

Furthering Your Safety Career: BCSP & ASSE

Bill Wuolu ASP, CHST



ENGINEERING, REIMAGINED

Disclaimer

- This presentation and the associated materials are for informational purposes only. The opinions expressed during this presentation are the opinions of the speaker and may not reflect the opinions of Kadrmas, Lee & Jackson, Inc.

The Value of Certification of the Occupational Safety and Health Professional



BCSP

Board of Certified
Safety Professionals

— Since 1969 —

bcsp.org

V2017.03

Agenda and Objectives

- About BCSP
- What Certification Is and What It Is Not
- Importance of Accreditation
- Transportability and International Influence
- The Return on Investment of Certification
- Certification of OSH Professionals Through a Competency Assessment Model
- How Certification Promotes Lifelong Learning of the OSH Professional
- Process and Qualifications Required for BCSP Certifications

About BCSP

- Established in 1969
- Not-For-Profit — headquartered in Indianapolis, IN
- 9 - 14 Member Board of Directors
- Not a Membership Organization
- Internationally recognized
 - Organization in Special Consultative Status with the United Nations Economic and Social Council since 2014
- All Certifications' Logos are Protected by ®Registered Trademark

BCSP | **Board of Certified
Safety Professionals**

About BCSP

Mission:

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

Vision:

Creating a safer world through safety, health and environmental certification.

BCSP

Board of Certified
Safety Professionals

— Since 1969 —

bcsp.org

V2017.03

8 Sponsoring Organizations

- **These Sponsoring Organizations help ensure that governance of BCSP includes broad representation from across the safety profession:**
 - AIHA - American Industrial Hygiene Association (1974)
 - ASSE - American Society of Safety Engineers (1974)
 - IISE - Institute of Industrial and Systems Engineers (1994)
 - ISSS - International System Safety Society (1977)
 - NESHTA - National Environmental, Safety and Health Training Association (2012)
 - NFPA - National Fire Protection Association (2007)
 - NSC - National Safety Council (1994)
 - SFPE - Society of Fire Protection Engineers (1984)

Credentialing Leader

BCSP is recognized as the leader in high-quality credentialing for safety, health, and environmental practitioners.

BCSP establishes standards for and verifies competency in professional safety practices and evaluates certificants for compliance with recertification requirements.

**CAREER PATHS
IN SAFETY**

THROUGH
Education | Experience | Certification

BCSP Board of Certified
Safety Professionals
Advancing the Safety, Health and Environmental
Professional Since 1969



What is Certification?

Certify – to attest authoritatively as meeting a standard.

Webster's Ninth Collegiate Dictionary

Certified SH&E practitioners have met rigorous educational, experience, and examination requirements, as defined by a qualified and independent certification body, necessary for the protection of worker safety and health.

Why it's important:

- Demonstrates **Competency**
- **Competitive** Advantage
- Demonstrates **Credibility**
- **Pay** and Mobility
- Contract **Qualifications**



What is Certification?

- **Voluntary process**

- Competency Assessment
 - Education
 - Experience
 - Examination
- Evaluates individuals against standards
- Awards certification and use of mark
- Requires continuing professional development

- **It is NOT**

- License to practice
- Permanent
- Membership
- Certificate of completion



Certification vs. Certificate

| Certification | Certificate |
|--|--|
| Results from an assessment process | Results from an educational process |
| Typically requires some amount of professional experience | For newcomers and experienced professionals alike |
| Awarded by a third-party, standard-setting organization | Awarded by training and educational programs or institutions |
| Indicates master/competency as measured against a defensible set of standards, usually by application or exam | Indicates completion of a course or series of courses with a specific focus; is different than a degree granting program |
| Standards set through a defensible, industry-wide process (job analysis/role delineation) that results in an outline of required knowledge and skills | Course content set a variety of ways (faculty committee; dean; instructor; occasionally through defensible analysis of topic care) |
| Typically results in a designation to use after one's name; may result in a document to hang on the wall or keep in a wallet | Usually listed on a resume detailing education; may result in a document to hang on the wall |
| Has on-going requirements to maintain; individual must demonstrate knowledge of content; holder must demonstrate he/she continues to meet requirements | Is the end result; individual may or may not demonstrate knowledge of course content at the end of a set period in time |

What is Accreditation?

Accreditation — the formal recognition by an independent body, generally known as an accreditation body, that a certification body operates according to international standards

International Organization for Standardization (ISO)

Why it's important:

- Protects **integrity** of individual certification programs
- Ensures **validity** of certifications' development and revalidation
- Enhances **authority** of certification body
- Promotes public **confidence** in the competence of individual certificants

What is Accreditation?

In much the same way that certification validates an individual's technical/professional competencies, accreditation evaluates the competence of a credentialing body to develop and maintain certifications.



