



MASSEY UNIVERSITY

Unsustainable Wisdom

Gen-Y perspectives of New Zealand Safety
Professionals

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Who am I?

- Campus Health and Safety Advisor Massey University Manawatu
- 28 years of age
- Started in safety related role at 22
- TechNZISM
- ASA NZSC
- Quals in OSH, Environmental Management, Adult Education and Training
- GENERATION Y (born 1981 – 2000)



General Observations

- Profession dominated by more ‘mature’ practitioners
 - Some Generation X (born 1965 – 1980)
 - Self Reliant
 - Pragmatic
 - Mostly Baby Boomers (born 1946-64)
 - Loyalty to career
 - Success orientated
- Dr Ian Laird, senior lecturer of the Massey University Centre for Ergonomics, Occupational Health and Safety is concerned at the rate at which experienced of older OSH people are retiring or leaving the business. “there’s a younger, less experienced group coming through who need support. It’s a key issue for the future”.

sourced from Safeguard Magazine, Issue 107, January/February 2008

- Most “fall into” rather than “seek out” the profession



NZ Qualifications

- NZQA Framework
 - Six certificates offered at Level 4 or lower
 - One Graduate Diploma – Massey University
- Safeguard Magazine analysis
 - 6 out of 8 had target audience as those with significant involvement in OSH already
 - 1 was papers as part of a health Sciences degree
 - 4 had significant previous tertiary education as pre-requisites
 - 3 are not recognised by NZQA and require significant financial investment (no student loan)

Sourced from Safeguard Magazine Issue 111, October/September 2008.

- “There is a lack of clarity in what OHS qualifications are available and a lack of clear career progression for people contemplating an entry into OSH”

Sourced from Safeguard Magazine Issue 107, January/February 2008



On-the-job Training

- Mentors
- Application of educational knowledge to practical skill
 - Can you learn it all in the classroom?
- Loss of knowledge from retirement or other means
 - What happens when you go?
 - Will someone else have that knowledge?



Profession Demographics

- Safeguard Salary Survey 2010
- OHSshub.com Salary Survey 2010
- ENSHPO coordinated by Safety Institute of Australia and the University of Ballarat 2005



