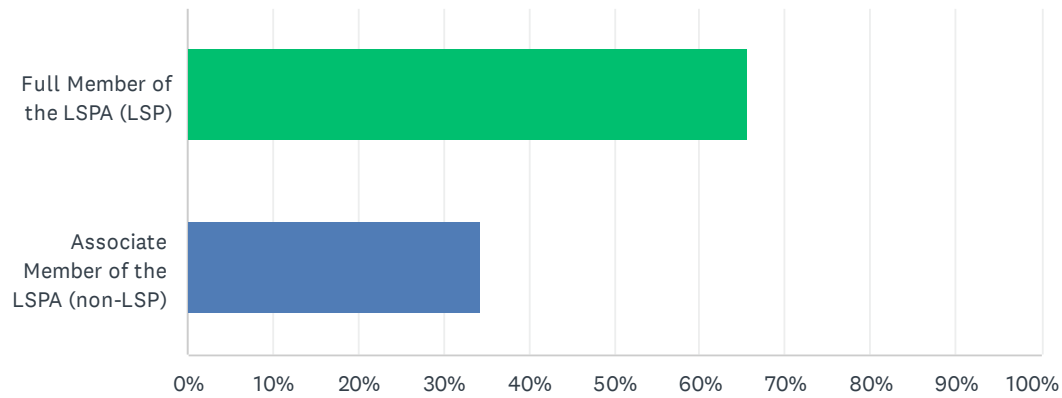


Q1 Which category best describes you?

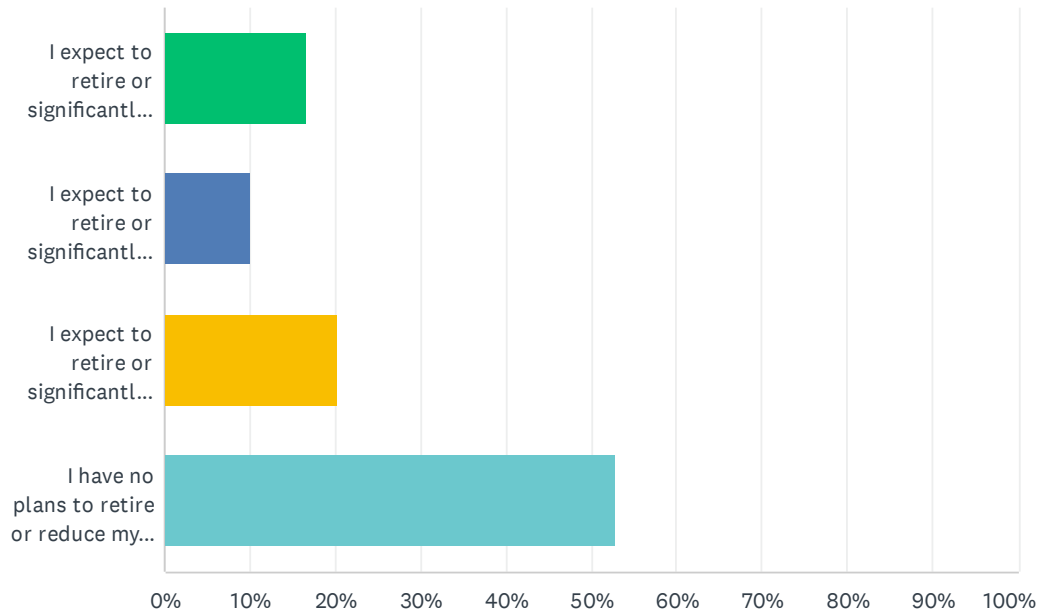
Answered: 257 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full Member of the LSPA (LSP)	65.76%	169
Associate Member of the LSPA (non-LSP)	34.24%	88
TOTAL		257

Q2 We are interested in getting a sense of how many LSPA members are likely to retire from paid employment as environmental professionals or significantly reduce their situation to part-time environmental professional work (less than 20 hours/week) in the next 5 years.

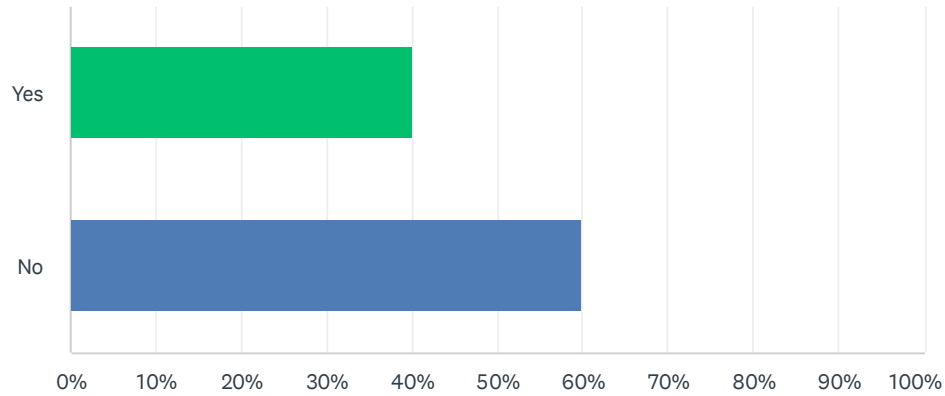
Answered: 168 Skipped: 89



ANSWER CHOICES	RESPONSES	
I expect to retire or significantly reduce my work in 2024 or 2025.	16.67%	28
I expect to retire or significantly reduce my work in 2026 or 2027.	10.12%	17
I expect to retire or significantly reduce my work in 2027 or 2028.	20.24%	34
I have no plans to retire or reduce my work before 2028.	52.98%	89
TOTAL		168

Q3 Do you expect to give up your LSP license when you retire or reduce work?