Accreditation and the ISO

- **International Organization for Standardization (ISO) develops and publishes international standards**
- **ISO/IEC 17024:2012 – *the* global benchmark for personnel certification programs**

ANSI = United States' representative to the ISO
BCSP's CSP and ASP = accredited to this standard

Accredited vs. Non-Accredited Certifications

300+ Safety Certifications Available

Total Accredited Programs: 17

7 of the 17 are BCSP's!

- Certified Safety Professional (CSP)
- Associate Safety Professional (ASP)
- Construction Health and Safety Technician (CHST)
- Occupational Health and Safety Technologist (OHST)
- Safety Trained Supervisor (STS)
- Safety Trained Supervisor Construction (STSC)
- Certified Environmental, Safety and Health Trainer (CET)
- Certified Industrial Hygienist (CIH)
- Certified Health Physicist (CHP)
- Certified Dangerous Goods Professional (CDGP)
- Certified Hazardous Materials Manager (CHMM)
- Certified Hazardous Materials Practitioner (CHMP)
- Certified Fire Protection Specialist (CFPS)
- Certified Occupational Health Nurse (COHN)
- Certified Occupational Health Nurse-Specialist (COHN-S)
- Certified Safety and Health Manager (CSHM)
- Certified Safety Management Practitioner (CSMP)

Certification Career Value



- *Median salaries based on 2015 SH&E Industry Salary Survey*
<http://www.bccsp.org/SH-E-Practice/Salary-Survey>
- *Note: Many respondents held multiple credentials and there is considerable variation. Caution is advised when attempting to interpret salary survey data.*

Salary Survey 2015

- Joint effort of 6 organizations, led by BCSP:
 - **ASSE** - American Society of Safety Engineers
 - **ABIH** - American Board of Industrial Hygiene
 - **AHMP** - Alliance of Hazardous Materials Professionals
 - **AIHA** - American Industrial Hygiene Association
 - **IHMM** - Institute of Hazardous Materials Management
- Findings:
 - Certified SH&E professionals typically earn \$14,000 MORE per year than those with no certifications
 - CSP and CIH is higher: >\$20,000 more per year compared to their colleagues that perform similar functions but do not have the certification

<http://www.bccsp.org/SH-E-Practice/Salary-Survey>



Psychometric Development of Examinations

- **Six (6) Steps:**

- 1) Role Delineation/Job Task Analysis
- 2) Validation Survey
- 3) Exam Assembly
- 4) Standard Setting
- 5) Annual Statistics
- 6) Revalidation

Examinations Revalidation

Why Revalidate?

- Keep examinations current
- Protect program
- Protect *validity* of examinations
- Maintain accreditation

Retaining Accreditation

- Revalidate examinations every 4-5 years
- Demonstrate *reliability* and *validity* of exam product
- Maintain security of IP, confidentiality



BCSP Certifications



CSP[®]

Certified Safety Professional[®]



ASP[®]

Associate Safety Professional[®]



SMS

Safety Management Specialist*



CET[®]

Certified Environmental, Safety and Health Trainer[®]



OHST[®]

Occupational Health and Safety Technologist[®]



CHST[®]

Construction Health and Safety Technician[®]



STS[®]

Safety Trained Supervisor[®]



STSC[®]

Safety Trained Supervisor Construction[®]

*Expected late 2017

Professional Certifications and Designation



Graduate Safety
Practitioner®



Associate Safety
Professional®



Certified Safety
Professional®

The Certified Safety Professional has been in operation for almost 50 years with over 40,000 CSPs certified during that time.

Currently, over 16,500 people hold the CSP.

Safety Management Certification

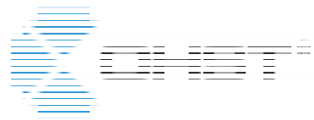


Validates the experience of safety practitioners with more than 10 years of experience, with or without a college degree

Expected release in late 2017

Technician, Technologist, and Supervisory Certifications

16,585 individuals currently hold a technician, technologist, or supervisory credential from BCSP.



**Occupational Health
and Safety
Technologist®**



**Construction Health
and Safety
Technician®**



**Safety Trained
Supervisor®**



**Safety Trained
Supervisor
Construction®**

**Thank You
and STAY SAFE!**



A SAFE INVESTMENT

A practical resource to Improve Safety Performance



ASSE OVERVIEW

- Oldest professional safety society committed to protecting people, property and the environment
- Over 37,000 occupational safety, health and environmental professional members
- Members manage, supervise, research and consult on safety, health, and the environment

Members represent more than 85 countries



MEMBER BENEFITS

- **Networking:** 37,000 OSH professionals, 70 social networking sites, 150 regional chapters to get your questions answered
- **Professional Safety Journal:** 12 issues of the #1 ranked OSH journal to stay up to speed on trends and best practices
- **Body of Knowledge:** Full access to the living reference of thousands of OSH articles, white papers and checklists
- **Practical Content:** Society Update, monthly electronic newsletter and EHS Works blog, Business of Safety Resource Center
- OSH job board and career center
- Government and public relations advocacy
- Discounts on technical publications, training and professional development

