



2026 SALARY SURVEY REPORT

CSHM | CSMP | CSSM

Compensation Data for
Safety and Health Professionals



IHMM’s professional certifications play a crucial role in today’s professional landscape. They serve as a testament to an individual’s expertise, skills, and commitment to their field. Unlike traditional degrees, which often cover a broad range of topics, private certifications are typically focused on specific skills or knowledge areas, making them highly relevant to industries or job roles.

One of the primary benefits of IHMM’s certifications is their ability to enhance employability. Employers often seek candidates who have demonstrated their proficiency through recognized certifications, as these credentials provide assurance of the candidate’s capabilities. This is particularly important in fields that require specialized knowledge, such as **environmental compliance, dangerous goods transportation, and workplace safety.**

Moreover, IHMM’s certifications can lead to career advancement and higher earning potential. Certified professionals are often viewed as more competent and dedicated, which can result in better job opportunities and promotions. Additionally, certifications can help professionals stay updated with the latest industry trends and technologies, ensuring they remain competitive in their field.

In summary, IHMM’s certifications are essential for validating skills, enhancing career prospects, and maintaining industry relevance. They offer a targeted approach to professional development that can significantly benefit both individuals and employers.



Institute of Hazardous Materials Management®

2026 Workplace Safety Credentials Salary Survey

Update

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Updated from the 2024 IHMM Workplace Safety Credentials Salary Survey using government and private-sector salary data available in 2026.

Summary market conclusion

The 2026 compensation market for IHMM workplace-safety credential holders is centered near \$100,000–\$110,000 for manager-level positions, with senior, director, federal GS-14/15, and large-employer safety-leadership roles commonly reaching \$150,000–\$190,000+ depending on industry, geography, and managerial scope. CSSM-specific public data remain more fragmented than CSHM and CSMP data, so CSSM estimates are drawn from school-safety, education-administration, facilities, and public-safety director proxies.

Prepared: May 15, 2026

1. Executive Summary

Baseline. The 2024 IHMM Workplace Safety Credentials Salary Survey reported an average base salary of \$95,000, a national average salary of \$97,500, and an experienced median salary of \$137,000. It also reported that 11.6% of respondents were early career, 23.9% were mid-career, 27.5% were late-career, and 37.0% were experienced, based on 138 survey responses.

Sources: B1—[2024 IHMM Workplace Safety Credentials Salary Survey](#)

2026 update. The 2026 evidence supports a materially stronger market for safety management and safety director titles than the 2024 workplace-safety survey’s table averages suggested, especially where credential holders perform enterprise-level risk management, regulatory compliance, OSHA program leadership, construction safety oversight, emergency preparedness, school safety, or multi-site EHS functions.

2. 2024 Baseline from IHMM Workplace Safety Survey

Measure	2024 IHMM survey baseline
Average base salary	\$95,000
National average salary	\$97,500
Experienced median salary	\$137,000
Survey responses	138 responses reported in the 2024 survey.
Experience distribution	Early career 11.6%; mid-career 23.9%; late-career 27.5%; experienced 37.0%.
Representative job titles	Safety Director, EHS Manager, Construction Safety Director, Safety Supervisor, Safety Coordinator, Safety Manager, Safety Officer, EHS Specialist, School Safety Director.

Sources: B1—[2024 IHMM Workplace Safety Credentials Salary Survey](#)

3. Methodology and Career-Level Definitions

Career Level	Working Definition	How 2026 Range Was Estimated
Entry / Early Career	0–4 years or first professional safety assignment; coordinator, officer, technician, associate specialist, school safety officer, or first-line program role.	10th–25th percentile, early-career private data, OHS technician/specialist wage proxies, and lower GS grades where applicable.
Mid-Career	5–10 years; independent program responsibility; Safety Manager, Health and Safety Manager, OHS Specialist, school safety coordinator, or site safety manager.	Median/mean values from BLS, Salary.com, PayScale, Glassdoor, ZipRecruiter, and job-posting averages.
Late-Career	10–20 years; senior program responsibility, complex sites, multi-site oversight, senior manager, EHS manager, regional manager, or school safety director.	75th percentile, senior-manager values, BLS management proxies, and GS-12/13 ranges.
Advanced / Executive	20+ years or enterprise leadership; Safety Director, EHS Director, senior manager, federal GS-14/15, district/public-sector safety director, or comparable executive position.	90th percentile/director salary benchmarks, OPM GS-14/15 tables, and current senior salary postings.