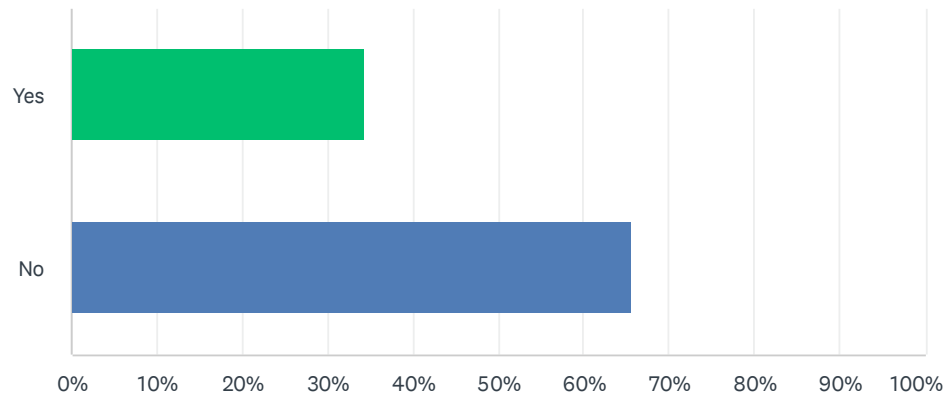
Answered: 80 Skipped: 177



ANSWER CHOICES	RESPONSES	
Yes	40.00%	32
No	60.00%	48
TOTAL		80

Q4 If yes, have you stopped collecting continuing education credits?

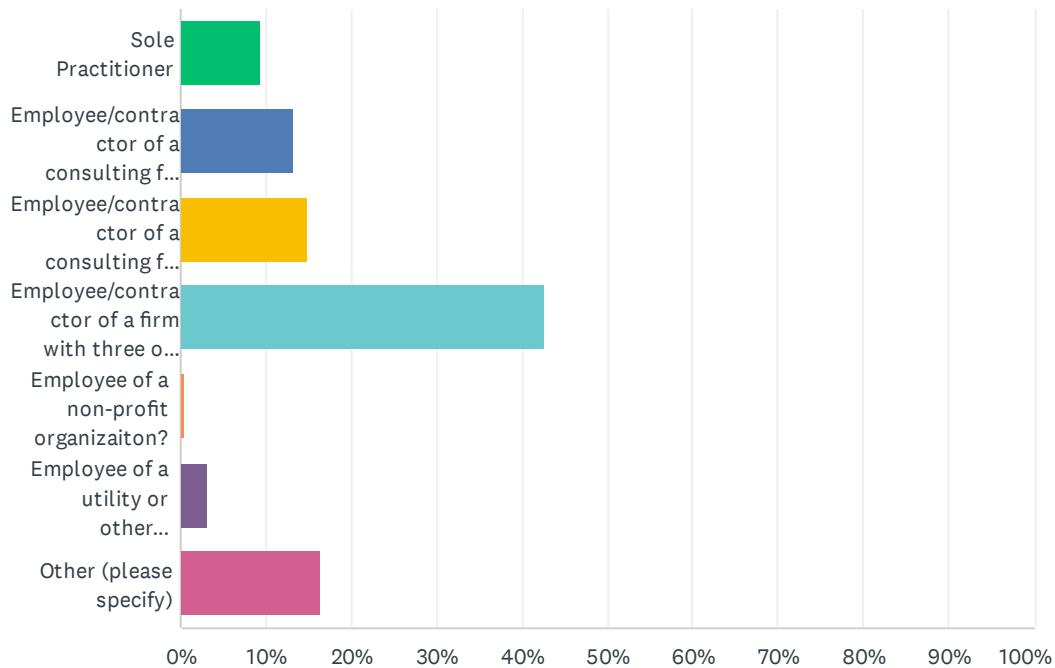
Answered: 32 Skipped: 225



ANSWER CHOICES	RESPONSES	
Yes	34.38%	11
No	65.63%	21
TOTAL		32

Q5 Do you work as a?