Professional Development:
Earn CEUs through various educational conferences, seminars and webinars

Communities:
29 practice specialties and common interest groups

Standards & Technical Publications:
Numerous resources to go beyond compliance



[NETWORKING & COMMUNITIES]



150 CHAPTERS

- Monthly technical meetings
- Site visits
- Local networking
- Newsletters
- Website
- Online resources



PRACTICE SPECIALTIES & BRANCHES

Technical resources, networking, advice, portals

- Academics
- Construction
- Consultants
- Engineering
- Environmental
- Ergonomics
- Fire Protection
- Healthcare
- Industrial Hygiene
- International
- Management
- Manufacturing
- Military Branch
- Oil, Gas, Mining & Mineral Resources
- Public Sector
- Risk Mgmt/Insurance
- Training & Communications
- Transportation
- Utilities

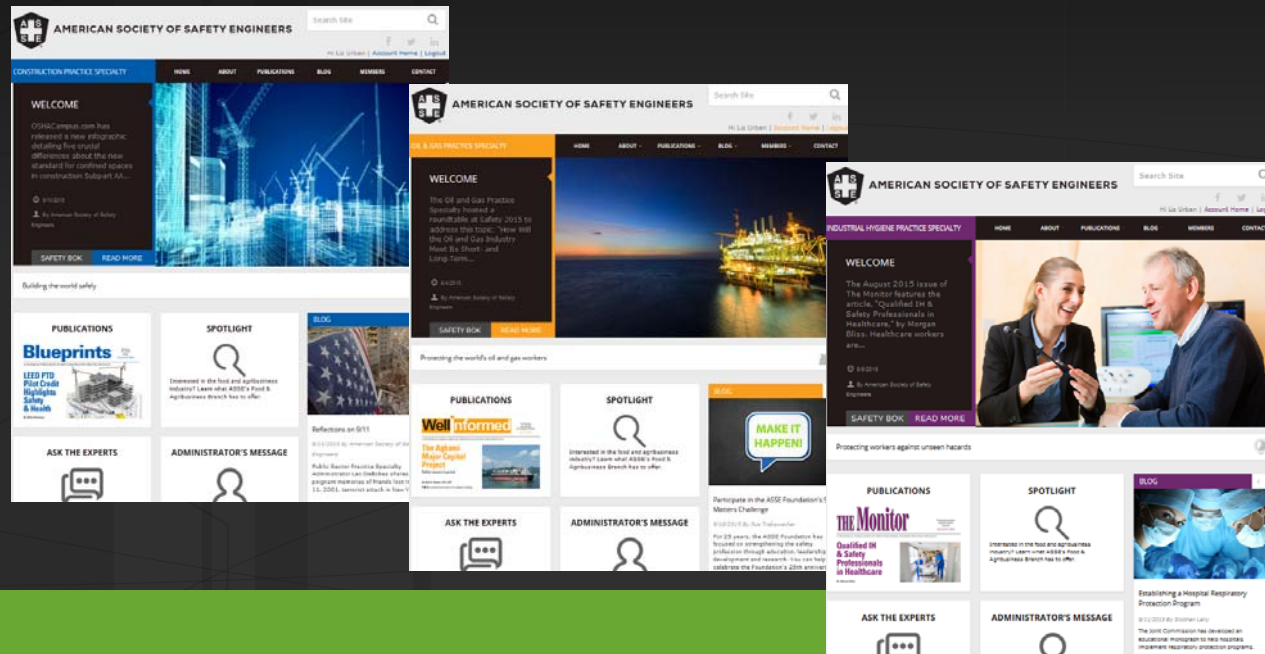
COMMON INTEREST GROUPS

- Women in Safety Engineering
- Young Professionals in OSH
- Blacks in Safety Engineering
- Safety Professionals and the Latino Workforce



PRACTICE SPECIALTY PORTALS

Member-only content specific to your industry





SOCIAL NETWORKING

- Connect to social networks to resolve challenges, solve problems and post your thoughts
- Look-up fellow members in the online membership directory





[RESOURCES]



STANDARDS & TECHNICAL PUBLICATIONS

Standards

- A10 Construction & Demolition
- A1264 Slip & Trip Prevention
- A92 Aerial Work Platforms
- B11 Machine Guarding
- OSHA
- Personal Protective Equipment
- Z10 Occupational Health & Safety Management Systems
- Z359 Fall Protection/Arrest
- Z690 Risk Management

...Plus much more!

www.asse.org/standards

Members save up to 40% off

Top Selling Books





BODY OF KNOWLEDGE

[Members receive full access for FREE]

Safety, Health and Environmental
BODY OF KNOWLEDGE

Browse What is the BOK? How to Use the BOK How to Contribute News

Login To Your Account

Email

Password

Forgot Password?