Sources: B1—[2024 IHMM Workplace Safety Credentials Salary Survey](#); G1—[BLS OEWS May 2025 National Occupational Employment and Wage Estimates](#); G3—[BLS Occupational Outlook Handbook: Occupational Health and Safety Specialists and Technicians](#); G4—[OPM Salary Table 2026-RUS](#); G5—[OPM Salary Table 2026-DCB](#); P1—[Salary.com: Safety Manager salary, May 2026](#); P2—[Salary.com: Safety Director salary, May 2026](#); P6—[PayScale: Health and Safety Manager salary, updated Feb. 2026](#); P7—[Glassdoor: Safety Manager salary, May 2026](#); P9—[ZipRecruiter: Certified Safety Manager salary, May 2026](#)

4. 2026 Consolidated Salary Bands for IHMM Workplace Safety Credentials

Career Level	2026 Updated Salary Band	Common Titles	Evidence and Interpretation	Source IDs
Entry / Early Career	\$64,000–\$82,000	Safety Coordinator; Safety Officer; OHS Technician; Occupational Safety Specialist; School Safety Officer	Strongest support comes from BLS OHS technician mean of \$68,120, Salary.com School Safety Officer average of \$63,437, and ZipRecruiter Occupational Safety Specialist lower-to-mid range around \$69,000–\$83,000.	G1, G2, G3, P4, P10
Mid-Career	\$90,000–\$108,000	Safety Manager; Health and Safety Manager; OHS Specialist; Site Safety Manager	BLS OEWS places OHS specialists at a \$93,860 annual mean; Salary.com reports Safety Manager average of \$100,061; ZipRecruiter Certified Safety Manager average is \$98,189; Glassdoor Safety Manager average is \$106,124.	G1, G2, P1, P7, P9
Late-Career	\$115,000–\$145,000	Senior Safety Manager; EHS Manager; Regional Safety Manager; School Safety Director; Facilities/Safety Program Manager	Supported by BLS facilities/administrative manager means, Glassdoor 75th percentile values for health and safety managers, Salary.com senior-manager values, and 2024 IHMM job-announcement examples in the \$112,000–\$155,000 range.	B1, G1, P1, P3, P8
Advanced / Executive	\$150,000–\$190,000+	Safety Director; EHS Director; Director of Safety & Loss Control; Federal GS-14/15; enterprise safety executive	Salary.com reports Safety Director average of \$165,023 and 75th percentile of \$181,852; Occupational Health & Safety Manager 90th percentile reaches \$211,866; OPM GS-14 and GS-15 tables support advanced federal salary ranges.	G4, G5, G7, P2, P3

5. CSHM — Certified Safety and Health Manager

Credential role. The CSHM is positioned for EHS professionals with both safety-management and business-principles knowledge, especially those in executive or managerial safety roles. The salary market therefore aligns most closely with Safety Manager, Health and Safety Manager, EHS Manager, Safety Director, and federal Safety and Occupational Health Management positions.

Sources: I1—[IHMM CSHM credential page](#); I4—[IHMM credentials overview and salary-premium statement](#); G6—[OPM General Schedule qualification standard: Safety and Occupational Health Management Series 0018](#)

Career Level	2026 CSHM Salary Band	Representative Roles	Rationale	Source IDs
Entry / Feeder	\$82,000–\$100,000	Assistant/Associate Safety Manager; OHS Specialist; Safety Program Lead	CSHM is not typically an entry-level credential. Lower-bound guidance uses Salary.com Safety Manager 10th percentile (\$81,768), PayScale early-career Health and Safety Manager data, and BLS OHS specialist mean (\$93,860).	G1, G3, P1, P6
Mid-Career	\$100,000–\$125,000	Safety Manager; Health and Safety Manager; Site EHS Manager	Core CSHM market is supported by Salary.com Safety Manager average (\$100,061), Glassdoor Safety Manager average (\$106,124), ZipRecruiter Certified Safety Manager average (\$98,189), and private-market 75th percentile ranges above \$110,000.	P1, P7, P9
Late-Career	\$125,000–\$160,000	Senior Safety Manager; Regional Safety Manager; EHS Manager; GS-13/GS-14 safety leader	Late-career CSHMs frequently manage larger sites, multi-site programs, or high-hazard operations. Salary.com senior safety manager benchmark (\$147,161) and OPM GS-13/14 ranges support this tier.	G4, G5, P1, P3
Advanced / Executive	\$160,000–\$215,000+	Safety Director; EHS Director; Director of Safety & Loss Control; GS-14/GS-15; enterprise safety executive	Salary.com Safety Director average is \$165,023 with 90th percentile of \$197,174; Occupational Health & Safety Manager 90th percentile reaches \$211,866; current federal GS-14 posting example was \$127,141–\$165,288, with DC-area GS-14 extending to \$182,295.	G5, G7, P2, P3

6. CSMP — Certified Safety Management Practitioner

Credential role. The CSMP is designed for workplace safety and health professionals who demonstrate both technical safety competence and management skills. Public salary data do not cleanly isolate CSMP holders, so this section uses safety specialist, safety manager, construction/site safety, and certified safety manager benchmarks as the closest market proxies.

