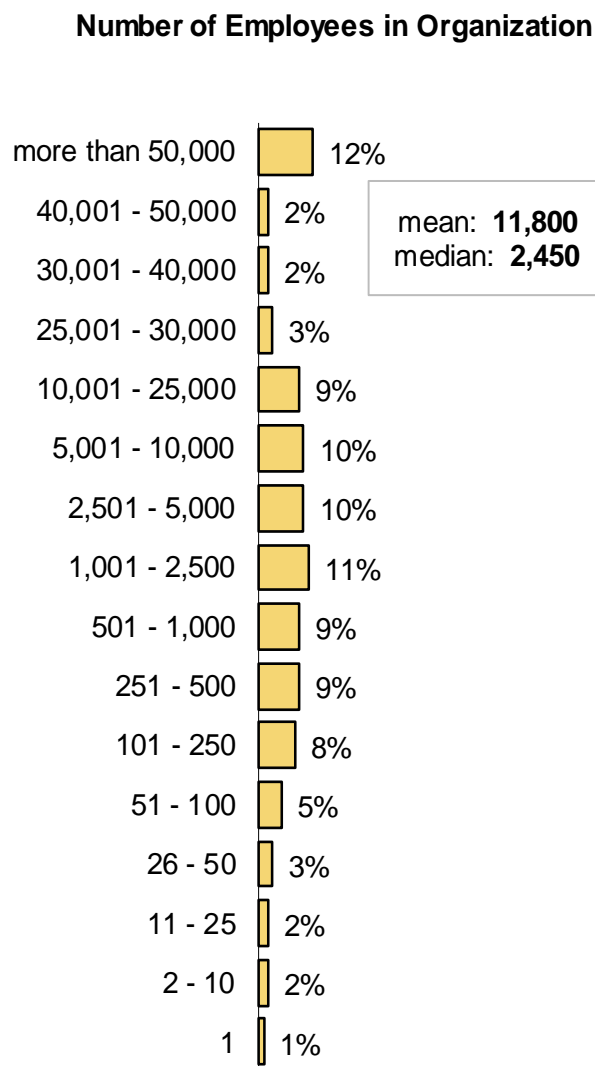
FINDINGS: Organization Profile

SH&E professionals work for a wide range of organization sizes. The typical employed respondent works for an organization with 2,450 employees, including 13 SH&E professionals. The mean numbers for each are much higher (11,800 and 86.6, 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: 9,331 employed respondents



FINDINGS: Organization Profile

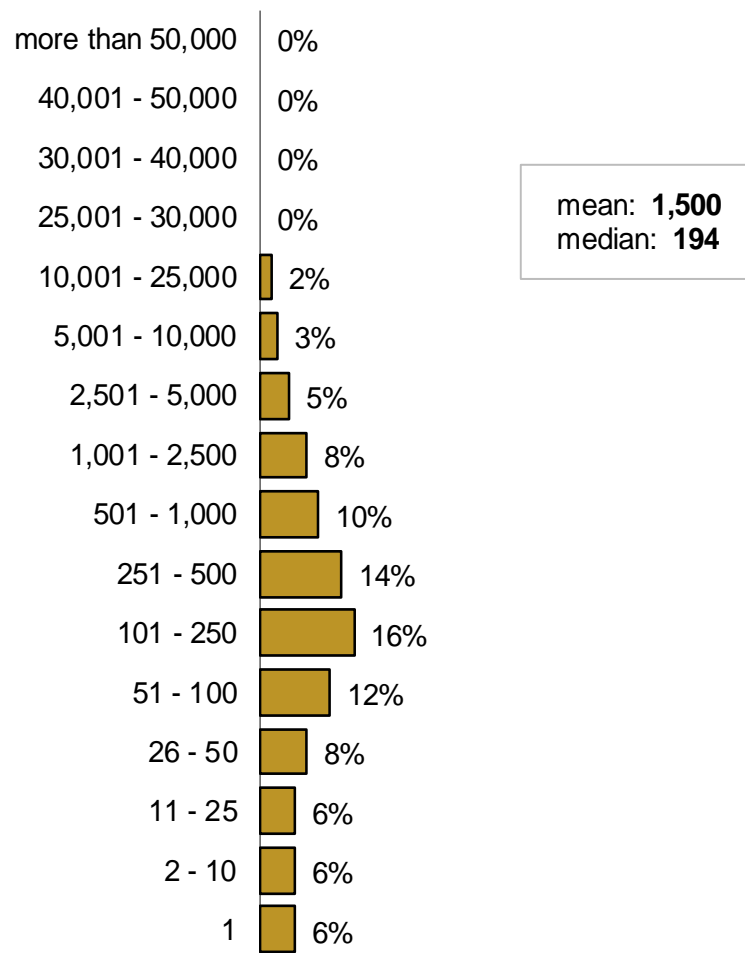
The typical employed respondent works for an organization with 194 employees at their location.

