Report for ASSP Advisory Group (Data Capture) - June 2025

Response Counts

Completion Rate:	**100%**	
	Complete	14

Totals: 14

1. What trend is having the greatest impact on your workplace today—workforce instability, mental health, or technology integration—and how is it reshaping your role as an EHS leader?

ResponseID	Response
3	Total worker health. Goes beyond just physical safety. Mental health. High turnover rates. The use of AI
4	Overall wellbeing - Be well, be safe - physical, mental, emotional - foundation, safety dig into emp well being. Total work health is a priority - Oregon as a state, businesses are going beyond physical safety, to help with mental health stability. Greatest impact is worker turnover - in a constant state of starting over. insurance new challenge is using AI for data analysis and how it's being used and how appropriate is the analysis, that people are validating analysis. Mass retirements coming in and few new people coming, brain drain
5	Workforce instability - veterans retiring and new employees taking over, young people coming into field; difficult to hire people with technical expertise, doesn't pay a lot in entry level. Younger people leave after a couple of years. Technology integration - new technology to learn; hard to get people out of the way they were doing things. Mental health - a lot uncertainty. hard to care for yourself and others; stress
6	Leadership training Employee recognition
7	Effective and consistent safety leadership is a large challenge for the group. We need to grow supervisors with technical skills. Being a leader and manager in the field. Often become supervisors since they get "work done" and not promoted by communication skills.
8	Workforce sustainability and the disparity of pay for safety professionals.
9	Eric Sachleben's Group: - AI/tech - how do integrate vs bolt on - Automation - global differences and the challenge for leadership who often times wants a one size fits all. - Workforce Instability - retirees leave big technical holes, emerging talent is often impatient and that leads to job changes more frequently than we have historically seen.
10	1. Technology Integration...but human judgment is very much required 2. Challenge 3. Workforce instability 4. Economics and turnaround of employees
11	1. AI - Example of utilizing technology to perform safety training and how AI integration leads to challenges with an aging workforce. What we see from the perspective of the insurance industry/consultant type role: AI is presenting challenges or could present challenges in developing content. Quality of AI not aligning with what the desired output is. Lack of consistency with AI, limited capability. 2. Organizational growth at a high rate through acquisitions and mergers while still keeping the safety resources at the same level or capacity. Stretching the safety team thin. Pace of change and instability (politically, socially, technology etc.). Change management is challenging. 3. Lack of qualified, competent people is a huge challenge and shapes the role as an EHS leader.

ResponseID	Response
12	AI has the greatest impact business. Many standards do not apply to healthcare industry (AI). Mental health and staffing is taken a toll on the workforce (retirements, loss of experienced professionals
13	Workplace Instability was identified as the most significant trend currently affecting the workplace. Difficulty finding employees who are capable of doing hard physical work and are willing to do it. High turnover due to poor management and inadequate pay. Constant changes in personnel make it difficult to maintain consistency. Challenges in finding people with the right qualifications. Generational gaps between managers and the workforce are causing communication and expectation issues. Technology Integration, especially with AI, was also mentioned as a growing influence. Concerns about the lack of trust in AI systems. Many do not understand how to properly use AI tools. There is an overreliance on AI in some areas, which can be problematic.
14	Mental Health and workforce instability were the top two issues. Mental health was the overall focus. Safety professionals and front-line leaders need to be in the field and engage with their personnel. Employers need to provide benefits and encourage participation in mental health initiatives. They need to have a plan to evaluate the effects. Create a matrix to identify and track the mental health issues within the organization.
15	Hard to pick just one. Workforce instability has always been an issue. Mental health as well, but with growing recognition and acceptance as a talking point. But I think technology integration is the greatest current issue/impact, and will continue to be so.
16	We have under 3% unemployment in the Midland area. Anyone who wants to work and can pass a drug test can be fully employed. We see a lot of job changing for $0.10 - $0.20 / hour. All of this turnover means that we are constantly training new employees to fill our jobs. We wpend so much time training new people that we cannot be on the floor identifying hazards that need to be corrected. WE have developed quite a few online classes to help, but this generations of employees wants to know why they have to do it the way we specify. Where generations in the past have wanted to learn how to do it the right way, now we have to explain why at every step. Some of them would like to have a job, never show up, and have you mail the check home.

2. Where do you see the biggest gap between what's needed and what's currently being done in safety leadership or business alignment—and how might ASSP help close that gap?

