ASSP Advisory Group

Community Feedback Worksheet

The Advisory Group works best when you are not speaking only from personal experience, but as a representative voice. Before the next Advisory Group meeting, please check in with your chapter leaders, practice specialties, common interest groups or professional networks. This helps ensure discussions reflect real member needs and emerging issues - not just individual perspectives.

Topic 1: Workforce Transformation & the "Stability Risk"

Top-ranked in the August AG survey — 54.1% of members named this one of their two biggest pressures right now.

Experienced professionals are leaving the field faster than new talent can be trained. As a result, less-experienced workers and safety professionals are entering high-risk situations and leadership roles before they have developed the necessary judgment - often because no one else is available. The greater danger is that this becomes routine: hazards seasoned professionals would recognize may be missed and critical practical knowledge may leave with retirees before it is transferred. In short, the workforce's declining experience level is becoming a safety risk, not merely an HR issue.

1. **What are you actually seeing? Ask about their own site or organization - not theory.**

2. **Best case, 5–10 years out: if we get ahead of this, what does it look like?**

3. **Real risk if we don't: what happens if this stays unaddressed?**

Topic 2: Strategic Integration: Beyond Compliance

Second-ranked — 43.5% of members named this one of their two biggest pressures right now.

This is about whether safety is integrated into business operations like finance or operations, rather than treated as an add-on for regulatory compliance. It means addressing warning signs- such as training gaps and near misses – before incidents occur, instead of focusing only on injury counts afterward. It also means recognizing burnout, fatigue and stress as job-related safety risks, not separate personal issues. For safety professionals, the difference is between checking a compliance box and having a meaningful voice in how the business operates.

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Topic 3: The Digital Evolution: AI & Automation

Third-ranked — 41.2% of members named this one of their two biggest pressures right now.

AI, sensors, and automated tools are becoming part of safety work – for example, by predicting hazards, monitoring fatigue and analyzing more data than one person could review. These tools should support, not replace, a safety professional's judgment; people must still make the final decisions. Their success also depends on trust and user input during implementation. Otherwise, workers may ignore or bypass them. In short, this technology is intended to make safety work faster and better informed while keeping people at the center of decision-making.

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Anything else you heard?

Use this space for anything that came up that doesn't fit neatly into one topic above.