

 Silhouettes of five professionals (three men and two women) standing in a row, wearing various work attire including hard hats and safety vests.

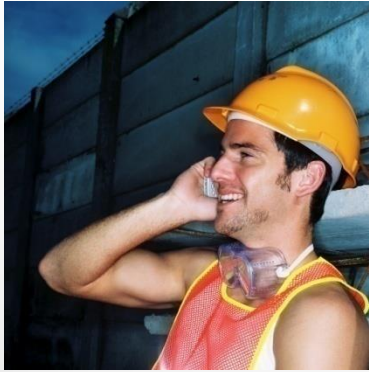
Value of Certification

Clinton T. Wolfley, CSP, CHST, STSC
Director of Business Development
Board of Certified Safety Professionals

BCSP | Board of Certified
Safety Professionals

Advancing the Safety, Health and Environmental
Professional Since 1969

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

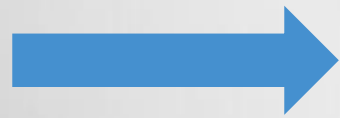
- **It is not**
 - A license to practice
 - Permanent
 - Membership
 - Certificate of completion



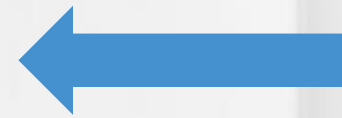
Would you personally hire:

- 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





CULTURE



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



Golden Gate Bridge



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



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**

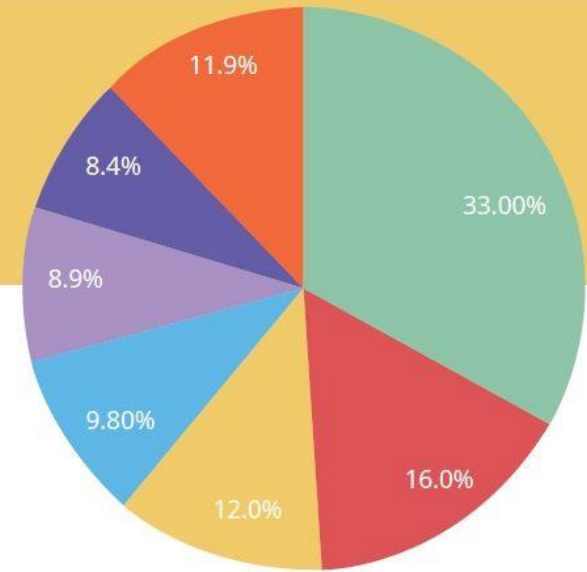
Accredited degree programs available
(bcsp.org/Resources/Academic-Database)

 **\$98K***

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

\$14K*

More per year than those without BCSP certifications



- manufacturing
- construction
- services and education
- public administration/government
- utilities
- mining, oil and gas
- other

(Industry data based on *Safety+Health* Magazine Salary Survey 2015)

*Data is based on 2015 SH&E Industry Safety Salary Survey conducted by BCSP and 5 other safety organizations, collecting 9,258 responses.

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

ADVANCING THE SH&E PROFESSIONAL SINCE 1969

MISSION

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



320 +

BCSP

ABOHN

CMSP

ABIH

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



Bachelors degree or Associates in S&H
4 years experience
Passed the ASP or holds GSP



Bachelors degree or Associates in S&H
1 year experience



Graduate from Qualified Academic Program
Must take CSP exam with 10 years



Job duties of S&H responsibility (35% or higher)
10 years experience in S&H



Job duties of S&H responsibility (35% or higher)
3 years experience



Job duties of S&H responsibility (35% or higher)
3 years experience

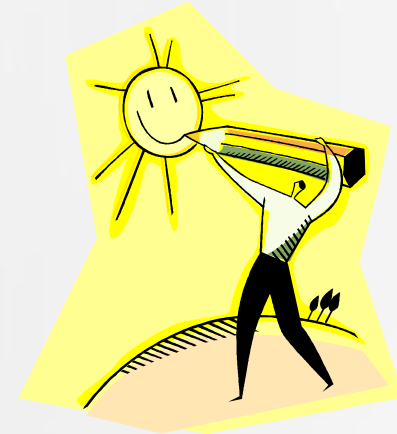
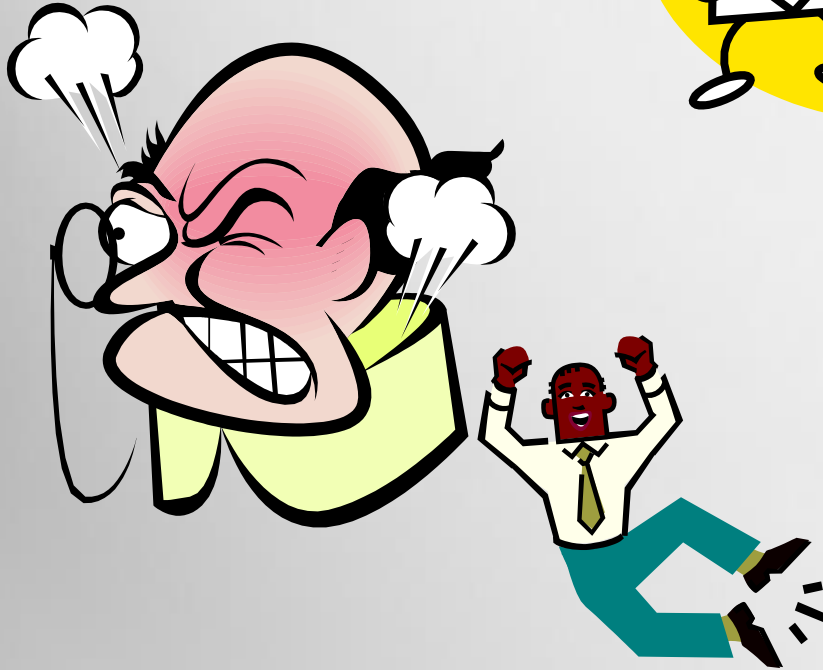
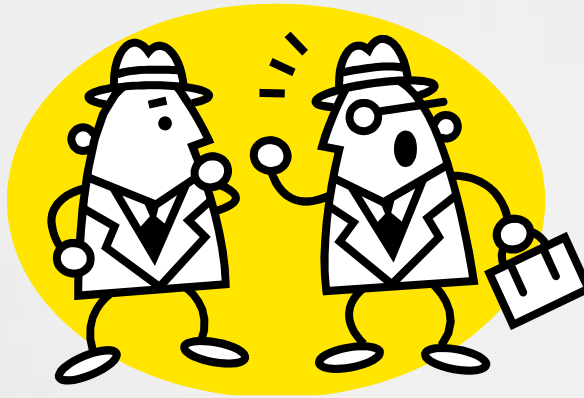


High school diploma or GED
Hold a BCSP approved certification
135 hours of training or teaching in S&H



Job duties of S&H responsibility
2 years supervisory or 4 years industry experience
30 hours S&H related training

ATTITUDE



“We hire for ATTITUDE and train for skills.”

- Don Bell, WestJet Airline

Options...

Status Quo

Training

Certification of Supervisors

Move Away From Intimidation & Production Focus

4,585

Charlie Plumb ?????

Who is packing
YOUR parachute?

Whose parachute
are **YOU** packing?





Thank You and STAY SAFE

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