



BOARD FOR GLOBAL
EHS CREDENTIALING

SEPTEMBER 2025

ANNUAL REPORT 2024

PRECISE. RIGOROUS. ESSENTIAL.

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A MESSAGE,

FROM THE BOARD CHAIR & EXECUTIVE DIRECTOR

We at the Board for Global EHS Credentialing® (BGC®) view credentialing not merely as a formal process, but as a transformative force that empowers professionals to lead with integrity, expertise, and purpose. Our mission – to elevate the technical and ethical standards of those who protect, manage, and enhance the health and safety of people and the environment – serves as the foundation for all our work. Our vision is bold and global: to be the recognized authority in credentialing for environmental, health, and safety (EHS) professionals, setting the benchmark for excellence across industries and borders. In a world facing increasingly complex challenges, our credentials stand as trusted symbols of proficiency, ethics, and leadership. We validate not only knowledge and skills but also a deep commitment to advancing public and environmental well-being.

Throughout 2024, we innovated our credentialing processes, expanded our global reach, and supported a community of practitioners dedicated to shaping safer workplaces and healthier communities. Looking ahead, we remain steadfast in our pursuit of excellence, confident that through our credentials, we are helping build a more resilient and responsible future – one professional, one organization, and one community at a time.



ROBERT SKOGLUND, PHD, DABT, CIH, CPPS
BOARD CHAIR



CHELSEA EARHART, MBA, CAE, ICE-CCP
EXECUTIVE DIRECTOR



2024 HIGHLIGHTS

In 2024, we achieved significant milestones in globalization, strategic partnerships, and operations. For the first time in our history, we welcomed a Board member from outside North America and convened our first Board meeting outside the United States. We reinforced our global commitment by joining the International Network of Safety and Health Professional Organizations (INSHPO), participating in a board meeting in London, England, and significantly expanding global access to testing facilities through our transition to Pearson VUE for exam delivery.

We maintained the high standards of our Certified Industrial Hygienist® credential through reaccreditation by both the ANSI National Accreditation Board® and the National Accreditation Recognition Committee of the International Occupational Hygiene Association.

We reinvigorated our collaboration with the American Industrial Hygiene Association® (AIHA®) and maintained a strong presence at major industry events, including AIHA® Connect 2024, the Air & Waste Management Association (A&WMA) Annual Conference & Exhibition, the Product Stewardship Society® (PSS®) PSX 2024, and the American Society of Safety Professionals® (ASSP®) Safety 2024 Professional Development Conference and Exposition. We achieved a key credentialing milestone by merging the Certified Professional Environmental Auditor® (CPEA®) and Certified Process Safety Auditor® (CPSA®) credentials, streamlining the professional pathway for auditors. Additionally, 2024 marked the first full year of our partnership with Metacred for management services. We concluded the year by expressing our appreciation to outgoing Board members Subena Colligan (former Board Chair), Kelly Fernandes, and Paula Stevens for their dedicated service.



FINANCIAL OVERVIEW

In 2024, we demonstrated strong financial stewardship in support of our credentialing mission, carefully managing both operational expenses and investment strategies.

US\$ M	2024 ACTUAL	2024 BUDGET	VARIANCE
REVENUE	\$ 1.578	\$ 1.729	(\$ 0.151)
EXPENSES	\$ 1.518	\$ 1.579	\$ 0.061
SURPLUS	\$ 0.060	\$ 0.150	(\$ 0.090)

RESULT

Our sound financial management generated a modest surplus and contributed to a year-end net asset total of \$2.8 million – an increase of nearly \$500,000 over the previous year, driven primarily by investment income.

We continue to maintain a healthy operational and investment reserve, enabling us to fund strategic projects beyond our operational budget. These reserves support our ongoing investments in exam development, digital infrastructure, and stakeholder engagement, ensuring the continued quality and credibility of our credentialing programs.



STATUS OF CREDENTIALS

At the close of 2024, we managed 7,678 active credentials across our six certification programs – a slight decline from the previous year. This decrease occurred despite continued growth in the EHS profession, driven by growing generalist roles and increasing responsibilities in sustainability, mental health, and data-driven safety practices. In response, we are taking proactive steps to enhance our offerings, increase awareness, improve accessibility, and elevate the perceived value of our credentials. These efforts include targeted outreach to under-represented groups, modernization of exam delivery, and strategic alignment of our certifications with emerging industry needs.

Importantly, our credentials represent more than professional titles. They signify a validated level of technical competence, ethical commitment, and continuous learning. Our certified professionals contribute to stronger safety cultures, improved regulatory compliance, and more strategic risk management. By promoting credentialing as a pathway to professional excellence and leadership, we aim to ensure that EHS professionals are not only equipped to meet today's challenges but are also prepared to shape the future of the field.

2025 FOCUS

In 2025, we are making significant progress in advancing our mission through strategic planning and operational improvements. A major milestone will be our development of a new three-year strategic plan, setting a clear direction for future growth and impact. Operationally, we have successfully transitioned to a fully virtual office environment, migrated our exam development services to PSI Exam Services, and implemented a new portal to enhance board communications. Although we have delayed the launch of our new Credential Management System, it remains our top priority.

We are strengthening our governance through a comprehensive update of foundational documents, while revitalizing our outreach and engagement efforts with the relaunch of our semi-annual newsletter, the addition of a dedicated marketing and communications resource, and an enhanced digital presence. We are streamlining our financial operations through improved investment management practices.

In addition, we secured reaccreditation for our Qualified Environmental Professional® credential from the Council of Engineering and Scientific Specialty Boards and introduced two new credentials for EHS generalists: Certified Associate in Environment, Safety, and Health™ and Certified Professional in Environment, Safety, and Health™.

We continue to reinforce our commitment to innovation and quality in credentialing by initiating test development workplans for our existing credentials. We are maintaining a strong presence at major industry events – including those sponsored by AIHA®; A&WMA; ASSP®; PSS®; INSHPO; the Water Environment Federation®; and the American Society of Heating, Refrigerating and Air-Conditioning Engineers® – further strengthening our visibility and engagement within the professional community.



2025 BOARD MEMBERS

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Consulting LLC Services

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PE, QEP
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Sustainability

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YING ZHEN, CIH, CSP
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STAFF

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CAE, ICE-CCP**
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Associate Executive
Director

PAM TRIM
Senior Director
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GARY LEISENRING
Accounting Coordinator

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Controller

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Applications Director

SHARON BERTINI
Credentialing Specialist

ROSY LOPEZ
Data Specialist

KAMRYN CAIN
Marketing Specialist