Size of Organization (continued)

How many employees are in your location only?

base: 9,331 employed respondents

Number of Employees at Location



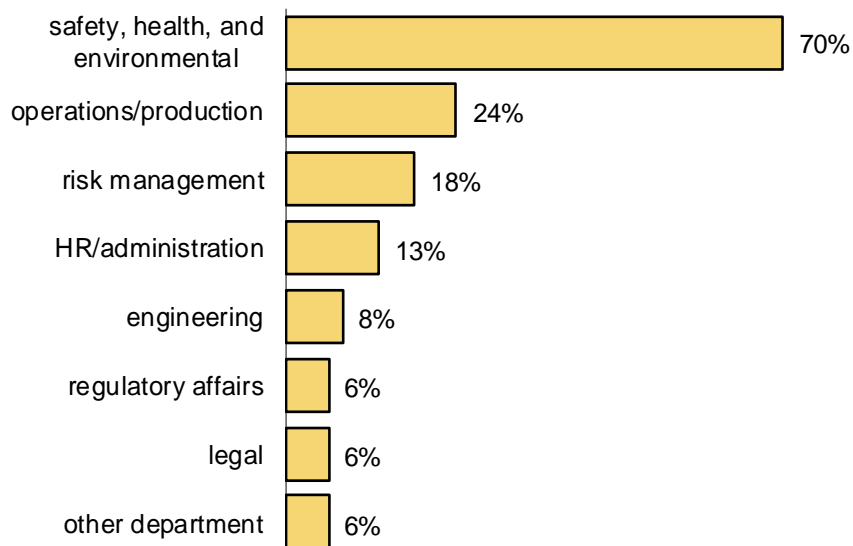
FINDINGS: Organization Profile

The SH&E function is housed in various departments across employed respondents' organizations. Safety, health, and environmental is the most common department in which the SH&E function resides, at 70%.

SH&E Department

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

base: 9,331 employed respondents (multiple answers)



FINDINGS: Organization Profile

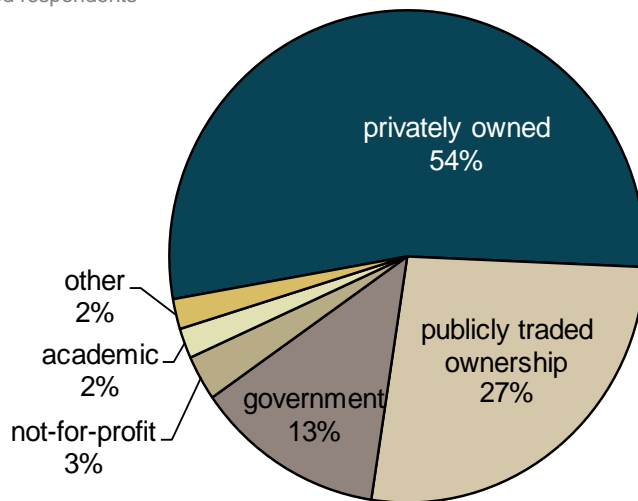
More than half of employed SH&E professionals (54%) work for organizations that are privately owned, 27% work for publicly traded companies, and 13% are government employees. Very few work for not-for-profits (3%) or academic institutions (2%).

Their organizations' primary industry varies widely. Construction (27%) and manufacturing (22%) are the most common. No other listed industry accounts for more than 8%.

Nature of Organization

Which of these best describes the nature of your organization?

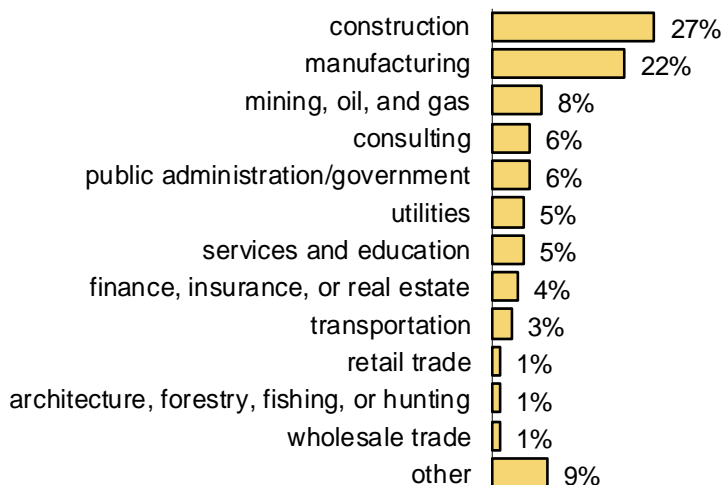
base: 9,331 employed respondents



Primary Industry

What is your organization's primary industry?

base: 9,331 employed respondents



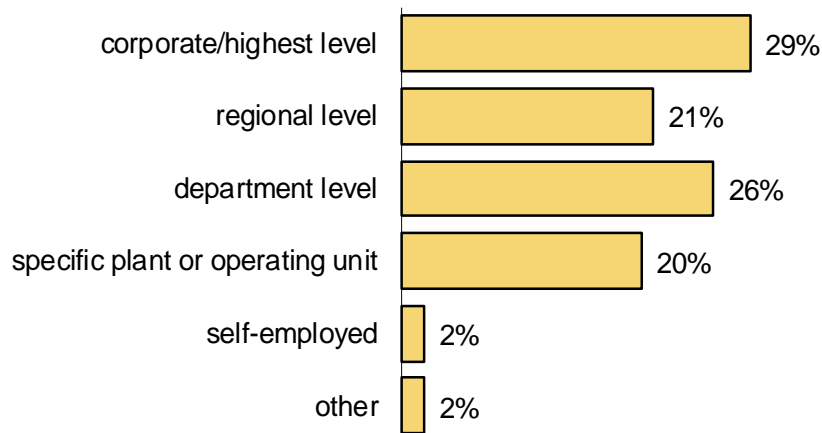
FINDINGS: About Their Work

Three in ten employed SH&E professionals (29%) work at the corporate/highest level of their organization. Only 5% are executive management; the largest segment (37%) are managers.

