

MINNESOTA SAFETY & HEALTH CONFERENCE
 APRIL 30 & MAY 1 2024
 MYSTIC LAKE CENTER

**The Right Stuff:
 Filling the Pipeline with
 Emerging Safety
 Professionals**

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BSA **CELEBRATESAFETY**

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BSA

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CELEBRATESAFETY
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OSHA Fact Sheet

SAFETY FIRST **COFFEE NEXT**

SAFETY I ♥ SAFETY

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**Welcome,
 Emerging Safety Professionals!**

MINNESOTA SAFETY COUNCIL
 Drive SAFE Work SAFE Live SAFE

Emerging Safety Professionals Group

Are you a young or emerging safety professional looking to network with your peers and take advantage of some great professional development opportunities? Then we invite you to join MSC's Emerging Safety Professionals group!

Benefits

- Network with other top emerging safety professionals state-wide
- Exclusive invitations to the Emerging Safety Professionals meetings
- Industry tours
- Professional development opportunities
- Exclusive SafetyNet group for online collaboration and Q&A
- Leadership opportunities
- Exclusive affiliation with the National Safety Foundation's Young Safety Professionals Division

First MSC Conference?

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Road Map



**The Right Stuff:
 Filling the Pipeline with
 Emerging Safety Professionals**

1. **The Big Picture – What do I need?**
 - a. Planning
 - b. Qualifications & Certifications
 - c. Career Basics
2. **Future of Safety - What's Now? What's Next?**
 - compliance, business, global, people, communication, technology
3. **Reality Check – Facing challenges**
4. **Amazing You! Resources Galore**
5. **Parting Thoughts & Tips**

WELCOME!!!



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Objectives



**The Right Stuff:
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1. Identify basic knowledge and skill sets needed for H&S career
2. Explain how H&S program management is affected by corporate constructs
3. Identify risk management trends, technology, and factors shaping the future of safety professional
4. List steps to assist making decisions and solving problems
5. Name at least three resources for improving technical, business, communication, and people-based skills



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Planning Your Career

- ✓ Goals? Visions?
- ✓ Certifications?
- ✓ Career Basics - Competency

Benjamin Franklin said:
"If you fail to plan, you are planning to fail."

The Big Picture

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Planning

- Set goals
- Have a vision, many visions
- Make time for knowledge & skill sets
- Assess, re-adjust plan as needed



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Certifications

- Board of Certified Safety Professionals (BCSP)
 - OHST, CHST, ASP, CSP, SMS, STS, STSC, CIT
- The Institutes (Insurance Institute of America)
 - Associate in Risk Management (ARM)
 - Chartered Property Casualty Underwriter (CPCU)



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Certifications

- Industry-specific or safety specialty
 - e.g., radiation safety officer (RSO)
 - e.g., registered professional ergonomist (RPE)
 - e.g., SHRM - Certified Professional (CP), SHRM - Senior CP (SCP)
 - e.g., Professional in Human Resources (PHR) – HR Certification Institute
- Certified Occup. Safety Specialist (COSS) – beginning safety practitioners, Alliance Safety Council



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Certificate Programs

- National Safety Council – Advanced Safety Certificate (ASC)
 - POSH + any combination for total of 12 days (7.8 CEUs)
 - 5-day course – FIH, 4-day course – STM
 - 2-day courses - Effective Safety Management Practices I & II
 - 1-day classes -
 - Safety Inspections • Risk Assessment Workshop
 - Incident Investigation • Job Safety Analysis • Team Safety
 - Ergonomics: Managing for Results • Industrial Hygiene Basics
- OSHA Institutes
- ASSP
 - Risk Management Certificate
 - Safety Management Certificate
 - Leadership in Safety Management Certificate
 - Occupational Health and Safety Management System (OHSMS) Certificate



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Basic Competencies

- OSHA 10, OSHA 30
- OSHA 510/511
- Crisis Management, NIMS, HAZWOPER 24/40
- First Aid/CPR/AED
- Recordkeeping, 29 CFR 1904
- MSC Mental Health Certification
- Defensive driving
- Environmental/DOT/IH – RCRA, DOT (FMCSA), Industrial Hygiene fundamentals
- Soft skills/self-improvement – e.g., leadership, communication, conflict resolution, technical writing, business/finance



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Future of Health & Safety
– What's Now?
- What's Next?