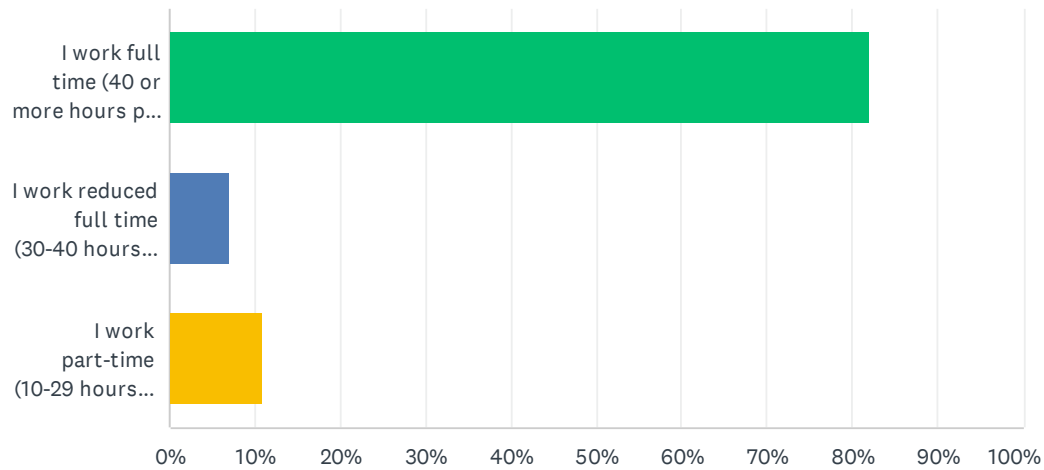
Answered: 256 Skipped: 1



ANSWER CHOICES	RESPONSES	
Sole Practitioner	9.38%	24
Employee/contractor of a consulting firm with one LSP	13.28%	34
Employee/contractor of a consulting firm with two or more LSPs	14.84%	38
Employee/contractor of a firm with three or more LSPs	42.58%	109
Employee of a non-profit organization?	0.39%	1
Employee of a utility or other commercial organization?	3.13%	8
Other (please specify)	16.41%	42
TOTAL		256

Q6 Are you a full-time or part-time employee/contractor?

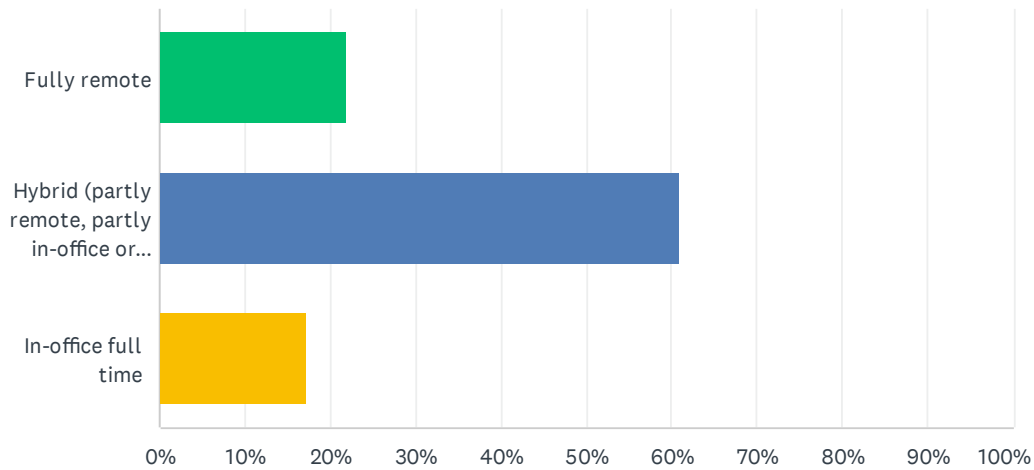
Answered: 256 Skipped: 1



ANSWER CHOICES	RESPONSES	
I work full time (40 or more hours per week)	82.03%	210
I work reduced full time (30-40 hours per week)	7.03%	18
I work part-time (10-29 hours per week)	10.94%	28
TOTAL		256

Q7 Please indicate your current work situation:

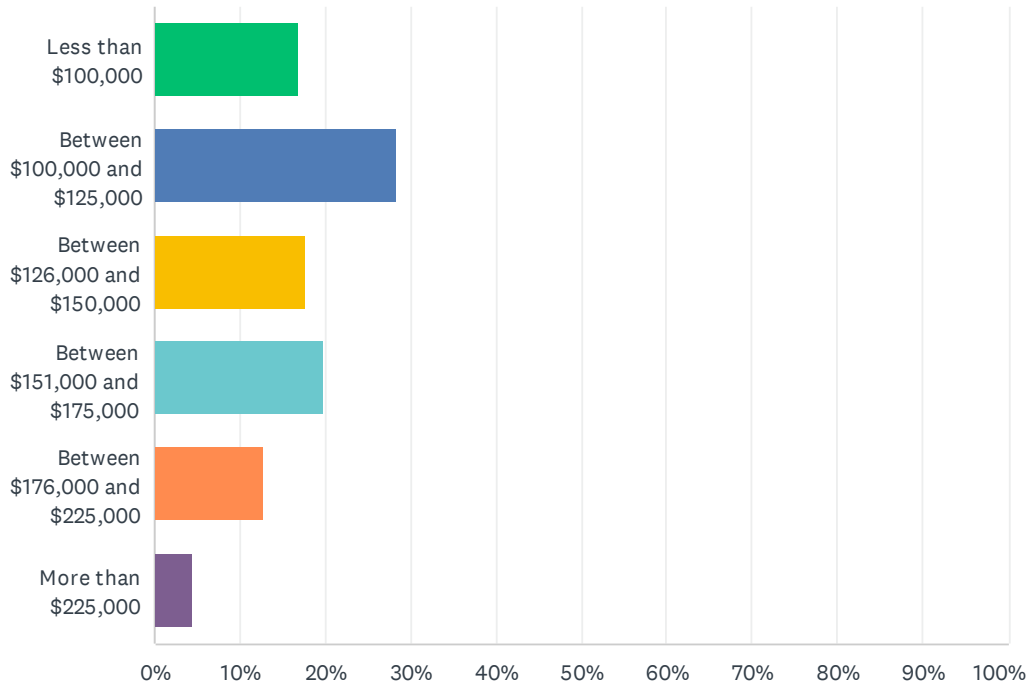
Answered: 256 Skipped: 1



ANSWER CHOICES	RESPONSES	
Fully remote	21.88%	56
Hybrid (partly remote, partly in-office or field)	60.94%	156
In-office full time	17.19%	44
TOTAL		256

Q8 In what range does your current annual salary fall (not including bonuses and other benefits)?