Level in Organization

At what level within your organization do you work?

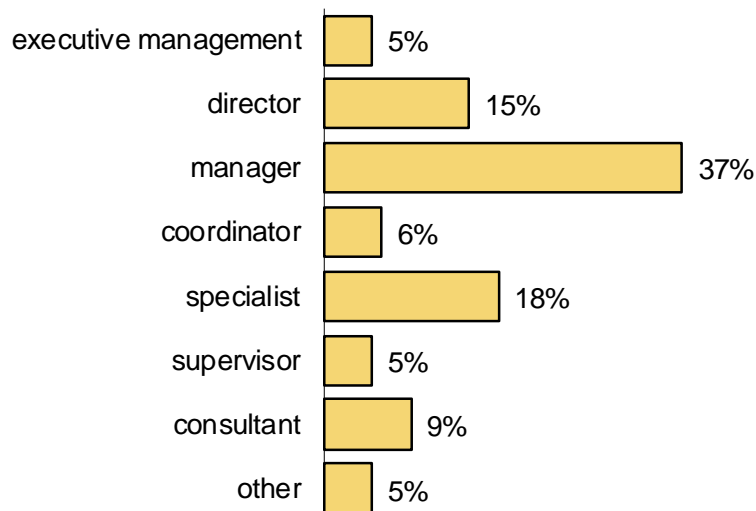
base: 9,331 employed respondents



Job Title

Which of the following best characterizes your job title?

base: 9,331 employed respondents



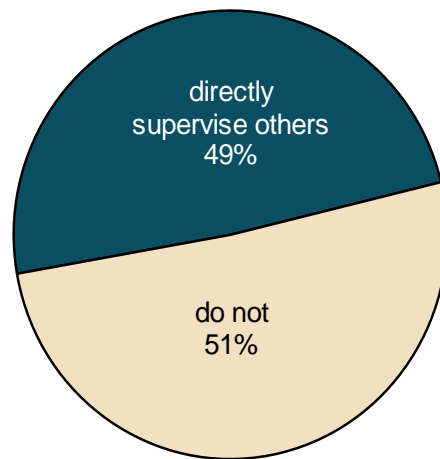
FINDINGS: About Their Work

Half of employed SH&E professionals (49%) directly supervise other staff. Among those who do, the average number of staff supervised is 22.1—6.3 who specialize in SH&E, 15.8 who do not.

Proportion Who Directly Supervise Staff

Do you directly supervise other staff?

base: 9,331 employed respondents

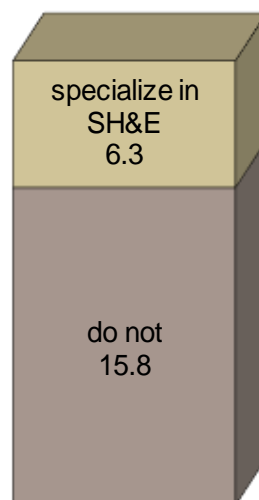


Number of People Directly Supervised by Type

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

base: 4,544 respondents who directly supervise other staff answering (fill-in answers)

mean summary



22.1
TOTAL

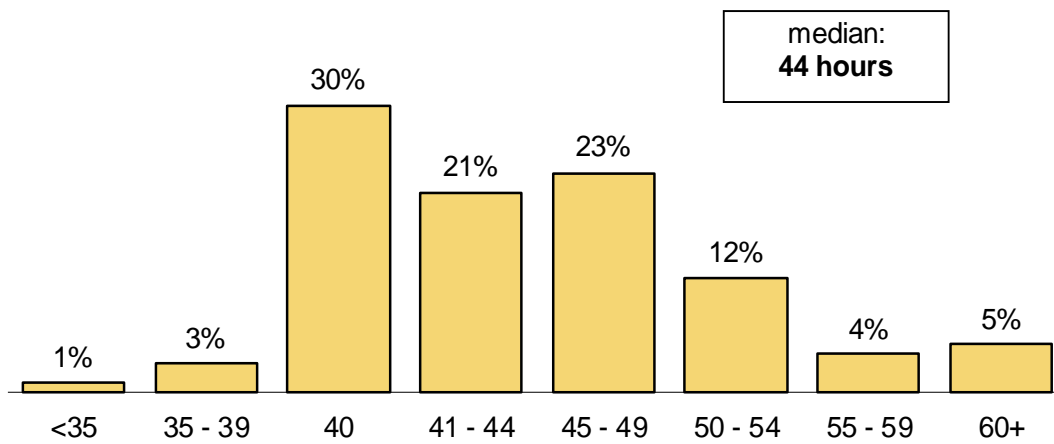
FINDINGS: About Their Work

The typical SH&E professional who works full time works 44 hours per week. 5% indicated they work 60 or more hours. Those with higher-level job titles tend to work slightly more hours than others.