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1. Compliance

- Always
- National and Regional Emphasis Programs
- PPE – ANSI/ISEA, cut-resistant gloves
- Annotated PELs



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- Ergonomics
- Heat illness prevention
- Crisis planning, disturbances
- Disaster preparedness
- Physical security



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1. Compliance

Unified Agenda - www.reginfo.gov



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1. Beyond Compliance

- Driving
- Battery charging stations
- Infectious disease protocol
- Workplace violence prevention
- Lone workers
- Non-traditional workplaces
- Shift work/sleep disorders



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1. Beyond Compliance

- Mental health & wellness
- Suicide prevention/awareness
- Total Worker Health (TWH) – NIOSH
- SIF Prevention, PSIF
- Urban hazards
- Meth labs
- Naloxone



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2. Business-Thinking

- Systems-thinking, business integration
ANSI/ASSP Z10-2019, ISO 45001, OSHA VPP
- Meaningful metrics
- Prevention-thinking
- Digital Safety, cyber liability – protecting online data, identity, security
- Climate Action
 - H&S professionals are change agents
 - Intergovtl. Panel on Climate Change (IPCC)



ASSP PSJ Feb. 2023

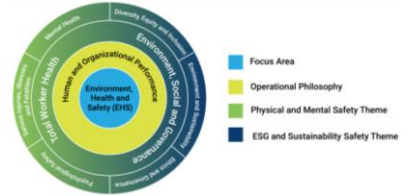
- Geographical location – flooding, wildfires, coastal landscape, severe storms, drought, food production
- Worker health & safety – heat illnesses & fatalities, respiratory hazards asthma, vector-borne illnesses



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3. Global-Thinking

- International Labor Organization (ILO)
- Environmental and Social Governance (ESG)
- Malcolm-Baldrich National Quality Award (MBNQA)
- NSC & Lloyd’s Register Foundation (LRF) commissioned a study into New Value (and Valuation) of Safety in context of modern-day topics



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3. Global-Thinking

- HOP – human and organizational performance, human asset management
- Todd Conklin
 - Senior Advisor for Los Alamos National Advisory
 - Human & Organization Performance Consultant
 - Bestselling author, *Pre-Accident Investigations: An introduction to Organizational Safety*



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4. People-Based

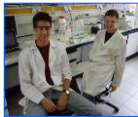
- Multiple generations, cultures, languages, physical abilities, service animals
- Actively caring for employees
 - Physical
 - Mental
 - Emotional
 - Spiritual
 - Environmental
 - Social wellness
- DEI
- Emotional intelligence/quotient (EQ)
- Partner with HR



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5. Communications

- Good listener
- Be intuitive, anticipate
- Use multiple media methods
- Review training approaches, EQ
- Network/connect, build relationships
- Learn a new language
- C-Suite access
- Join associations that benefit you



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6. Technology

- Going Paperless
- Tablets, cell phones
- Software
- Training aids & methods evolving
- Robotics
- Wearable technology
- Artificial Intelligence



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6. Technology



Artificial Intelligence (AI)

- AI uses massive libraries of human creations incapable of creating anything original
- Some institutions consider AI a form of plagiarism because it is not an individual's own original work
- Some institutions see plagiarism as a feature of AI process, e.g., similar language, phrases, information, stats

(source: www.plagiarismtoday.com)



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Reality Check – Facing Challenges

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Facing Challenges

1. Be aware of corporate culture
2. Know what you do/don't have control over
3. Don't take things personally, try not to take them home



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Facing Challenges

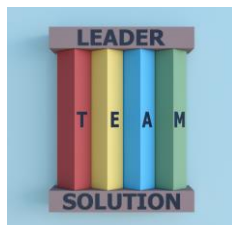
4. Use teams, committees, champions
5. Stand your ground when you need to
6. Uphold professional ethics
7. Have a process for problem-solving, decision-making



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Systematic Approach for Problem Solving and Decision-Making

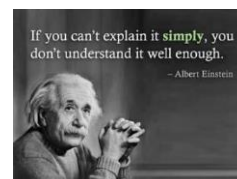
1. Identify the problem/decision
2. Analyze the problem/decision
3. Search for solutions
4. Decide on a solution
5. Implement a solution
6. Evaluate the solution



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Step 1: Identify the Problem, Decision

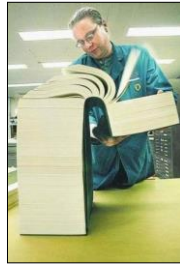
- Write it down, be clear about the issue
- Separate problems from symptoms
- Select problems with the highest impact



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Step 2: Analysis

- Find facts & information
- Data, documents, specs
- Use problem analysis tools
- Don't rush this step
- Don't jump to solutions



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Step 3: Search for Solutions

Brainstorming

- ☐ All ideas accepted
- ☐ Go for quantity, not quality
- ☐ No judging or bias
- ☐ Have fun
- ☐ Shift your view, look through other windows
- ☐ Write all ideas



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Step 4: Decide on a Solution

