

The Case for Professional Certification in Ergonomics in Europe

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The origin of things

- The situation of ergonomics 20 years ago:
 - The development of the profession
 - But a lot of confusion about the range of ergonomic fields
 - A lack of regulation and quality control
 - Very different educational systems in Europe



Three main needs

- To improve the supply of high-quality specialists in ergonomics
 - Protection of profession from unqualified people
 - Harmonization of educational systems in ergonomics in Europe to increase professional exchange between countries
- † Legal requirements in many countries (occupational health and safety)



Creation of CREE 1994

- Set **minimum standards** for professional certification
- Establish a (peer-review) process to grant **registration** and a body to administer the register
- Provide "guarantees" to clients, institutions, employers about the qualification of the ergonomists



Two areas of requirements



- **Academic education** of at least 3 years, of which 1 year in ergonomics (± Master level)
- **Professional experience** in ergonomics of at least 3 years, of which 1 year supervised by an experienced ergonomist



Academic requirements

- CREE requires evidence of a **basic education** across the ten following Areas of Knowledge:
 - A. Principles of Ergonomics
 - B. Populations and General Human Characteristics
 - C. Design of technical systems
 - D. Research, evaluation and investigative techniques
 - E. Professional issues
 - F. Ergonomics: Activity and/ or Work Analysis
 - G. Ergonomics Interventions
 - H. Ergonomics: physiological and physical aspects
 - I. Ergonomics: psychological and cognitive aspects
 - J. Ergonomics: social and organisational aspects
- + Supervised project work



CREE today: structure and organisation



- CREE members are national bodies
- Now 14 member organizations covering almost all of Europe
- CREE Council - representative from each member + Board
- Steadily growing (over 450 registered Eur.Ergs)



A lot of diversity within the members

- Only some countries have diplomas in ergonomics at the Master level
 - the need to find courses in different academic areas
- Different educational backgrounds (e.g. psychology, engineer sciences, medicine, architecture, health and safety)
- Very diverse professional structure
 - consultants, in-company, institutions...

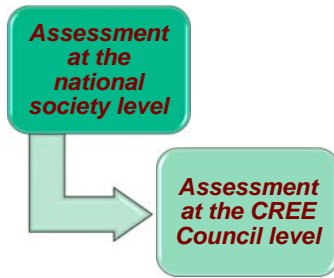


A key point

The large variety of educational backgrounds, practices and cultural traditions represented within the Council promotes the **fairness and flexibility** of the assessment.



The Eur. Erg. registration process

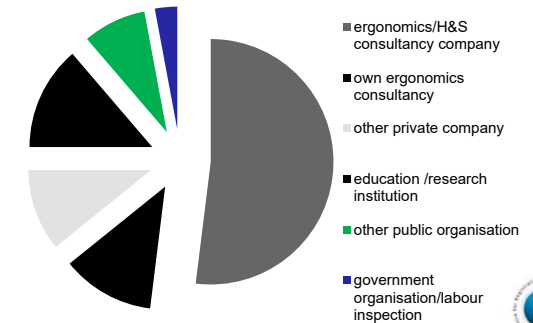


Effects on the ergonomics profession

- The title Eur. Erg. has been **accepted as a quality criterion**, required in some instances
e.g. when applying for public funding or when answering public orders, work in some multinational enterprises
- Ergonomics **training curricula** have been created or modified in several countries to match the education model requirements
e.g. for Master courses
- The registration system has had little impact on ergonomists mobility throughout Europe
few ergonomists change country



Where are the Eur.Ergs employed?



Why Get Certified?

A gain for all the profession



Three main evolutions of ergonomics

- More areas of knowledge are integrated in the ergonomic approach
- Broader range of intervention fields and more upstream in the design of the situations
- Improvement of the ergonomic methods and practices
- Reinforce the need of high qualified ergonomists



The benefits for the individuals

- Get the evidence of a certified level of professional competence
 - Put the emphasis on the involvement in a professional network
 - To defend the specificity of the ergonomic profession facing other professionals
 - Make the difference in open tenders
- ✦ A commitment for the profession



The benefits for the companies or institutions

- A criterion to recruit Human Factors specialists
- A reference when looking for a consultant
- A common reference when having to give a recommendation
- The reference to a Code of professional conduct signed by all Eur. Erg.



Some stakes for CREE

- The need to allow all ergonomists to apply for the title, whatever their background and their mode of professional practice
- The link with the other bodies which represent the profession and have also responsibility for the promotion of ergonomics and of the title



CREE Council Members 2015

