

Recording of Feb 20, 2025 16:00 Universal Time UTC: https://youtu.be/TLyL_nQhasM
(available until March 11th only).

26 people attended the 16:00 session. The following are notes based on the final 40 minutes of this inaugural IEA Council Gathering when all attendees had returned from the 3 break-out rooms (each discussing one pre-defined topic).

Topic 1 - Activities of member societies that work well: Presented by Amanda Widowson & Note taker Anindya Ganguli (Chair of International Development standing committee)

Participants from Germany - India – Ireland– Japan - UK

- Webinars, conferences, and events work well.
- Education programs have a positive influence; ex. PhD qualifications.
- Have specific Sector Groups within the society
- Collaborations between societies are also useful; ex. – England – Bangladesh.
- Create Social media postings.

Topic 2 - Encouraging Early Career people's participation: presented by Note taker Verena Nitsch (Chair of Professional Standards and Education Standing Committee)

- How can provide value for *practitioners* / attract *practitioners* in addition to young people?
 - o Certification
 - o Illustrating the value of HFE for different professions
 - o Sponsor training courses
- Specifically for young (early career) people – how to increase interest and to encourage them to become members
 - o Reduce or even abolish membership fees;
 - o Provide qualification and networking opportunities;
 - o Provide awards
- Membership retention - *personal engagement* is a winning strategy
 - o Ex. Have the President ask people “what can we do for you?”
- FEES mentioned, another way of thinking should be “What would we have missed if we hadn’t gathered as HFE associations?”
 - o We are stronger together
 - o Suggest informing new professionals “if you want something about your profession, you should gather your efforts with those of the HFE society”
- Some societies are reaching out to Associated societies
- Some are reaching out to schools (CIEHF has a produced a publication for people at schools <https://www.ergonomics4schools.com/>)
- GfA Next in Germany– young people speaking to young people

Topic 3 - Quality assurance of EHF – protection of the profession (encroachment) –

Note taker Ben Peachey (IEA2027 Organizing Committee Chair)

Italy

- has its own national certification (to complement and be easier to access than the Europe-wide CREE certification – academic + skills)
- Italy's program involves an insurance association and industry support (ex. Fiat)
- In its first year, they have 12 people pursuing this new national certification

USA

- Multidisciplinarity of HFE is both a benefit and a challenge
- Some areas may create new groups independent of original society, splintering (UX)
- In USA there are 900 certified ergonomists with CPE designation
- While it is good that job postings mention “ergonomics skills”, they only *sometimes* include “certification”.

This is a concern for CIEHF in the UK; this was the topic of a panel at IEA2024.

UK

- Ministry of defense (government department) requires that projects of certain elements (procurement) MUST have projects of certified human factors professional on the project team.
- HFE Societies should continue to share knowledge to leverage off each other and share each other's successes.

Colombia

- has no certification process to practice the discipline.
- The Ministry of Health used to give a license to ergonomists for the area of occupational health and safety, but not now. They are working to achieve a specific license in ergonomics, because it has several fields of action.
 - o Linking with ULAERGO to support the process.
 - o The project began in 2019 with an approach... but thanks to research projects we have been able to give continuity with academic programs
 - o The Colombian SCE has been carrying out different actions to achieve certification:
 - partnership with the Universidad del Bosque from the competences of knowing-knowing/know-how and knowing-being from the master's degree in Ergonomics where we are laying the foundations for the process.
 - Creating Technical tables with the Ministry of Health and Social Protection.

Aleksandar Zunjic of FEES and Occupational health and safety Technical Committee of IEA notes that Occupational health organizations may be separate from HFE

- Suggests the creation of *HFE product certification*; currently certain certifications may exist without mention of HFE!
 - o IEA President notes IEA's reluctance to get into this area; product "ergonomics" depends on the application, groups of people, populations

General discussion

Robert Lin (of EST, Taiwan) asks how all societies can create more job opportunities for students graduating from HFE programs?