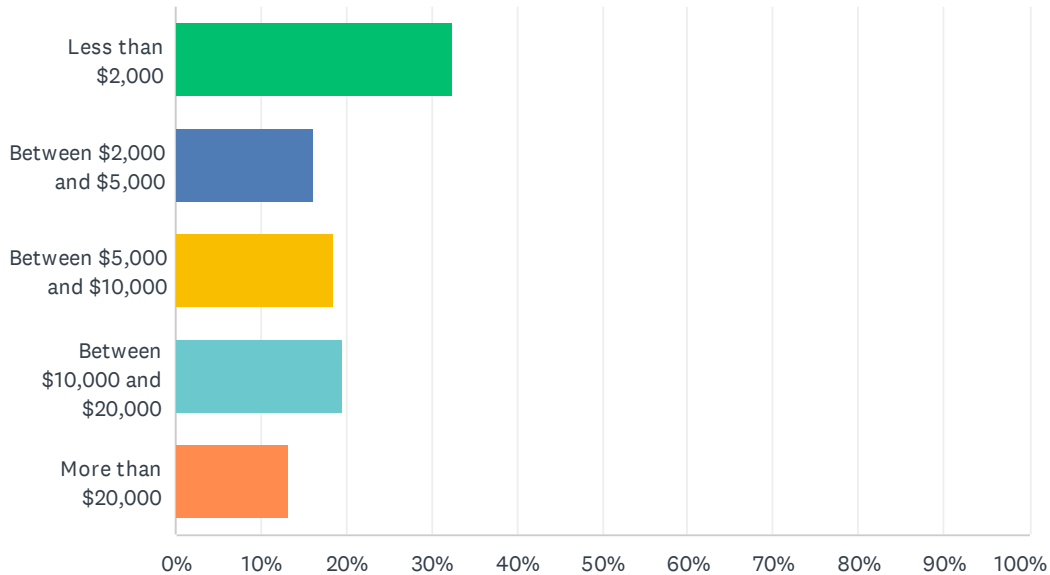
Answered: 243 Skipped: 14



ANSWER CHOICES	RESPONSES	
Less than \$100,000	16.87%	41
Between \$100,000 and \$125,000	28.40%	69
Between \$126,000 and \$150,000	17.70%	43
Between \$151,000 and \$175,000	19.75%	48
Between \$176,000 and \$225,000	12.76%	31
More than \$225,000	4.53%	11
TOTAL		243

Q9 If you received a bonus/incentive last year, what was the approximate amount?

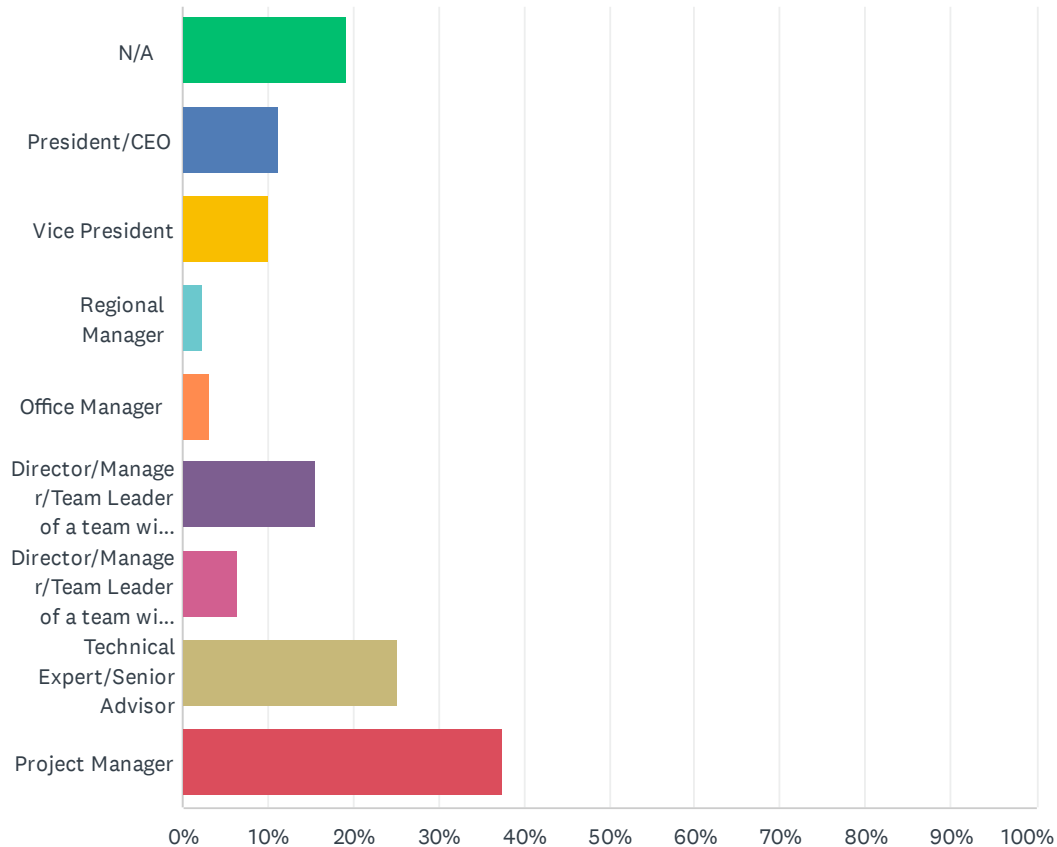
Answered: 204 Skipped: 53



ANSWER CHOICES	RESPONSES	
Less than \$2,000	32.35%	66
Between \$2,000 and \$5,000	16.18%	33
Between \$5,000 and \$10,000	18.63%	38
Between \$10,000 and \$20,000	19.61%	40
More than \$20,000	13.24%	27
TOTAL		204