Number of Hours Worked [If Full Time]

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

base: 8,944 respondents employed full time; those in each segment



by Job Title	median # of hours
executive management/director	47
manager	45
specialist/coordinator/supervisor	42
consultant	41

FINDINGS: About Their Work

Half of employed SH&E professionals primarily work in their organizations' facilities/offices (53%) versus in the field (29%) or at a home office (18%). This varies somewhat by job title, with consultants more likely than those with other job titles to work from home offices.

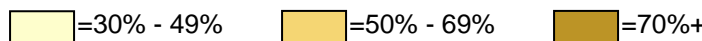
Among all employed SH&E professionals, 89% primarily work in the U.S, 7% outside the U.S., and 3% in both.

Primary Work Environment

What is your *primary* work environment?

base: 9,331 employed respondents; those in each segment

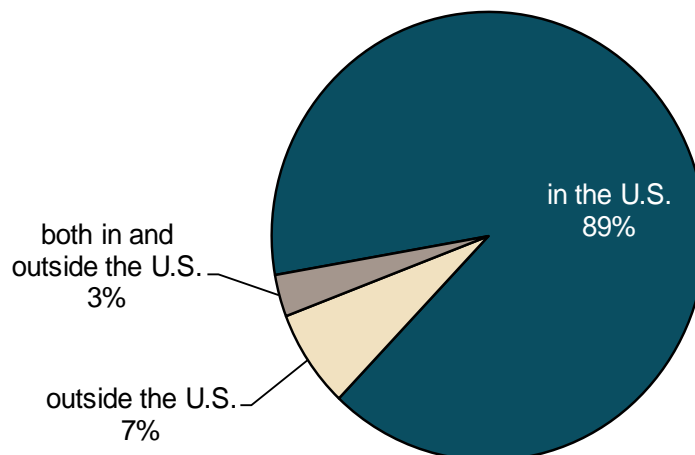
	TOTAL	JOB TITLE			
		executive mgmt/ director	manager	specialist/ coordinator/ supervisor consultant	
organization's facility/office	53%	58%	58%	56%	17%
in the field	29%	15%	28%	33%	45%
home office	18%	27%	14%	11%	37%



Primary Work Location

Where do you *primarily* work?

base: 9,331 employed respondents



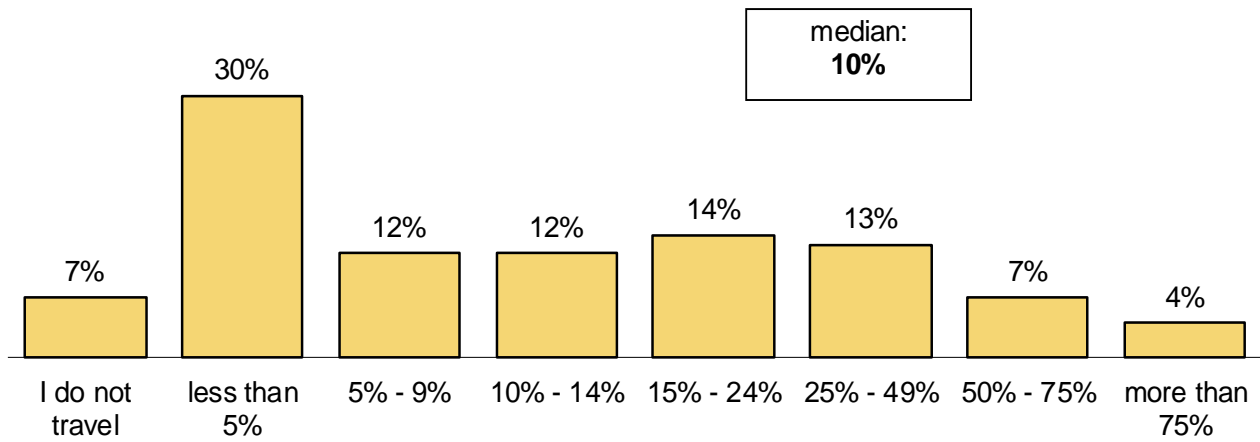
FINDINGS: About Their Work

The typical SH&E professional travels for their job roughly 10% of the time. 30% indicated that they travel less than 5% of the time and 7% said that they do not travel for their job.

Proportion of Time Traveling for Job

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

base: 9,331 employed respondents



FINDINGS: About Their Work

On average, employed respondents service or support 97 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 or support more locations, on average, compared with those located in Canada or another country.

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: 9,331 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.	94	100	3	0
outside the U.S.	3	2	20	9
TOTAL	97	102	22	9

FINDINGS: About Their Work

Among U.S. SH&E professionals who support locations outside of the U.S., 61% indicated they support non-U.S. locations/clients in North America. Other common locations supported by those in the U.S. include Europe (47%) and Asia (35%).