Safeguard Salary Survey

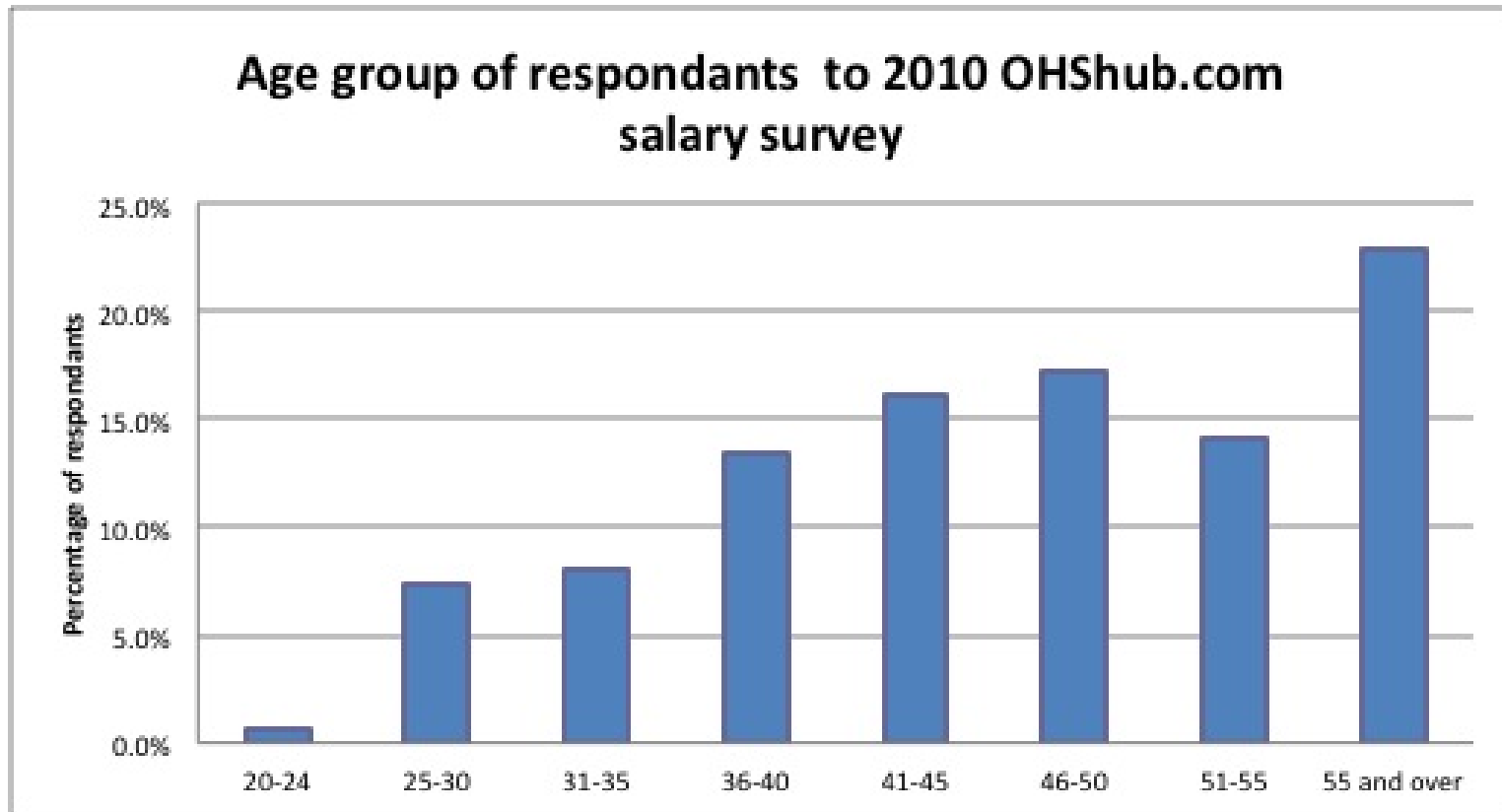
- In total, how long have you spent in role where your main function was health and safety?

	2009	2010
Less than a year	2.3%	1.8%
1 – 3 years	16.3%	18.1%
4 – 6 years	19.8%	27.5%
7 - 9 years	15.1%	14.6%
10 years or more	46.5%	38%

*Sourced from Safeguard Magazine,
Issue 116, July/August 2009
Issue 122 July/August 2010*