Q10 Is there another leadership position or role at your company that you hold? (Select all or closest that applies)

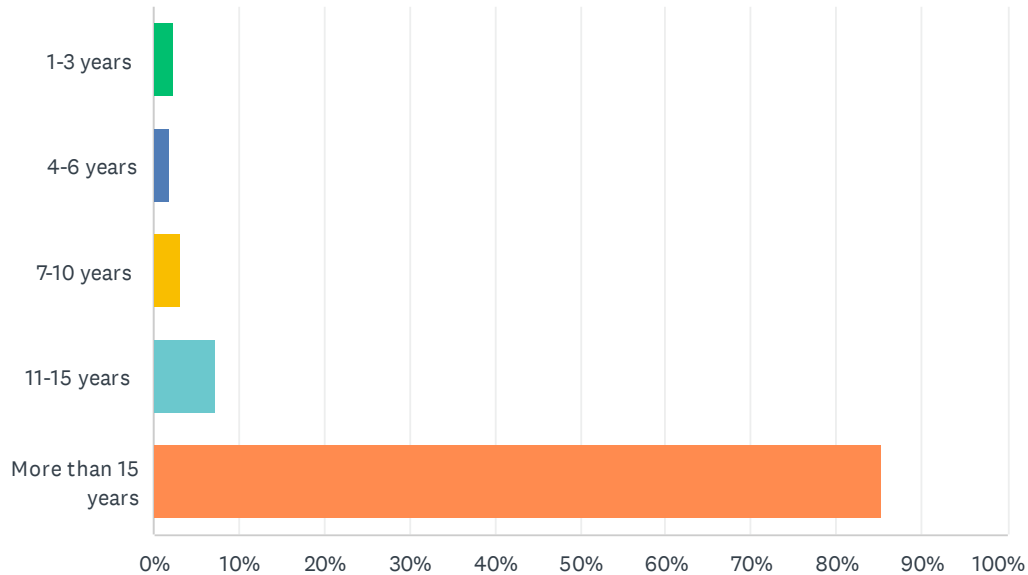
Answered: 250 Skipped: 7



ANSWER CHOICES	RESPONSES	
N/A	19.20%	48
President/CEO	11.20%	28
Vice President	10.00%	25
Regional Manager	2.40%	6
Office Manager	3.20%	8
Director/Manager/Team Leader of a team with 0-10 individuals	15.60%	39
Director/Manager/Team Leader of a team with 10+ individuals	6.40%	16
Technical Expert/Senior Advisor	25.20%	63
Project Manager	37.60%	94
Total Respondents: 250		

Q11 How many total years' paid employment do you have in the waste site cleanup field?

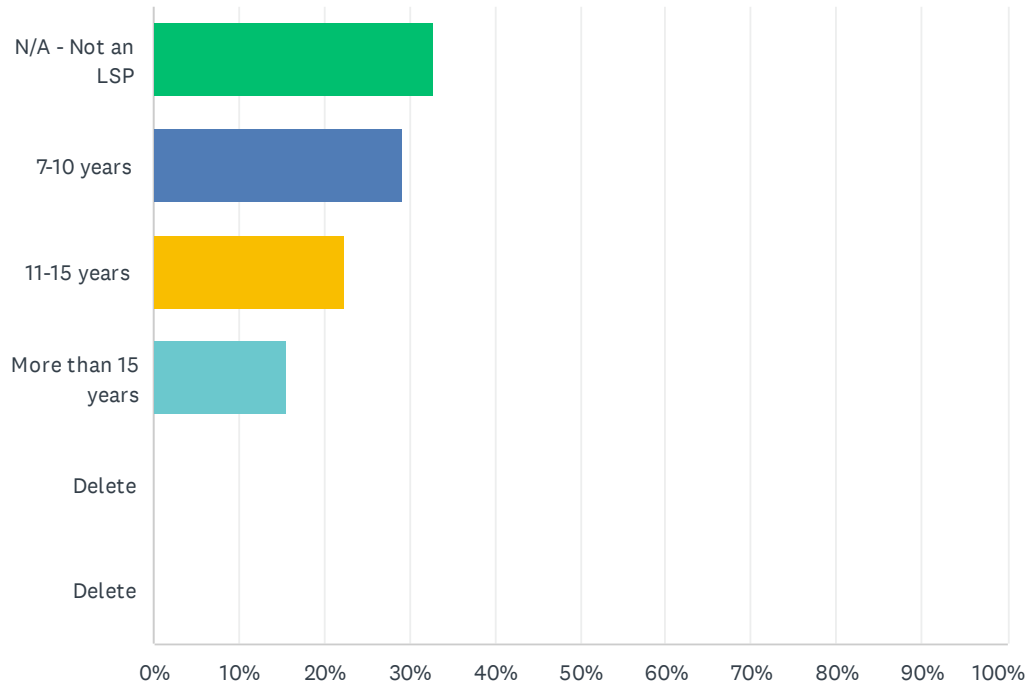
Answered: 250 Skipped: 7



ANSWER CHOICES	RESPONSES	
1-3 years	2.40%	6
4-6 years	2.00%	5
7-10 years	3.20%	8
11-15 years	7.20%	18
More than 15 years	85.20%	213
TOTAL		250

Q12 How many total years were you a paid employee in the waste site cleanup field prior to passing the LSP Exam?