Sources: I2—[IHMM CSMP credential page](#); G1—[BLS OEWS May 2025 National Occupational Employment and Wage Estimates](#); G3—[BLS Occupational Outlook Handbook: Occupational Health and Safety Specialists and Technicians](#); P9—[ZipRecruiter: Certified Safety Manager salary, May 2026](#); P10—[ZipRecruiter: Occupational Safety Specialist salary, May 2026](#)

Career Level	2026 CSMP Salary Band	Representative Roles	Rationale	Source IDs
Entry / Early Career	\$65,000–\$78,000	Safety Coordinator; Safety Officer; OHS Technician; Associate Safety Specialist	This band is anchored by BLS OHS technician mean (\$68,120), Salary.com school/safety officer data for officer-level work, and ZipRecruiter Occupational Safety Specialist lower-band data.	G1, G3, P4, P10
Mid-Career	\$78,000–\$98,000	Occupational Safety Specialist; Site Safety Specialist; Safety Supervisor; first-line Safety Manager	BLS OHS specialist mean (\$93,860), ZipRecruiter Occupational Safety Specialist average (\$75,874), and PayScale Health and Safety Manager average (\$89,579) support the mid-career CSMP range.	G1, G3, P6, P10
Late-Career	\$98,000–\$125,000	Safety Manager; Construction Safety Manager; Senior Safety Specialist; Safety Supervisor	Salary.com Safety Manager average (\$100,061), ZipRecruiter Certified Safety Manager average (\$98,189), and Salary.com 75th–90th percentile Safety Manager values support the upper end.	P1, P7, P9
Advanced / Senior Practitioner	\$125,000–\$155,000+	Regional Safety Manager; Senior Safety Manager; Construction Safety Director; public-sector GS-12/13/14 safety manager	Advanced CSMP holders overlap with CSHM market roles when they supervise programs or manage high-risk operations. The 2024 IHMM job examples and OPM GS-13/14 salary tables support the high end.	B1, G4, G5, G7, P1

7. CSSM — Certified School Safety Manager

Credential role. The CSSM credential applies to school safety professionals responsible for supporting or overseeing operational and safety functions in educational facilities, including the creation and maintenance of a safe educational environment. Public salary data for “CSSM” as a credential are limited, so the strongest proxies are school safety officer, school safety director, education administrator, facilities manager, emergency management, and public-sector safety roles.

Sources: I3—[IHMM CSSM credential page](#); G1—[BLS OEWS May 2025 National Occupational Employment and Wage Estimates](#); P4—[Salary.com: School Safety Officer salary, May 2026](#); P5—[Salary.com: Director of School Safety salary trend](#); P13—[CT Insider: Branford school security director salary example](#)

Career Level	2026 CSSM Salary Band	Representative Roles	Rationale	Source IDs
Entry / Early Career	\$50,000–\$70,000	School Safety Officer; Campus Safety Officer; Safety Coordinator; emergency preparedness assistant	Salary.com School Safety Officer average is \$63,437, with a 10th percentile of \$49,513 and 75th percentile of \$68,511. This is the clearest public proxy for CSSM entry-level school-safety roles.	P4
Mid-Career	\$70,000–\$105,000	School Safety Manager; Campus Safety Manager; District Safety Coordinator; emergency preparedness coordinator	Mid-career CSSM compensation is above officer-level pay where the role includes policy, emergency planning, training, and district-wide program support. BLS education-administration and facilities-management data provide additional public-sector proxies.	G1, G3, P4

Career Level	2026 CSSM Salary Band	Representative Roles	Rationale	Source IDs
Late-Career	\$105,000–\$135,000	School Safety Director; District Safety Manager; Director of Security; facilities/safety program manager	BLS reports education administrators, K-12 at a \$116,100 annual mean. A current public example reported a school security director starting salary of \$125,000, consistent with a late-career district-level CSSM range.	G1, P13
Advanced / District or System Executive	\$135,000–\$175,000+	Director of School Safety; district-wide safety/security director; large system safety executive	Salary.com school-safety-director trend data place the 2025 median near \$144,770, while broader Safety Director benchmarks and large-district responsibilities support advanced compensation above \$150,000 in some markets.	P2, P5, P13