- India notes there are two opportunities: Academics & Industry
 - o If there is a need felt in industry, academia will follow
 - o Suggestion: Academic institutions contact industries that COULD employ HFE specialists and educate them about how HFE can support process improvement, fatigue reduction, and their business, (new product development).
 - o Suggest - have *one industry* hire ergonomists – other industries will hear this and follow this lead
 - o Conduct seminars or workshops inviting potential industries. Invite resource people from your country (HFE society) to talk to industries
- FEES suggests following the model of France – at the end of the training process, have required student internships; contact specific companies that can benefit from these interns... develop the market
- Italy has been supporting Safety and Health and work, product and process improvement for years – but should increase applications in Labour relations
 - o HFE should be more explicitly present in purchasing and implementation within healthcare environments. Trying to improve doctor and nurse competencies has led to a "risk manager in healthcare" in Italy – but this "patient safety manager" should be an HFE professional.
- USA's Caroline Cao (HFES) Notes – HFE making good progress in medical domain
 - o The US Food and Drug Administration (FDA) requires HFE input.
 - o Medical device companies have created a division in HFE to ensure their products are compliant.
- UK: HFE is mentioned in new *patient safety* resources
 - o Good recognition of "human factors" – surgeons have increased awareness of HFE through the "Clinical Human Factors Group" efforts
 - o But HFE recognition is not uniform – some areas have little knowledge; should we go "broad" or go "deep"?
 - An interesting tension. No clear recommendation.

Notes prepared by Nancy Black (IEA Vice-President Secretary General) based on the gathering's recording on Zoom. Most of the attendees of this session are seen in Figure 1.

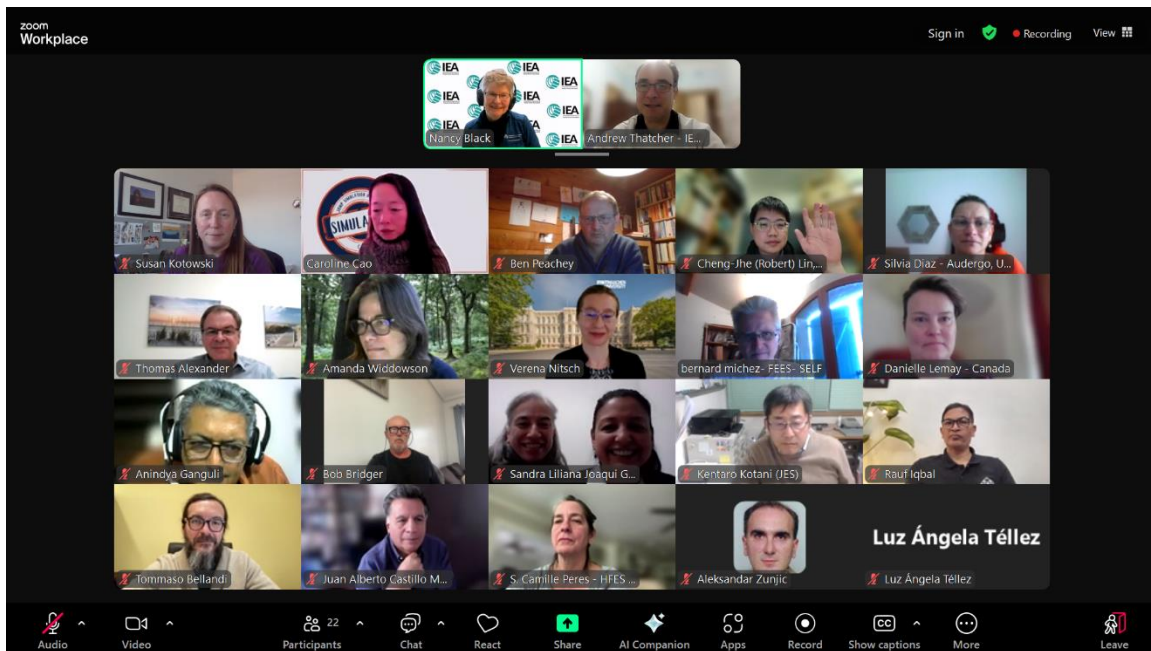


Figure 1. Screenshot of 23 of the 26 attendees (2 together) of the 1600 IEA Virtual Council Gathering.