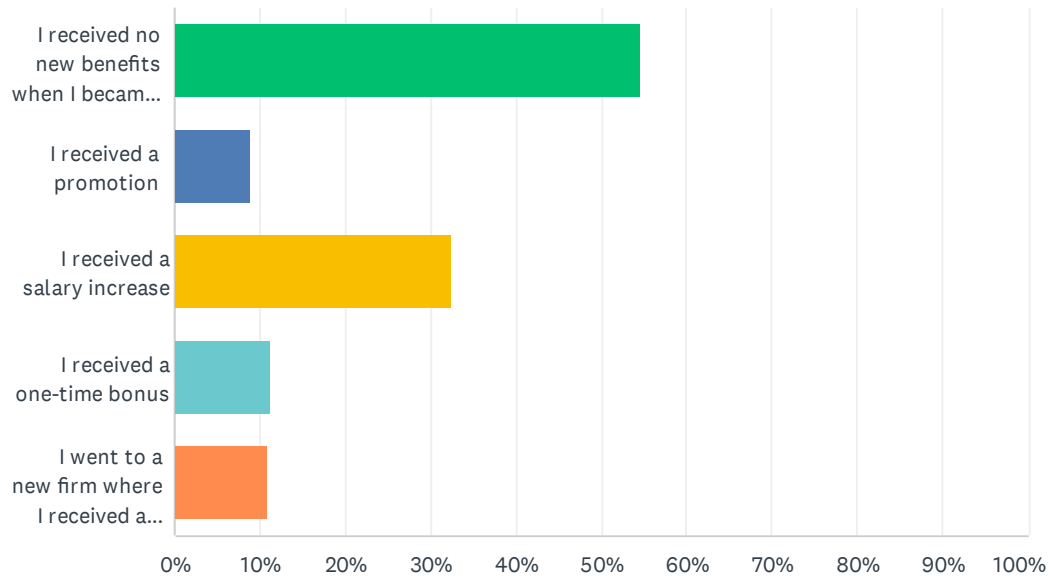
Answered: 250 Skipped: 7



ANSWER CHOICES	RESPONSES	
N/A - Not an LSP	32.80%	82
7-10 years	29.20%	73
11-15 years	22.40%	56
More than 15 years	15.60%	39
Delete	0.00%	0
Delete	0.00%	0
TOTAL		250

Q13 What benefits did you receive from your employer when you received your LSP license, and as a result of becoming an LSP? (select all that apply)

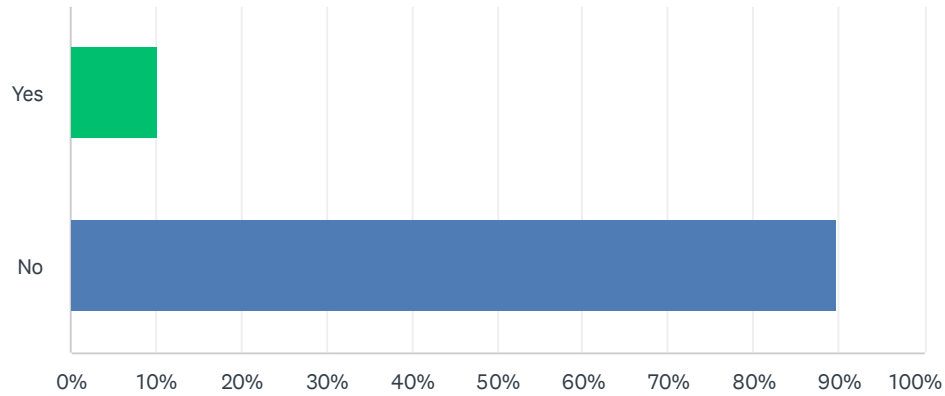
Answered: 167 Skipped: 90



ANSWER CHOICES	RESPONSES	
I received no new benefits when I became an LSP	54.49%	91
I received a promotion	8.98%	15
I received a salary increase	32.34%	54
I received a one-time bonus	11.38%	19
I went to a new firm where I received a promotion and/or salary increase	10.78%	18
Total Respondents: 167		

Q14 Were you hired under the assumption that you would become an LSP ASAP, with benefits promised as an incentive?