Terms of Usage

Remember Me

LOGIN!

Welcome

The Body of Knowledge project is dedicated to creating a living reference that represents the collected wisdom, experience, and knowledge of the Safety, Health and Environmental profession. The BOK is the collected wisdom, experience, and knowledge of the profession that both inform the profession and provide the solid foundation from which continuous improvement change can occur. Since 1911, ASSE and its members have made countless contributions to the safety and health of the environmental profession through its training programs, publications, and research projects.

Search Text SEARCH

Topics [View all](#)

- Construction
- Academics
- Consultants
- Engineering
- Environmental
- Ergonomics
- Fire Protection
- Healthcare
- Industrial Hygiene

Featured Content

- Building Owners & Fire Service: Partners in Fire Risk Management
- Best of the Best: 2009-2010
- Checklist: Hand Tools and Equipment
- Video: Falls in Construction/Leading Edge Work
- Safety Training Games and Activities for Everyone

Most Recent Content

- Health Promotion Among Young Workers A Summary of Good Practice cases
- Drivers and Barriers for Psychosocial Risk Management: An Analysis of the Findings of the European Survey of Enterprises on New and Emerging Risks (ESENER)
- To Permit or Not to Permit? - Should You Be Asking This Question?
- Management of Psychosocial Risks at Work: An Analysis of the Findings of the European Survey of Enterprises on New and Emerging Risks (ESENER)
- The Safety Professional's Role in Corrective Action Management

Most Viewed Content

- Yes You Can Conduct Your Own Safety Perception Survey
- Preventing Incidents & Fatalities: Eight Questions Every Senior Leader Should Ask
- Fall Protection Equipment Record
- Safety Leadership - The Final Hurdle Towards Zero
- Environmental Compliance For the Safety Manager

www.safetybok.org

Search by topic or industry

- Management of Safety Engineering Work
- Hazard Communication and Right-to-Know
- Environmental Management
- Safety and Health Training
- Workers Compensation
- Fleet Safety
- Risk Assessment and Hazard Control
- Emergency Preparedness
- Fire Prevention and Protection
- Industrial Hygiene
- Personal Protective Equipment
- Ergonomics and Human Factors Engineering

See what others are reading

Contribute to the collected wisdom, experience, processes and facts

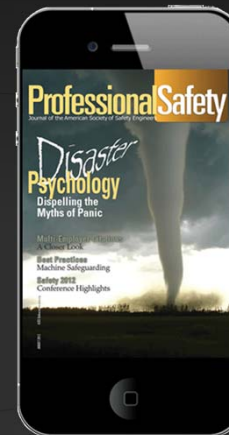


PROFESSIONAL SAFETY JOURNAL

- Monthly, unparalleled value, archived online

- Best practices
- Safety management
- Health & wellness
- Leadership
- Rules & regulations
- Standards
- Industry notes
- New product innovations

www.professionalsafety.org



Members can download the *Professional Safety* App



PROFESSIONAL DEVELOPMENT

Your source for the knowledge, skills and networking on the important and emerging issues in the OSH profession

- Certification Preparation Workshops
 - ASP, CSP, CHST, OHST
- Certificate Programs
 - Certificate in Safety Management
 - Executive Program in Safety Management
- Virtual Classroom
 - Symposia
 - Webinars (some free to members)
- Customized On-Site Education



ANNUAL PROFESSIONAL DEVELOPMENT CONFERENCE

- 4000+ Attendees to network with
- 400+ Exhibitors of valuable products & services
- 250 Concurrent education sessions
- 35 Countries represented
- 19 Subjects
- #1 OSH Professional Development Conference



[Members save \$140 + receive event proceedings]



ANNUAL SEMINARFEST

- Earn up to 5.8 CEUs
- Over 80 quality workshops and seminars
- Certification preparation workshops for the ASP, CSP, CHST, OHST
- Certificate in Safety Management seminars
- Executive Program in Safety Management seminars
- Auditing safety and health management systems
- Change management & leadership
- Occupational risk assessment strategies
- Techniques in hazard recognition
- Training supervisors to become safety coaches

[Members save an average of \$150]





CAREER RESOURCES

- View job openings
- Post your resume
- Set up job alerts
- Receive job flash emails
- Career development resources

Jobs.asse.org



JOIN ASSE

START USING YOUR MEMBER BENEFITS TODAY

www.asse.org/join

Join today and save!

On your application use my name and ID number (Bill Wuolu – 010057586) and select Northwest – Northern Plains as your Chapter. Then you can use the promotional code 18WEB at checkout, before 3/31/18, and your \$25 application fee will be waived plus you will receive a free ASSE educational webinar.