OHShub.com Salary Survey



Sourced from OHShub.com



Australian Salary Survey



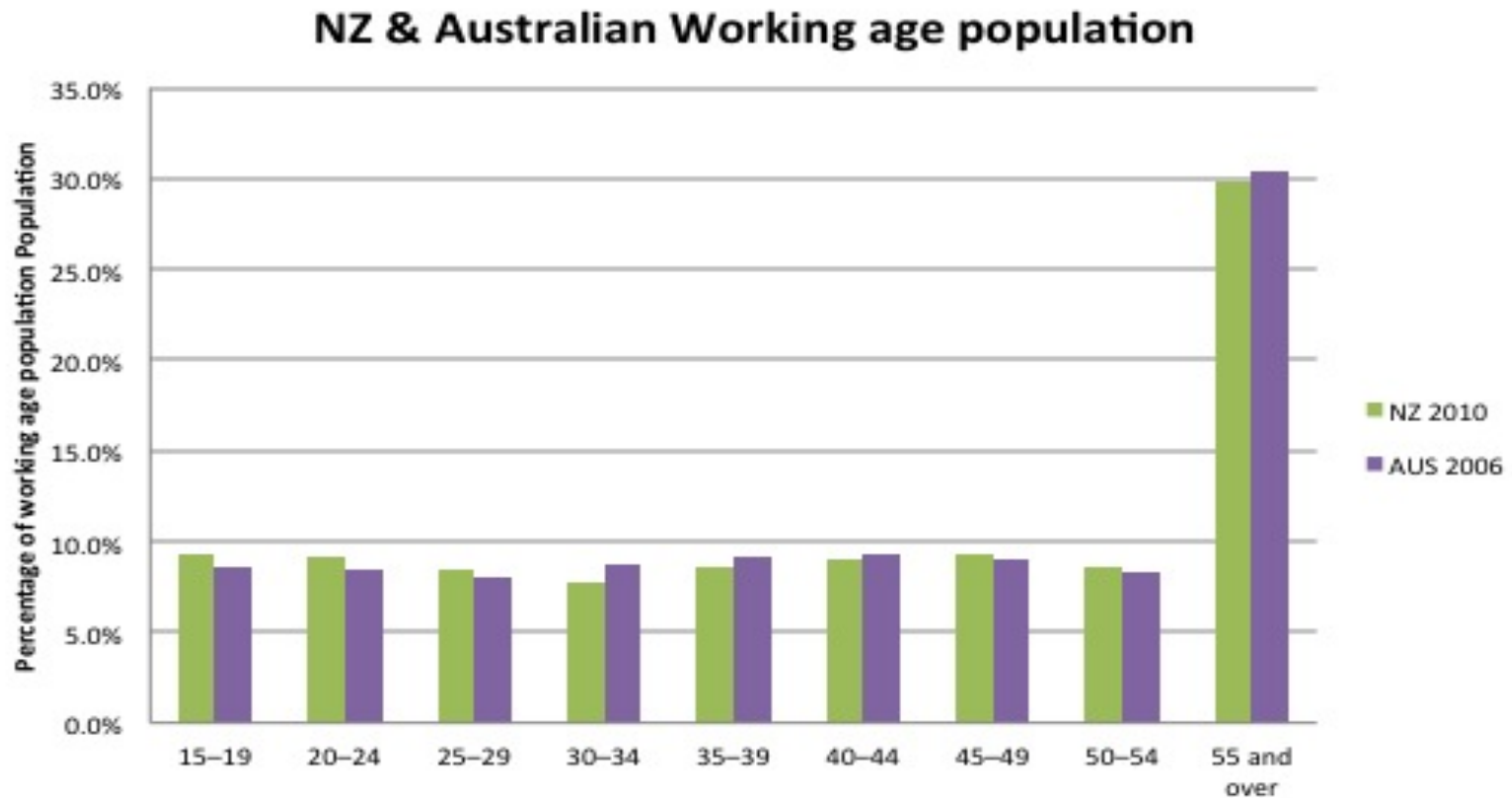
Sourced from Journal occupational Health Safety 2006, 22(2): 175 - 192

Labour Force Population

- Australian Census 2006
- New Zealand household labour force survey for the period ending 31 December 2010