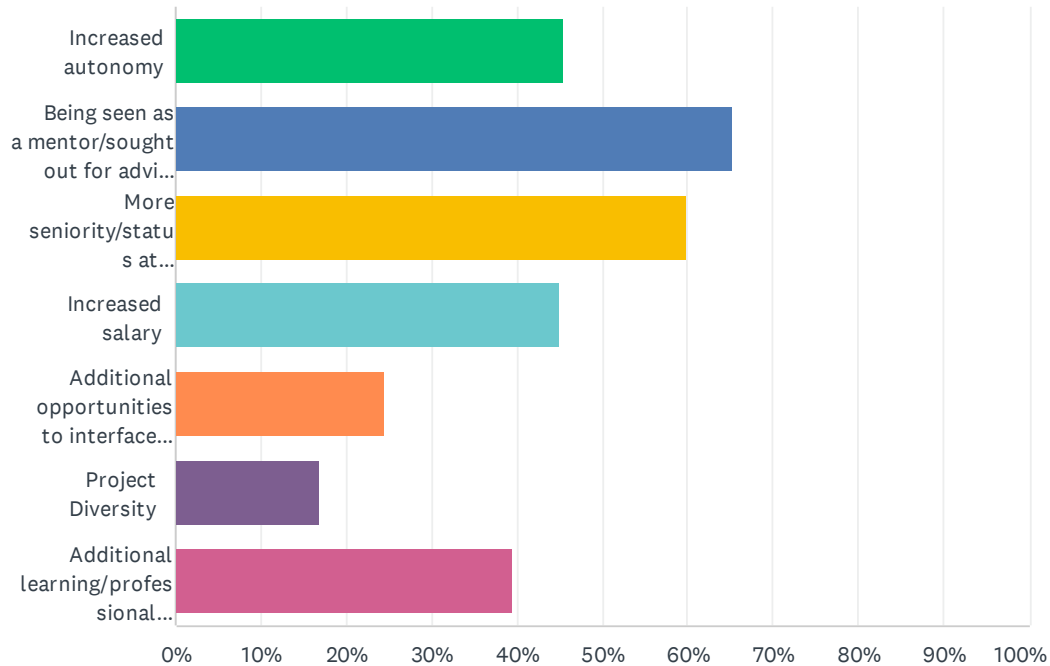
Answered: 167 Skipped: 90



ANSWER CHOICES	RESPONSES	
Yes	10.18%	17
No	89.82%	150
TOTAL		167

Q15 As an LSP, what do you feel are the benefits of having your license? (Select your top 3 choices)

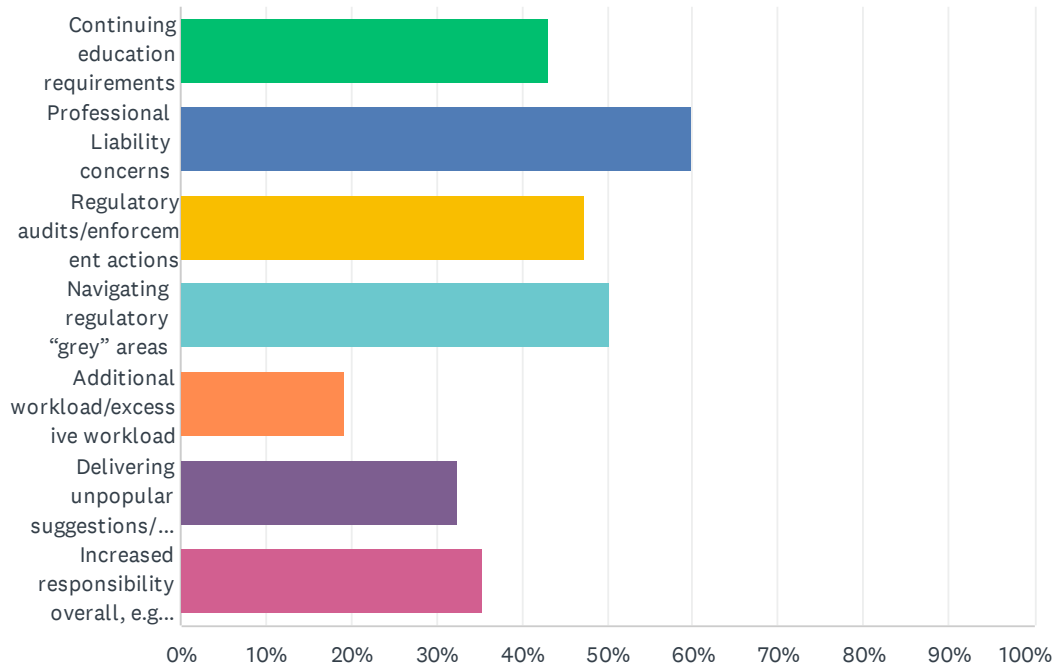
Answered: 167 Skipped: 90



ANSWER CHOICES	RESPONSES	
Increased autonomy	45.51%	76
Being seen as a mentor/sought out for advice from others	65.27%	109
More seniority/status at company/firm	59.88%	100
Increased salary	44.91%	75
Additional opportunities to interface with regulators	24.55%	41
Project Diversity	16.77%	28
Additional learning/professional development opportunities	39.52%	66
Total Respondents: 167		

Q16 What do you feel are the less-than-favorable aspects of having your license? (Select your top 3 choices)