Determine criteria important to the solution

- ☐ Time to implement, use
- ☐ Cost to implement, use
- ☐ Return-on-investment
- ☐ Space
- ☐ Compatibility with current equipment/system
- ☐ Morale
- ☐ Hazards to employee, property, public
- ☐ MOC



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Step 4: Decide on a Solution



- Determine practical and unrealistic/unusable solutions
- Measure potential solutions against criteria
- Seek input on potential solutions to get feedback from users/affected persons



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Step 5: Implement the Solution



- Determine what needs to be done to implement
- Assign actions, determine who will do what
- Determine time frames
- Plan a rollout/communication strategy
- Put it in writing



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Step 6: Evaluate the Solution

- Collect relevant data
- Measure for improvements
- If not successful, start process again
- If successful, publish/share, communicate updates, celebrate



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Wow!



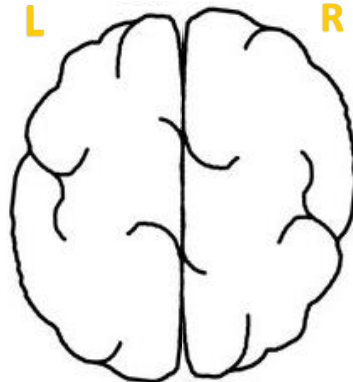
Amazing YOU!

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You are
AWESOME!

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Build Confidence

- Know Your Capacity
- Take Courses
- Peer Forums, Conferences, webinars
- Build Leadership Skills – critical thinking, problem-solving, negotiation, conflict resolution, adaptability, empathy, relationship-building, communication, humility, emotional intelligence, delegation, connecting and directing energies
- Use Mentor/Coach



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Keep Track – Eyes on the Prize

Evaluate & adjust goals/visions as you go

BE PROUD – Your Efforts Matter



- Small successes are a BIG DEAL
- Celebrate wins and losses
- Opportunities abound from failures

Keep a JOURNAL – accomplishments, challenges, people



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Re-energize / Stay Healthy

What are your re-energizers?

What motivates you?

Who inspires you?

Need EAP?

Volunteer

Meet nature

Get good sleep!



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Stay Connected -
References and
Resources



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Resources, Associations

OSHA QuickTakes
NIOSH eNews

Associations

MSC, NSC (National Safety Council)
ASSP - national & local chapters
ASSP Emerging Professionals in OSHA Common Interest Group
AIHA – national & local chapters
NASP – National Assoc. of Safety Professionals

ILO – International Labor Organization



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Resources - Technical



Consumer Product Safety Commission, www.cpsc.gov

CPWR (Center for Construction Research & Training)

ChatGPT-4, AI platform



Reddit - [r/SafetyProfessionals](https://www.reddit.com/r/SafetyProfessionals)



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Resources - Social

Podcasts

- ASSP - The Case for Safety
- NSC / S&H Magazine - On the Safe Side
- OH&S Magazine - SafetyPod
- The Safety Pro – Blaine Hoffman
- A Win for Safety - Tanya M. Conole



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Resources - Mobile

- NIOSH – ladder app, heat stress
- Chemical references
 - ArXiv- Android
 - Chemtrec
 - Chemical Safety Datasheets
 - ChemSpider
 - MERCK PSE Free interactive periodic table
 - MolPrime
 - NIOSH Pocket Guide
- Sound meter, light meter
- Measuring device
- Flashlight



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Resources – Self-Improvement

Leadership – Volt Strategy, Salveo Partners

Law Firms

- Fisher Phillips Insights
- Sherman & Howard
- Jackson Kelly



ASSP course: Daniel Snyder, Ed.D., "Ethics for OSH Professionals"

Book: Carol Dweck, *Mindset: The New Psychology of Success*

Technical Writing Course – MSC, ASSP SafetyFocus



Parting Thoughts & Tips



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Parting Tips for H&S Professionals

- Hazard
- Hungry
- Humble
- Honest
- Humanity
- Honor Yourself
- Healthy



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Summary

1. H&S gone from reactive to proactive
2. H&S gone from compliance-based to risk-based
3. From cop to coach & consultant
4. Health & mental health is real
5. Violence, stress, active aggressor, urban hazards are real
6. Climate impact on business culture & workforce safety is real
7. People-based safety, TWH are here to stay
8. Technology advances, global landscape, cybersecurity changing landscape



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Summary



“No longer are we “compliance officers” or “safety cops,” but more trusted advisors and partners, working together to solve problems.”

Pam Walsaski, Senior Program Director, Specialty Technical Consultants, Inc. (NSC mag, Jan. 2024, “How has the safety pro’s job changed?”)



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**Braun Safety Associates, LLC
Celebrate Safety, Inc.**

THANK YOU!



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The Right Stuff: Filling the Pipeline with Emerging Safety Professionals



Evaluation

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