

Take Aways From November/December 2024 LSPA Member Survey

Provided below is a high-level summary of responses to the LSPA's most recent member survey.

Question 1: Of the 257 respondents to the survey, 2/3 (169) were LSPs. The other 1/3 were non-LSPs.

Question 2: Only LSPs were allowed to respond to this question about retirement. 53% of respondents have no plans to retire or reduce their work before 2028.

17% expect to retire or significantly reduce work in 2024 or 2025.

10% expect to retire or significantly reduce work in 2026 or 2027.

20% expect to retire or significantly reduce work in 2027 or 2028.

Total of 47% expect to retire or significantly reduce work in next 3 years.

Question 3: Only 80 of the 169 LSPs (42%) answered this question about giving up their license at retirement or work reduction. And 60% of them replied "No." 32 respondents answered "Yes" and they were directed to answer Q#4.

Question 4: All 32 of the 32 "Yeses" from Q3 answered this question about whether or not they have stopped collecting CEU credits. And of these 32, 65% are continuing to collect credits.

Question 5: Nearly everyone (256 LSPs and non LSPs) answered Q#5; the plurality (43%) worked as "Employee/contractor of a firm with three or more LSPs." 16% of respondents were in the "Other" category (e.g. government employee, attorney, vendor, etc.) 28% of respondents worked in a firm with one or two LSPs.

Question 6: 82% of respondents (256) work full time (40 hours or more/week). 11% work 10-29 hours/week. 7% work reduced full time (30-40 hours/week).

Question 7: 61% of respondents (256) are working hybrid. 22% are fully remote, and 17% are in the office full time.

Question 8: 243 (of 257) people answered this question. The highest salaries reported were largely from LSPs.

24 Sole Practitioners: They all have more than 15 years experience. 9 of them earn less than \$100K and 8 of those work less than full time. 8 of them are LSPs.

All Full Time Sole Practitioners:

2 LSPs and 2 non-LSPs earn \$100-\$125

3 LSPs and 1 non-LSP earn \$126-\$150Also 1 Part Time LSP

1 LSP and 1 non-LSP earn \$151-175Also 2 Part Time LSPs

1 LSP earns \$176-225

Question 9: 204 (of 257) answered this question about receiving a bonus last year. 32% received less than \$2,000. (Survey flaw: Unsure if that includes people who received no bonus.) Full members seemed to receive higher bonuses. 13% (27) received more than \$20,000 – four of these were not LSPs.

Question 10: 250 people responded about their leadership positions. LSPs are Technical Expert/Senior Advisor and other high-level titles, but nearly as many LSPs are Project Managers.

Question 11: How many total years paid employment do you have in the waste site cleanup field? 85% of the 250 respondents have over 15 years of experience.

Question 12: How many total years were you a paid employee in the waste site cleanup field prior to passing the LSP Exam?

33% of respondents were not LSPs, 168 of respondents were LSPs

29% took 7-10 years before passing the LSP exam

22% took 11-15 years

16% took more than 15 years

Question 13: 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)

54% of the 167 respondents received no new benefits

32% received a salary increase

11% received a one-time bonus

11% went to a new firm where they received a promotion and/or salary increase

9% received a promotion

It appears that most if not all of the respondents received only one of these benefits/options.

Question 14: Were you hired under the assumption that you would become an LSP ASAP, with benefits promised as an incentive? 90% (150) replied “No.” 10% (17) said “Yes.”

Question 15: As an LSP, what do you feel are the benefits of having your license? (Select your top 3 choices) 167 respondents

65% Being seen as a mentor/sought out for advice from others

60% More seniority/status at company/firm

46% Increased autonomy

45% Increased salary

40% Additional learning/professional development opportunities

25% Additional opportunities to interface with regulators

17% Project Diversity

Question 16: What do you feel are the less-than-favorable aspects of having your license?
(Select your top 3 choices) 167 respondents

60% Professional Liability concerns

50% Navigating regulatory “grey” areas

47% Regulatory audits/enforcement actions

43% Continuing education requirements

35% Increased responsibility overall, e.g. responsible signatory, pains & penalties

32% Delivering unpopular suggestions/information to clients

19% Additional workload/excessive workload

Question 17: For how many years have you been an LSP? 167 respondents

63% More than 15 years.

10% For 11-15 years

11% For 7 -10 years.

8% For 4-6 years.

7% For 1-3 years.

Question 18: What have been your top three most significant impediments to becoming an LSP? (Select your top 3 choices) Only 84 (33%) answered out of all 257 respondents. However, this question was only open to non-LSPs and LSPs with less than 3 years experience.

50% The application format/information required for the application

39% Not enough personal/professional time to write the application

39% Concerns about professional liability if I pass the exam and become an LSP

31% Lack of study/preparation materials for the exam itself

18% Fear of failure and professional embarrassment

12% Cost of licensing and subsequent educational requirements

10% Lack of support from company or firm

8% Lack of a mentor – LSP or not.

Other: no need, not a goal, work at DEP, not applicable, an attorney, don't do LSP work, etc.