8. Government Wage Data Supporting the 2026 Update

Government Data Point	2026 / Current Figure	Use in Update	Source IDs
BLS OEWS: Occupational Health and Safety Specialists	140,610 employed; mean annual wage \$93,860; median hourly wage \$43.34.	Core occupational proxy for CSHM and CSMP mid-career roles.	G1, G2
BLS OEWS: Occupational Health and Safety Technicians	30,590 employed; mean annual wage \$68,120; median hourly wage \$29.59.	Entry/early-career proxy for CSMP and feeder safety roles.	G1, G2
BLS OEWS: Health and Safety Engineers	21,450 employed; mean annual wage \$119,770; median hourly wage \$55.36.	Technical senior-role proxy for CSHM/CSMP holders in engineering-intensive safety functions.	G1, G2
BLS OEWS: Facilities Managers	Mean annual wage \$116,890.	Useful CSSM proxy where school safety overlaps with facilities, emergency planning, and operations.	G1, G2
BLS OEWS: Education Administrators, K-12	Mean annual wage \$116,100.	Useful CSSM proxy for district-level education safety leadership.	G1, G2
OPM GS Safety/OH Management Series 0018	OPM qualifications include managing safety-program elements, developing policy, applying laws/regulations, inspecting and surveying workplaces, and training personnel.	Federal classification proxy for safety management credentials and public-sector roles.	G6
OPM 2026 GS pay tables	Rest-of-U.S. GS-12: \$89,508–\$116,362; GS-13: \$106,437–\$138,370; GS-14: \$125,776–\$163,514; GS-15 starts at \$147,945. DC-area GS-14: \$143,913–\$182,295.	Government compensation floor/ceiling for experienced and advanced public-sector safety roles.	G4, G5
USAJOBS May 2026 GS-0018 example	Supervisory Safety and Occupational Health Manager, GS-14, salary \$127,141–\$165,288.	Live 2026 federal posting check for advanced safety management salary.	G7

9. Private-Sector Compensation Benchmarks Supporting the 2026 Update

Private Data Source	Reported Compensation Figure	Use in Update	Source IDs
Salary.com Safety Manager	Average \$100,061; 25th–75th \$90,486–\$111,064; 90th \$121,082.	CSMP late-career and CSHM mid-career benchmark.	P1
Salary.com Safety Director	Average \$165,023; 25th–75th \$150,391–\$181,852; 90th \$197,174.	CSHM advanced/executive and large-program safety director benchmark.	P2
Salary.com Occupational Health & Safety Manager	Median \$170,600; 25th–75th \$151,200–\$192,200; 90th \$211,866.	Advanced safety-management benchmark, especially for roles with broad OH&S authority.	P3
Salary.com School Safety Officer	Average \$63,437; 10th \$49,513; 25th \$56,149; 75th \$68,511; 90th \$73,131.	CSSM entry/early-career benchmark.	P4
PayScale Health and Safety Manager	Average base salary \$89,579; range \$59,000–\$129,000; entry-level \$72,468 and early-career \$78,681.	CSMP mid-career and CSHM feeder-role benchmark.	P6
Glassdoor Safety Manager	Average \$106,124; typical range \$84,918–\$134,342; 90th \$165,005.	CSH/CSMP manager-market cross-check.	P7

Private Data Source	Reported Compensation Figure	Use in Update	Source IDs
Glassdoor Health and Safety Manager	Average \$108,251; typical range \$83,250–\$142,543; 90th \$181,064.	Health/safety manager cross-check for CSHM and late-career CSMP.	P8
ZipRecruiter Certified Safety Manager	Average \$98,189; majority \$77,500–\$116,500; 90th \$138,000.	Certified safety management title benchmark.	P9
ZipRecruiter Occupational Safety Specialist	Average \$75,874; majority \$69,000–\$83,000; 90th \$98,500.	CSMP/specialist and early-career benchmark.	P10
BCSP/NSC safety salary survey	2023 median full-time safety professional salary \$105,000; credentialed professionals reported roughly \$18,000 more.	Older but useful credential-premium cross-check.	P11