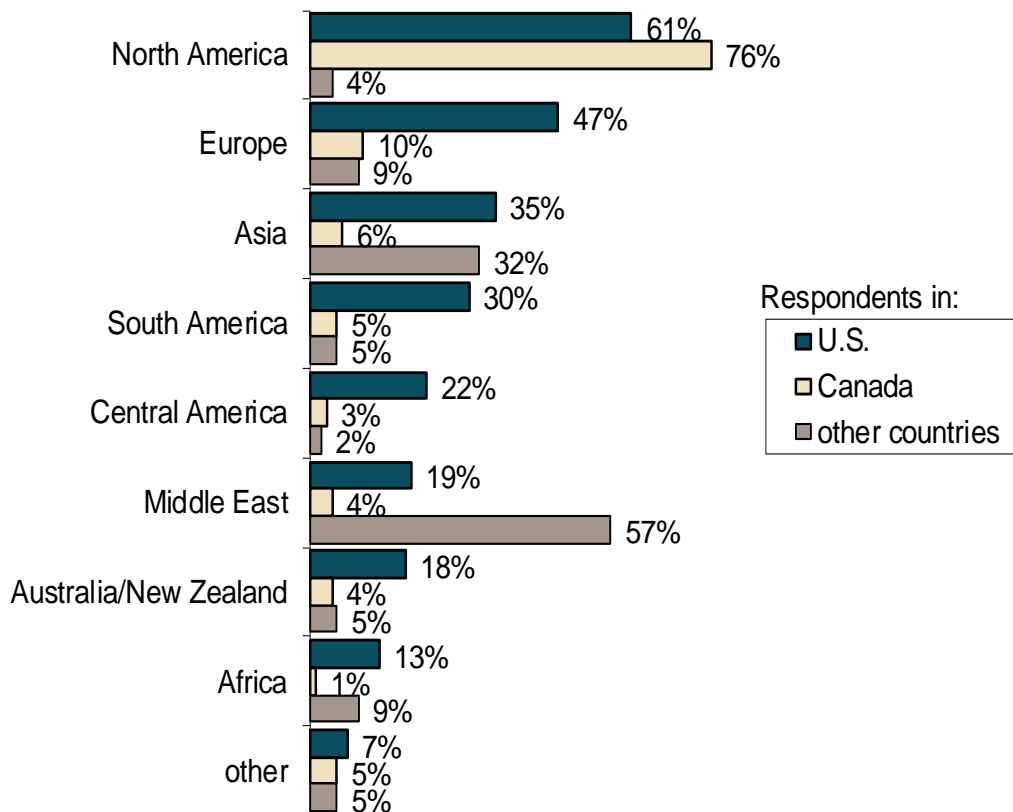
Among Canadian SH&E professionals who support locations outside the U.S., 76% indicated their non-U.S. locations/clients are in North America. No more than 10% selected each other region listed.

The locations outside the U.S. supported by those who are located outside the U.S. and Canada are most commonly the Middle East (57%) and Asia (32%).

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)



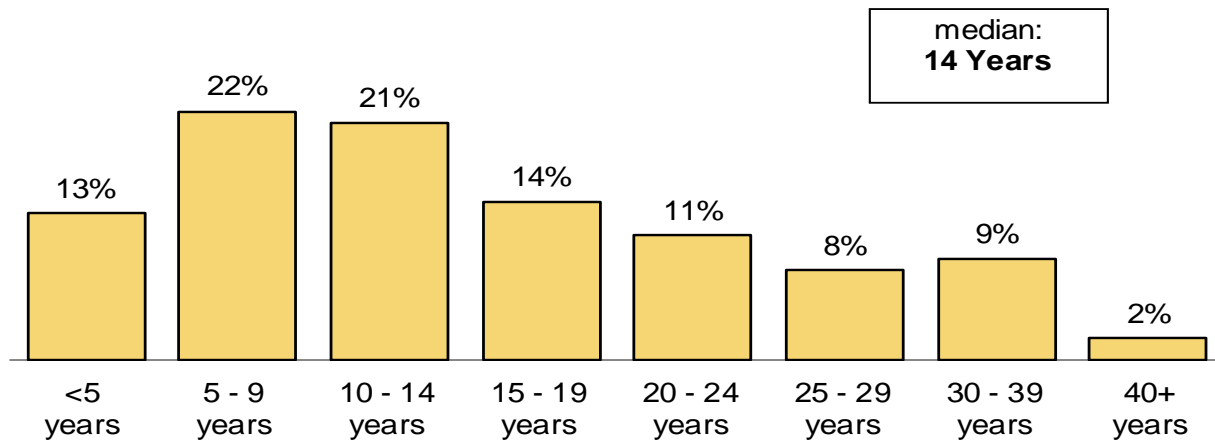
FINDINGS: Professional Profile

The typical employed respondent has worked as an SH&E professional for 14 years. However, the typical employed respondent reports working for their current employer for 4 years.