ResponseID	Response
3	Understanding TRI. Political climate and sourcing factual information to business leaders.
4	business leaders don't understand what safety leaders do understand TRIR not what it takes for safety. Engage them where they are at and educating them. Conerns about information being shared and how do we help with providing the right resource and data.
5	what worked previously is not always what needs to be done right now. Hard to change to something new and keep things fresh. Logjam about what to do next especially during acquisitions. Staying current and not stuck in past. Lagging indicators instead of leading indicators.
6	Leadership training for workers and managers from ASSP
7	Safety and Quality must be aligned and be expected. Driven by project leadership and lead supervisors. During cost restraint conditions, how do we maintain high level safety standards and quality performance. ASSP can assist by - provide tools and education on how to effectively develop field supervisor and project leadership. -provide tools for Peer-to-Peer coaching employees to influence change.
8	Provide pathways for training and leadership mentoring across the industry on a national level guide new or transitioning professionals opportunities
9	Need to see intentional efforts to develop safety leaders. Some areas of the country do not have good university/certificate/education support for safety folks Focus on safety leader development. Free and virtual to support diversity. More opportunity for formal mentoring Build these ideas into/PDC structure Build on safety leadership training offered this year...publicize it.
10	1. The gap exists between Safety professionals and C Suite leadership 2. Better training, existing and resources, 3. Soft skills are lacking at young folks, Give it back 4.Leadership should own the safety not safety professionals 5.Safety Schools should teach how business process 6.Mandatory safety courses should be for young professionals 7.Engaging C suite professionals 8.ASSP should develop a Toolkit for engaging leadership 9. Leaders do not have no idea about the safety 10. Leadership given to Safety people but they lack resources and do not get the time to listen to their concerns.
11	For ASSP: Observation that there's a way to improve mechanisms for sharing best practices throughout ASSP's various communities. From the aspect of targeted success stories, templates, techniques, tricks etc. The biggest gap is lack of qualified individuals in roles and turnover. ASSP can help close this gap by holding workshops and training opportunities as well as a career center to compile job postings.

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12	Safety professionals not in tune with buisness practices. Leading indicators (being able to talk with the business). Lack of qualified resources from support organizations (i.e. NIOSH) in the current climate
14	ASSP can help by providing more practical tools that have been tried and tested through use in the field. Focus on providing more training to leaders who are not safety professionals.
15	ASSP is moving in the right direction. I think it could additionally (if Jennifer is not already doing this, I'm not sure) possibly sit on other business boards and do things that can better get the safety concepts and implications for safety upon businesses, into business schools. Safety people can talk until blue l the face even if very very conversant with ROI, business case concepts. If the business leader is fundamentally closed minded - that's a separate issue than the skill set of the safety person. It is not always the safety person's limited business knowledge that is an issue in communication. Sometimes the safety person can be "all over that" and yet get nowhere with business management. Yes, the safety people can take individual responsibility and try to work from within, but.....
16	We see the lack of funding impcting if we can make repairs that need to be made. We are waiting on capital to become available while the hazard remains, I pulled out an oldie but goodie the other day: "We the willing, led by the unknowing, have done so much for so long with nothing, that we are now qualified to do everything with nothing." ASSP needs to promote the need to not ignore hazards, not just walk past them daily and shake our head becuase we cannot do anything about them, and let this become a normalized deviation. We donot want to be safety cops but we also do not want to put on blinders..

3. Looking ahead 3–5 years, what capabilities or supports will EHS professionals need to stay influential and effective in increasingly complex, tech-enabled work environments?

ResponseID	Response
3	Have to proof our worth. Integrate business and operations with safety.
4	EHS needs to demonstrate providing value and influence. Managing invasive with AI, camera to find unsafe, total working health. Being able to prove that we are valuable to business, Understanding operations - job shadows.
5	embrace training on tech. Tech including AI and how do we use effectively in safety.
6	Data analytics AI uses Microlearning for technical and leadership development
7	Data analytics- manage leading indicators and indicators that matter. Utilizing AI Downloadable micro learning Sharing information such as feedback from breakout sessions and opportunities to communicate amongst each other.
8	AI in the workforce and the proprietary nature of information used how to share cross those industries and organization without giving away trade secrets etc.
9	ASSP could support more early engagement on our profession. High School/STEM/JA Support non-traditional development.
10	1. Technology advancement and adoption for HSE professionals 2.AI tools 3. Engineering discipline 4. Adopting diversity 5. Global challenges and adapting by Safety professionals as they move their jobs across the world
11	Comfort with using/learning AI and the available systems out there to source data. More learning opportunities to regularly use AI to their advantage. ASSP gives a broader perspective on the industry but needs may differ by specific industries. Educate our safety professionals on how to influence leadership. Educating young safety professionals on developing core competencies, it's not just about degrees or certifications.
12	Complacency (relying too much on AI) Loss of qualified professionals Aligning safety objectives with those of business
14	They will need to be able to leverage the power of AI to be more efficient and train personnel of the issues that affect their organization. They also need to be able to communicate effectively with executives by integrating safety issues with profitability and production.
15	Being perceived as still "relevant" as AI gets better and better. Separate note, but I see no place to put this: I probably missed it, but having these questions as far in advance of our adv comm meeting will be helpful. Gives more time/opportunity for chapter input.
16	AI is going to dominate lots of discussions. I cannot look for anything without getting an AI synopsis from the computer. AI can only get what is put into the system, so if there are mistakes input, then those will be magnfied. We do not need to take what AI gives us as the gospel truth. We need to examine it and determine if it is true. We do not need to rely on AI to do our jobs. It is a tool and not a replacement for a well trained safety professional.