10. 2024-to-2026 Job-Title Comparison

Job Title / Family	2024 IHMM Baseline	2026 Updated Market Evidence	Interpretive Note	Source IDs
Safety Manager	2024 table listed Safety Manager average \$67,000.	2026 private-market indicators cluster around \$98,000–\$106,000 for Safety Manager / Certified Safety Manager titles.	This is the largest apparent correction from the 2024 table and may reflect sparse 2024 title-specific sample size.	B1, P1, P7, P9
EHS / Health and Safety Manager	2024 table listed EHS Manager average \$90,955 and Health Safety Manager average \$52,498.	2026 evidence places health/safety manager roles around \$89,579–\$108,251 on average, with advanced OH&S manager roles materially higher.	The 2024 “Health Safety Manager” value appears materially low relative to 2026 market evidence.	B1, P3, P6, P8
Safety Director	2024 table listed Safety Director average \$99,696 and Construction Safety Director average \$116,485.	2026 Safety Director average is about \$165,023, with 75th percentile above \$181,000.	Director-level safety leadership should be separated from manager-level salaries in IHMM communications.	B1, P2
School Safety Director / CSSM roles	2024 table listed School Safety Director average \$98,520 and range \$87,000–\$154,000.	2026 proxies support a broad \$105,000–\$175,000+ leadership range, with a current public school security director example at \$125,000 and school-safety-director trend data around \$145,000.	CSSM needs direct respondent data in the next IHMM survey because public proxy data are fragmented.	B1, G1, P5, P13
Safety Officer / Specialist / Coordinator	2024 table listed Safety Coordinator \$54,889; Safety Officer \$60,000; EHS Specialist \$70,614.	2026 entry and specialist indicators range from roughly \$63,000 to \$94,000, depending on whether the role is officer/technician or professional specialist.	The new survey should distinguish nonexempt/coordinator roles from professional specialist roles.	B1, G1, G3, P4, P10

11. Recommendations for IHMM’s 2026 Salary Presentation

Recommendation	Reason
Use salary bands rather than single-point averages.	The 2024 survey reported several title averages that appear low or sparse when compared with 2026 public and private benchmarks. Bands better reflect geography, industry, responsibility level, and credential maturity.
Separate manager, director, and executive roles.	CSHM salary value is clearest when Safety Manager, Senior Safety Manager, EHS Manager, Safety Director, and enterprise safety executive roles are shown separately.
Collect direct credential-specific responses in 2026.	CSMP and CSSM should be reported with their own respondent counts, years of experience, geography, sector, industry, supervisory responsibility, and base salary/bonus/total compensation fields.
Add a federal/public-sector crosswalk.	Many IHMM credential holders work in public-sector environments. A crosswalk to GS-0018, GS-12, GS-13, GS-14, and GS-15 strengthens credibility and legal defensibility.
Use CSSM school-safety proxies carefully.	CSSM compensation depends heavily on whether the role is an officer-level position, district safety manager, facilities/safety administrator, emergency-management leader, or system-wide director.

12. Source Appendix

Citation system. Source IDs shown in the tables above correspond to the source list below. Each source was used only for the credential or occupational market segment described in the relevant section. Some sources report base salary; others report total pay or job-posting-derived estimates. Where a source was not strictly credential-specific, the report labels it as a proxy rather than as direct credential-holder data.

ID	Source	Use / Note
B1	2024 IHMM Workplace Safety Credentials Salary Survey	User-provided 2024 baseline survey for CSHM, CSMP, and CSSM salary update.
I1	IHMM CSHM credential page	Credential description and intended professional scope for Certified Safety and Health Manager.
I2	IHMM CSMP credential page	Credential description and intended professional scope for Certified Safety Management Practitioner.
I3	IHMM CSSM credential page	Credential description and intended professional scope for Certified School Safety Manager.
I4	IHMM credentials overview and salary-premium statement	IHMM credential-holder salary statement: median annual base salary and credential premium over non-credentialed respondents.
G1	BLS OEWS May 2025 National Occupational Employment and Wage Estimates	Federal occupational wage estimates by occupation; May 2025 data released May 15, 2026.
G2	BLS OEWS May 2025 news release PDF	Official BLS release explaining OEWS coverage and national wage estimates.
G3	BLS Occupational Outlook Handbook: Occupational Health and Safety Specialists and Technicians	Median wages, percentile ranges, industry wage medians, and employment outlook.
G4	OPM Salary Table 2026-RUS	2026 federal GS locality table for Rest of U.S.
G5	OPM Salary Table 2026-DCB	2026 federal GS locality table for Washington–Baltimore–Arlington area.
G6	OPM General Schedule qualification standard: Safety and Occupational Health Management Series 0018	Federal classification and qualification benchmark for safety and occupational health management positions.
G7	USAJOBS GS-0018 supervisory safety and occupational health manager example	Current May 2026 federal GS-14 salary posting used as a market check.
P1	Salary.com: Safety Manager salary, May 2026	Private-market benchmark for Safety Manager salary distribution.
P2	Salary.com: Safety Director salary, May 2026	Private-market benchmark for Safety Director salary distribution.
P3	Salary.com: Occupational Health & Safety Manager salary, May 2026	Private-market benchmark for occupational health and safety manager roles.
P4	Salary.com: School Safety Officer salary, May 2026	Private/public-sector school-safety proxy for CSSM early and mid-level roles.
P5	Salary.com: Director of School Safety salary trend	School safety director market trend benchmark; page reports 2025 median trend data.
P6	PayScale: Health and Safety Manager salary, updated Feb. 2026	Private salary data with experience-level information for health and safety managers.
P7	Glassdoor: Safety Manager salary, May 2026	Employee-reported private-market total pay and percentile estimates for safety managers.