SH&E Industry Tenure

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

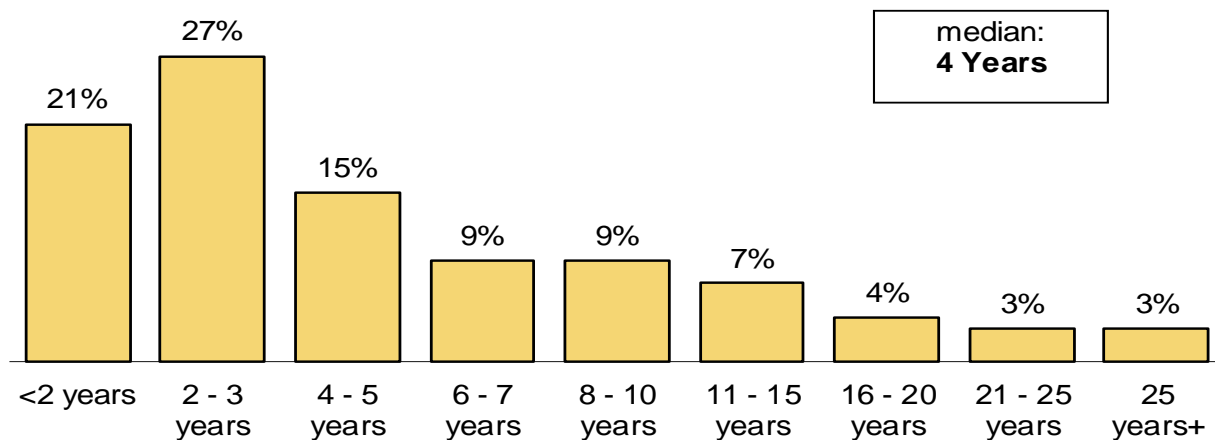
base: 9,331 employed respondents



Tenure with Current Employer

How long have you worked for your current employer?

base: 9,331 employed respondents



FINDINGS: Professional Profile

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 (33%).

First Entrance Into SH&E Practice

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

base: 9,331 employed respondents

I entered SH&E practice after getting a degree in the field	33%
My employer/supervisor asked me to handle SH&E matters	10%
My employer had a SH&E position open and I applied for it without much experience	9%
A friend/colleague worked in SH&E and encouraged me to pursue this field	8%
My employer/supervisor needed someone to handle SH&E matters and I volunteered	8%
I started in another safety related role (ergonomics, fire protection, etc.) and expanded to SH&E	8%
I started in environmental and expanded to SH&E	7%
I started in industrial hygiene and expanded to SH&E	3%
I started in engineering and got assignments related 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	6%

FINDINGS: Professional Profile

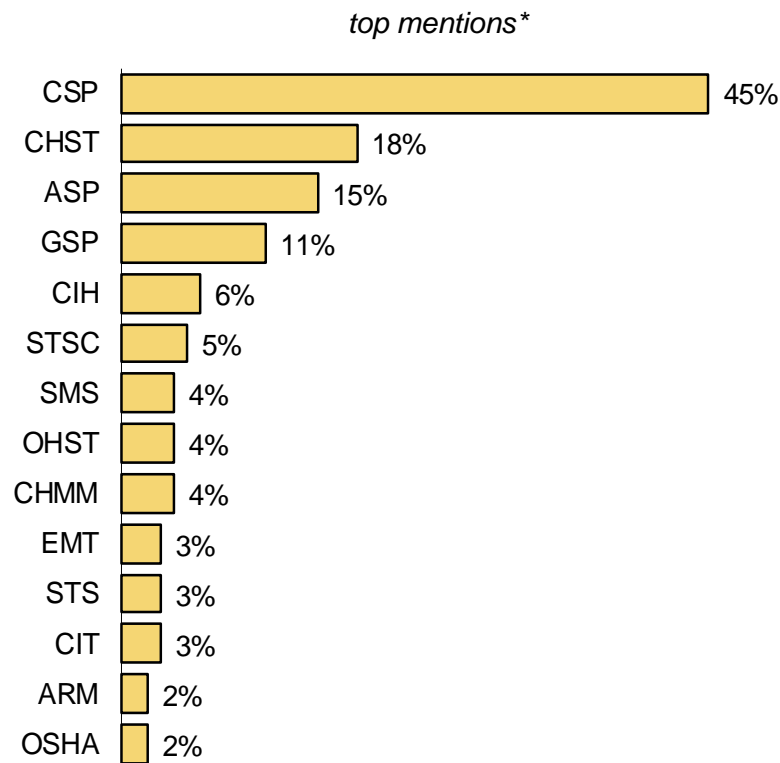
Nearly half of employed SH&E professionals (45%) hold a CSP credential.

88% of employed SH&E professionals have at least one license/certification; 39% have multiple.

Licenses/Credentials Held

Which licenses or credentials do you hold?

base: 9,331 employed respondents (multiple answers)



*those selected by at least 2%

Number of Licenses/Credentials Held	
AT LEAST ONE	88%
2 or more	39%
1	49%
none	7%
no answer	4%
mean # held	1.6
median	1