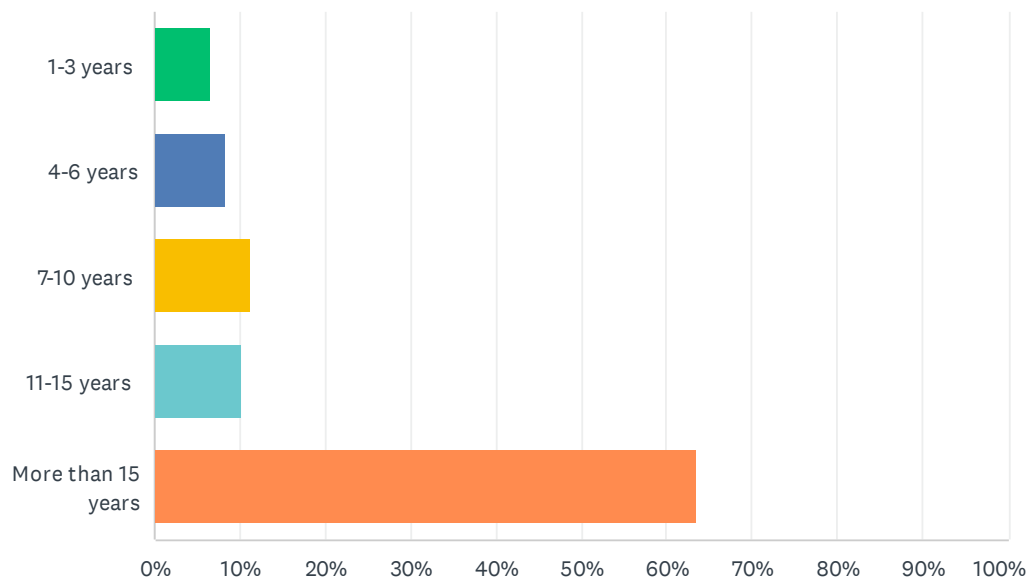
Answered: 167 Skipped: 90



ANSWER CHOICES	RESPONSES	
Continuing education requirements	43.11%	72
Professional Liability concerns	59.88%	100
Regulatory audits/enforcement actions	47.31%	79
Navigating regulatory "grey" areas	50.30%	84
Additional workload/excessive workload	19.16%	32
Delivering unpopular suggestions/information to clients	32.34%	54
Increased responsibility overall, e.g. responsible signatory, pains & penalties	35.33%	59
Total Respondents: 167		

Q17 For how many years have you been an LSP?

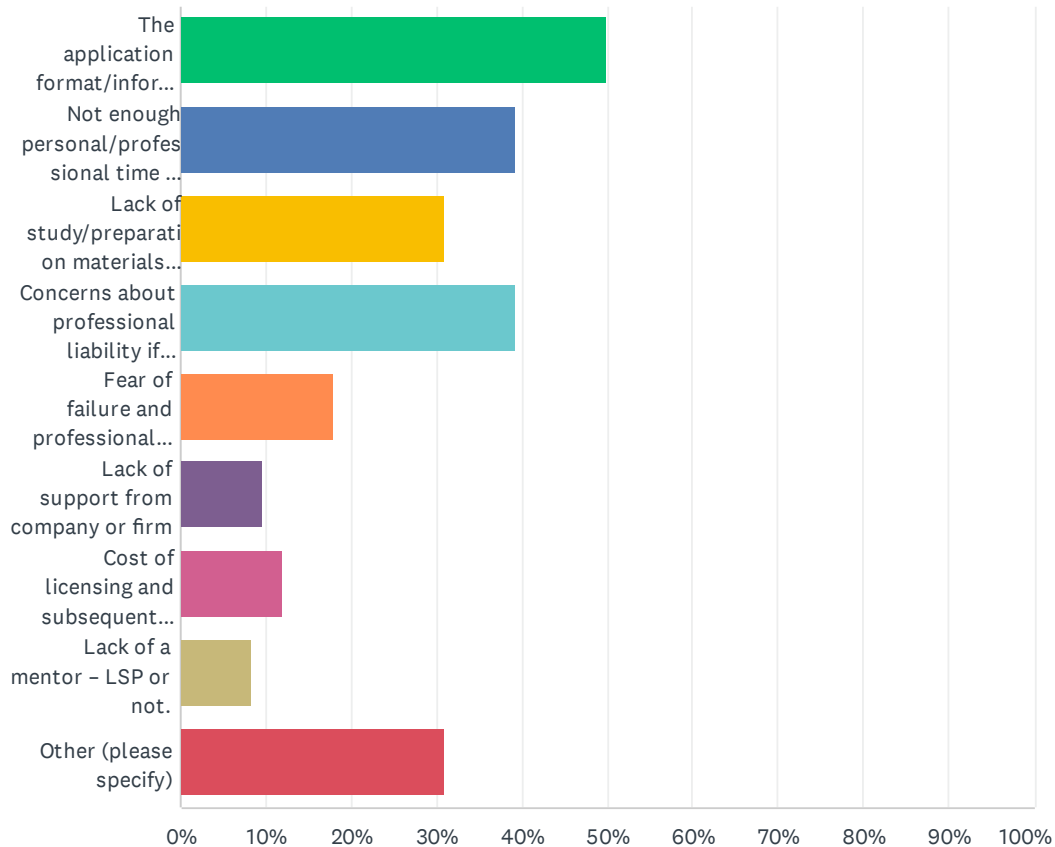
Answered: 167 Skipped: 90



ANSWER CHOICES	RESPONSES	
1-3 years	6.59%	11
4-6 years	8.38%	14
7-10 years	11.38%	19
11-15 years	10.18%	17
More than 15 years	63.47%	106
TOTAL		167

Q18 What have been your top three most significant impediments to becoming an LSP? (Select your top 3 choices)

Answered: 84 Skipped: 173



ANSWER CHOICES	RESPONSES	
The application format/information required for the application	50.00%	42
Not enough personal/professional time to write the application	39.29%	33
Lack of study/preparation materials for the exam itself	30.95%	26
Concerns about professional liability if I pass the exam and become an LSP	39.29%	33
Fear of failure and professional embarrassment	17.86%	15
Lack of support from company or firm	9.52%	8
Cost of licensing and subsequent educational requirements	11.90%	10
Lack of a mentor – LSP or not.	8.33%	7
Other (please specify)	30.95%	26
Total Respondents: 84		

Q19 Please feel free to share any suggestions you have for making the process for becoming an LSP less onerous and intimidating.

Answered: 148 Skipped: 109

Q20 Feel free to share any other comments or suggestions that you think would help improve the LSPA as an organization or the overall LSP Program.

Answered: 119 Skipped: 138

Q21 If you wish to be entered into the LSPA's drawing for one of three \$50 VISA gift cards, please include your name and email here.

Answered: 118 Skipped: 139