ID	Source	Use / Note
P8	Glassdoor: Health and Safety Manager salary, May 2026	Employee-reported private-market total pay and percentile estimates for health and safety managers.
P9	ZipRecruiter: Certified Safety Manager salary, May 2026	Job-posting and third-party salary benchmark for Certified Safety Manager title.
P10	ZipRecruiter: Occupational Safety Specialist salary, May 2026	Job-posting and third-party salary benchmark for specialist-level safety titles.
P11	BCSP/NSC 2023 safety salary survey summary	Cross-check source on certification salary premium in safety field; older than 2026, used only for credential-premium context.
P12	Safety+Health 2025 job outlook and salary survey landing page	Current safety profession survey reference; page verifies survey scope but detailed charts are not machine-readable.
P13	CT Insider: Branford school security director salary example	Current public-sector school safety director example with reported salary and responsibilities.

13. Final Market Statement

Bottom line. The available 2026 government and private-sector evidence supports updating IHMM’s workplace-safety salary story from a single \$95,000–\$97,500 average presentation to a career-stage model: approximately \$64,000–\$82,000 for early-career safety roles, \$90,000–\$108,000 for manager-level roles, \$115,000–\$145,000 for late-career/senior management roles, and \$150,000–\$190,000+ for director, executive, and advanced federal/public-sector roles. The CSHM commands the strongest management and executive salary alignment; the CSMP tracks specialist-to-manager progression; and the CSSM should be presented through a school-safety career ladder, from officer/coordinator roles through district safety director roles.

14. Employment Outlook

Prospective job opportunities for CSHM, CSMP, and CSSM holders should remain strong over the next five to ten years because the credentials sit at the intersection of regulatory compliance, operational risk management, workforce protection, and institutional security. The 2024 IHMM workplace-safety survey showed credential holders already occupying safety director, EHS manager, construction safety director, safety supervisor, safety coordinator, safety officer, EHS specialist, health-safety manager, and school safety director roles, with advertised opportunities ranging from site safety management to regional safety leadership and director-level compliance functions.

For CSHM holders, the market is broadest in manufacturing, construction, utilities, higher education, healthcare, logistics, public agencies, insurance/loss control, and consulting. BLS projects occupational health and safety specialists and technicians to

grow 12% from 2024 to 2034, with about 18,300 openings annually, a strong signal for professionals who can design, audit, and manage safety systems. O*NET describes the core work as reviewing work environments, designing programs and procedures to prevent injury and illness, conducting inspections, and supporting regulatory compliance. IHMM likewise describes the CSHM as combining occupational safety and health knowledge with business and financial management, including hazard analysis, accident investigation, audits, workers' compensation, product safety, environmental law, and labor-relations issues.

CSMP holders should see opportunities in construction, contractors, field services, warehousing, and industrial operations where employers need practitioners who can execute safety programs, train crews, inspect jobsites, investigate incidents, and document compliance. Current job postings already identify CSHM or CSMP as preferred or required credentials for safety specialists, superintendents, and safety managers.

CSSM holders occupy a related but distinct growth lane. Schools, colleges, and educational facilities face continuing pressure to improve threat assessment, emergency planning, security coordination, facility safety, training, and incident-response readiness. IHMM describes CSSMs as professionals who oversee and guide critical safety and operational functions that protect students, faculty, staff, and facilities.