FINDINGS: Professional Profile

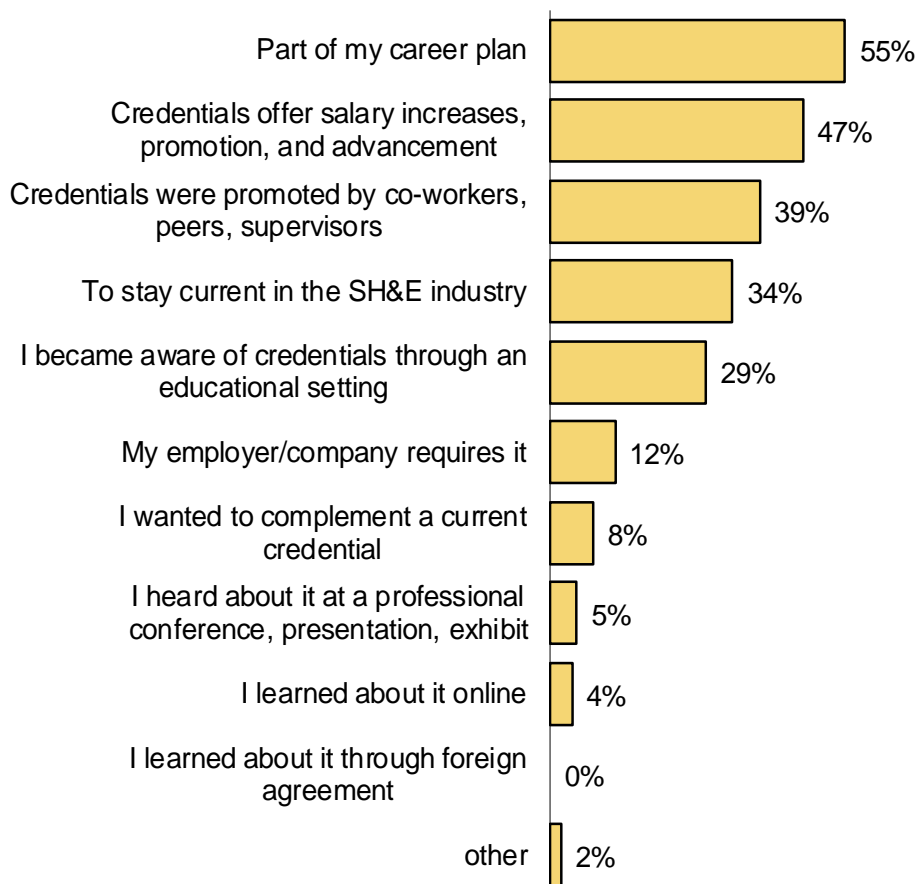
When asked to indicate the response that best describes why they pursued credentials, the highest proportion of respondents with licenses/credentials indicated it was part of their career plan (55%).

Many indicated credentials offer salary increases, promotion, and advancement (47%) and/or that it was promoted by co-workers, peers, or supervisors (39%).

Reasons for Pursuing Credentials

Which of the following best describe why you pursued credentials?

base: 8,319 respondents with licenses/credentials (multiple answers)



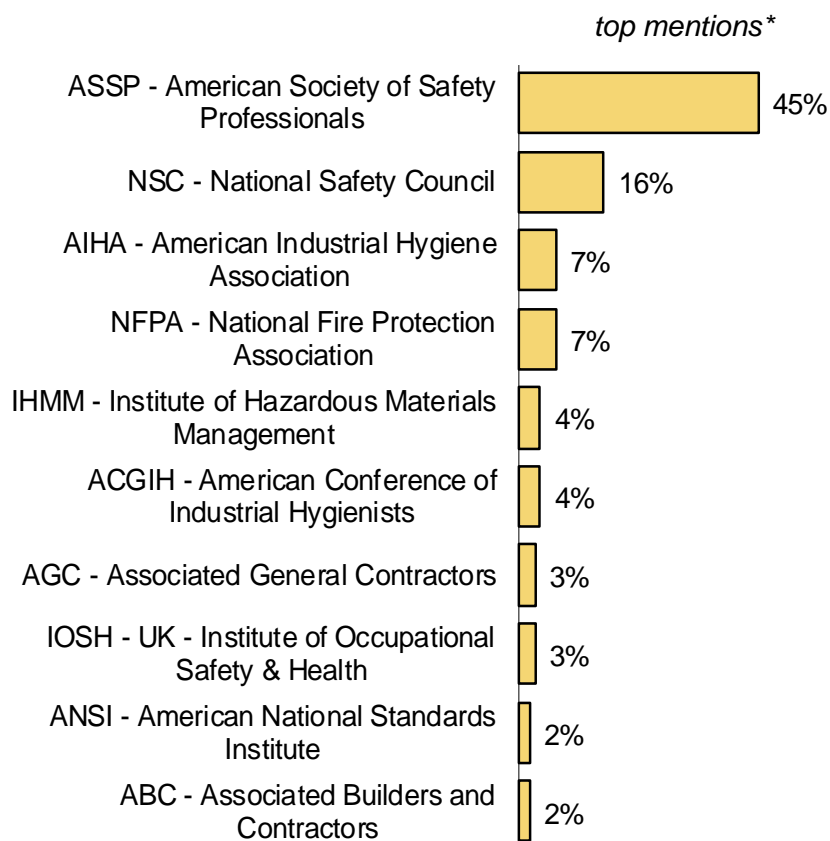
FINDINGS: Professional Profile

Of the 58 membership organizations listed, ASSP (American Society of Safety Professionals) has the highest proportion of SH&E professionals as members (45%). NSC (National Safety Council) is the next highest, at 16%. No other organization was indicated by more 7%.