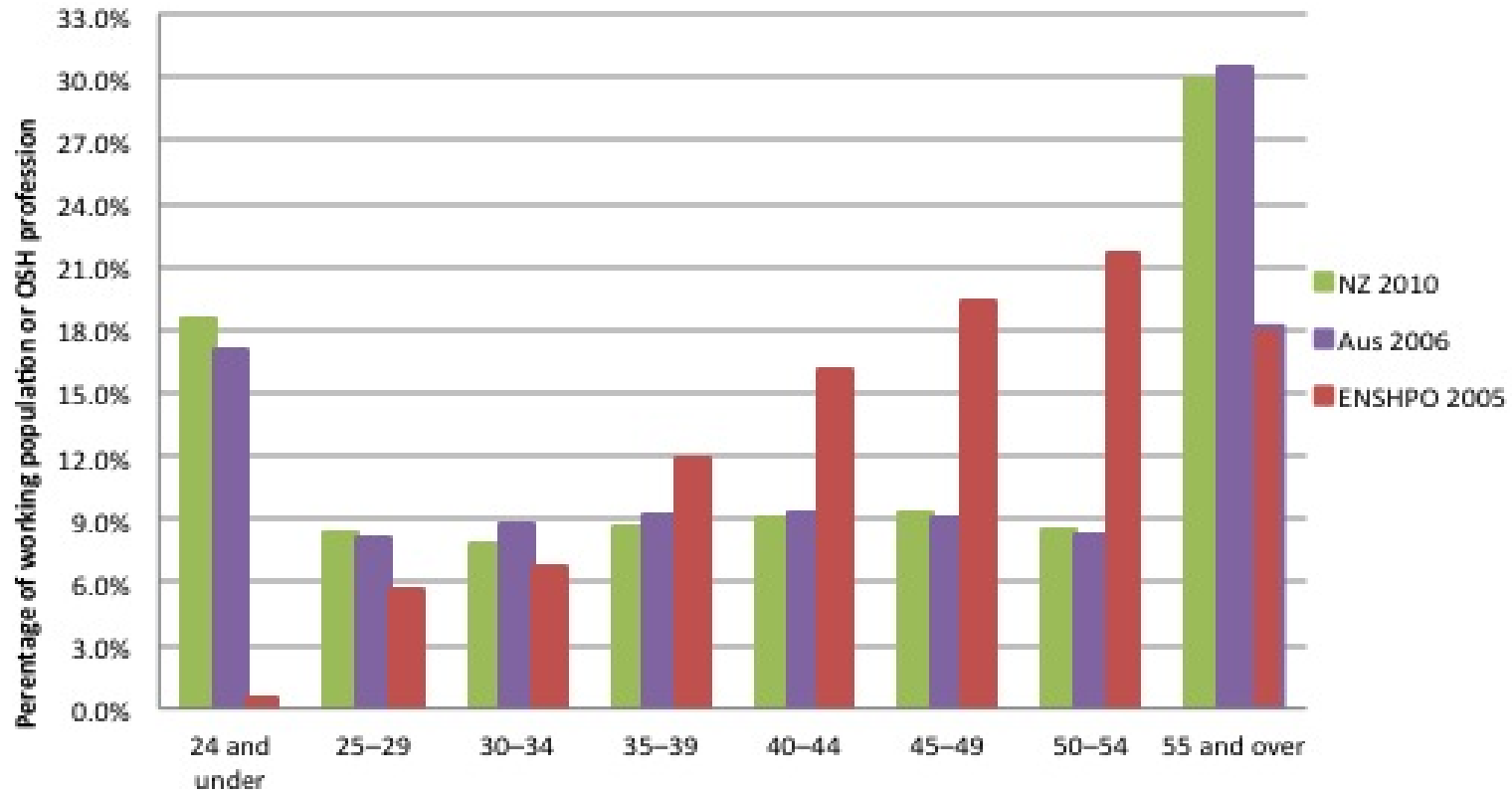
Labour Force Population



*Sourced from Australian Bureau of Statistics
and Statistics New Zealand*

Workforce vs. Profession

Age of OSH professionals in comparison to workforce population



Strategies for Sustainability

INTERNAL

- Recruitment Objectives
- Mentoring and Coaching
- Pass on knowledge
- Encourage professional development
- Identify and coach champions within the organisation
- Plan for succession and or expansion
- Influence academic curriculum where possible



Strategies for Sustainability

EXTERNAL

- Attend Career Expos
- Present to Secondary School students on topics of interest

**ENCOURAGE THOSE WHO SHOW GENUINE
INTEREST**



Conclusion

- Profession is heavily dominated by more mature practitioners (although more data is required)
- Seek out and help those who are just starting or showing interest in the profession
 - Become an mentor
- Start planning for the success of the future of safety management professionals, today.



THANK YOU!!!!

Questions, comments and feedback welcomed