Memberships Held

With which of the following organizations do you hold membership?

base: 9,331 employed respondents (multiple answers)



*those selected by at least 2%

FINDINGS: Demographics

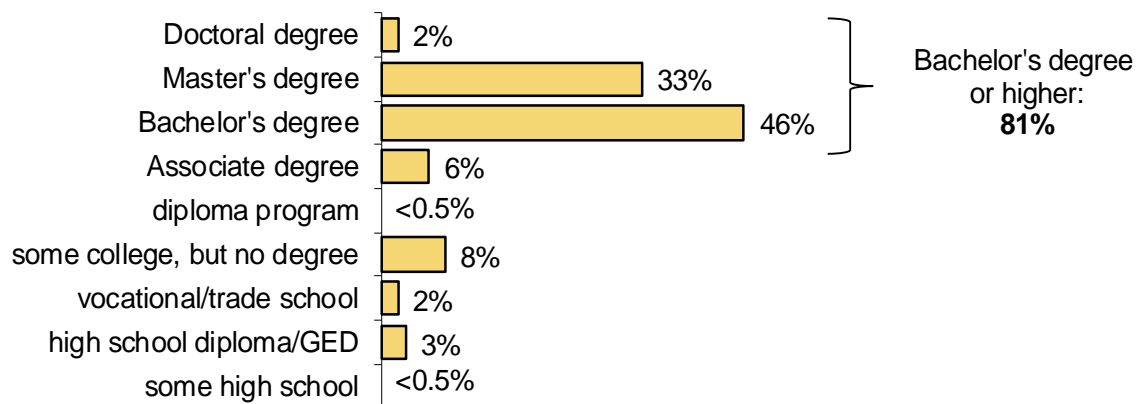
Four in five employed SH&E professionals (81%) have a Bachelor’s degree or higher, including 33% with a Master’s and 2% with a Doctoral degree.

80% of employed SH&E professionals completed their highest level of education in the U.S. By country, 85% of those in the U.S., 15% of those in Canada, and 7% of those in other countries completed their highest level of education in the U.S.

Education

What is your highest level of education?

base: 9,331 employed respondents



Location Where Highest Level of Education Earned

Where did you complete your highest level of education?

base: 9,331 employed respondents

	TOTAL	RESPONDENT'S COUNTRY		
		U.S.	Canada	other
in the U.S.	80%	85%	15%	7%
outside the U.S.	7%	2%	72%	80%
no answer	13%	13%	13%	13%

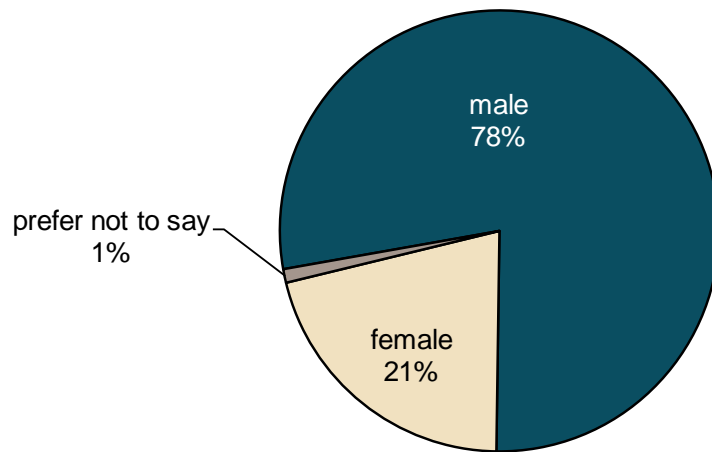
FINDINGS: Demographics

Male employed SH&E professionals outnumber females four to one. The typical age is 44, but a broad range of ages are represented.

Gender

What is your gender?

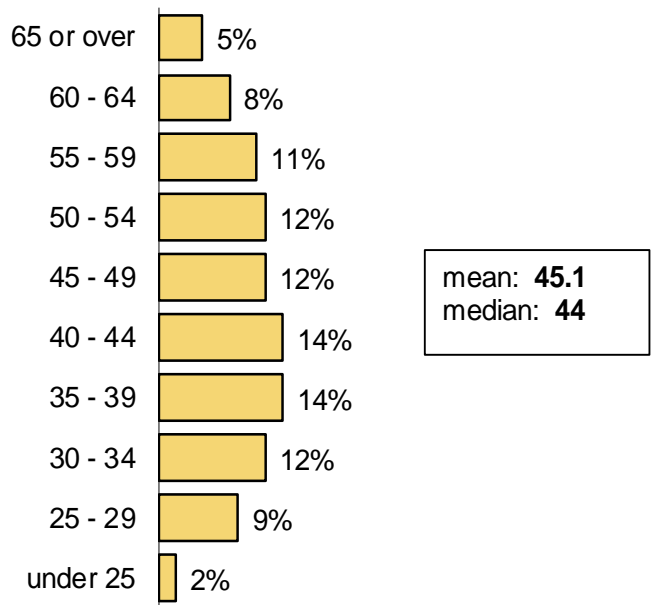
base: 9,331 employed respondents



Age

What is your age?

base: 9,331 employed respondents



FINDINGS: Demographics

The vast majority (75%) of the respondents are Caucasian (non-Hispanic). No other listed ethnicity accounts for more than 8%.

Ethnicity

What is your ethnicity?

base: 9,331 employed respondents (multiple answers)

