IH Professional Pathway™

Roadmap to Success for Industrial Hygiene Professionals.

Level 1
Student Intern

- Develops broad areas of professional IH knowledge, skills, and abilities.
- Educates and guides management to set goals and objectives.

MANAGEMENT
- Participates in and influences development of regulations, standards and guidelines.
- Assesses large-scale impact and drives national and global strategy.
- Has significant experience in organizational leadership, business management, and adjacent fields.
- Uses creative problem solving processes to lead and aid large teams of diverse personnel.

TECHNICAL
- Recognized as expert in technical area(s) within the organization and sought out when setting company-level policies and procedures.

Level 2
Early Career Professional

- Mentors and is mentored by early career professionals.
- May have more time to volunteer with interests in new professions and the IH profession.

MANAGEMENT
- Holds significant volunteer leadership roles; identifies key emerging issues.
- Manages other professionals and staff; identifies key emerging issues.
- Represents AIHA to other organizations.
- Mentors others.

TECHNICAL
- Participates in and leads AIHA technical committees and other technical societies.

Level 3
Professional

- Manages a large number of varied professionals either directly or through others; advises multiple facilities, management teams and cross-functional teams.
- Manages a large number of varied professionals either directly or through others.
- Advises multiple facilities, management teams, and cross-functional teams on creative, innovative and resourceful problem solving strategies.
- Advises others on leadership, innovative thinking and influence within and outside organization for broad impact.

MANAGEMENT
- Manages other professionals and junior staff.
- Develops budget and analyzes cost-benefit of IH practice.
- Aids in recruiting to their workplace and to the profession.
- Mentors junior IHs.
- Shares ideas and expertise within and outside organization that impact program areas, facilities, or business functions.
- Manages other professionals and staff; leads teams; demonstrates strategic influence and leadership on technical and policy issues.

TECHNICAL
- Leads project teams in skill area; uses communication skills to gather technical information from people in the field.

Level 4
Senior Professional

- Recognizes the fundamentals of IH, including toxicology, industrial processes, exposure assessment and control strategies (see AIHA’s Core Competencies document).
- Recognizes the fundamentals of IH; gains perspective on scope of the profession and begins to identify specific areas of interest.
- Develops knowledge in adjacent professions such as occupational safety and environmental.

MANAGEMENT
- Participates in personal and organizational leadership development.
- Participates in and leads AIHA technical committees and coordinates and engages in committee projects; remains active and may take leadership role in Local Section.
- Participates in and influences national and global strategy.
- Remains active and may hold leadership role in Local Section.
- Continues to build community, and to shape career.
- May pursue AIHA leadership role at national level.
- Continues to master core competencies by applying skills in a workplace. (See AIHA’s Core Competencies document).
- Is expected to do most of the detail-oriented and routine field work.
- Has attained CIH, and/or additional skills and experience; develops, implements, and evaluates comprehensive IH programs.
- Contributes to educational tools that develop other professionals.
- Develops, implements and evaluates new innovative methods that bring efficiency to operations.
- Interprets and applies regulatory policy and regulations, perhaps at regional level.
- Participates in development of regulations, standards and guidelines.

TECHNICAL
- Has attained technical registrations and may attain CIH; pursues SME in technical area(s).

Level 5
Emeritus

- Is an active member of an AIHA Student Local Section.
- Develops a professional network.
- Is a corresponding or active member of AIHA committees, including the SECP Committee.
- Is mentored by faculty and professionals.

MANAGEMENT
- Is an active member of an AIHA Student/Intern.
- Participates in and leads AIHA technical committees and coordinates and engages in committee projects; remains active and may take leadership role in Local Section.
- Participates in personal and organizational leadership development.
- Recognizes the fundamentals of IH; gains perspective on scope of the profession and begins to identify specific areas of interest.
- Develops knowledge in adjacent professions such as occupational safety and environmental.

MANAGEMENT
- Recognizes the fundamentals of IH, including toxicology, industrial processes, exposure assessment and control strategies (see AIHA’s Core Competencies document).
- Recognizes the fundamentals of IH; gains perspective on scope of the profession and begins to identify specific areas of interest.
- Develops knowledge in adjacent professions such as occupational safety and environmental.

MANAGEMENT
- Participates in and leads AIHA technical committees and coordinates and engages in committee projects; remains active and may take leadership role in Local Section.
- Participates in personal and organizational leadership development.
- Has attained CIH; pursues SME in technical area(s).
- Continues to master core competencies by applying skills in a workplace. (See AIHA’s Core Competencies document).
- Is expected to do most of the detail-oriented and routine field work.
- Has attained CIH, and/or additional skills and experience; develops, implements, and evaluates comprehensive IH programs.
- Contributes to educational tools that develop other professionals.
- Develops, implements and evaluates new innovative methods that bring efficiency to operations.
- Interprets and applies regulatory policy and regulations, perhaps at regional level.
- Participates in development of regulations, standards and guidelines.

TECHNICAL
- Has attained technical registrations and may attain CIH; pursues SME in technical area(s).

Note: Not everyone may follow the prescribed career path. Personal experiences may vary.
**Student/Intern**

- **Technical Skills**: Recognizes the fundamentals of IH; gains perspective on scope of the profession and begins to identify specific areas of interest.

- **Leadership Skills**: Is an active member of an AIHA Student Local Section.

- **Management Skills**: Hones communication, time management, project management, and other professional skills to be applied to a future workplace.

**Early Career Professional**

- **Technical Skills**: Continues to master core competencies by applying skills in the workplace; has the ability to increasingly work independently on IH projects but may work under the direction of an IH professional.

- **Leadership Skills**: Is an active, contributing member of a technical committee and Local Section.

- **Management Skills**: Gains proficiency in workforce communications, including presentations and technical writing.

**Management Professional**

- **Technical Skills**: Has attained CIH and/or additional skills and experience; develops, implements, and evaluates comprehensive IH programs.

- **Leadership Skills**: Holds leadership roles in AIHA committees and coordinates and engages in committee projects; remains active and may take leadership role in Local Section.

- **Management Skills**: Manages other professionals and staff; leads teams; demonstrates strategic influence and leadership on technical and policy issues.

**Technical Professional**

- **Technical Skills**: Has attained technical registrations and may attain CIH; pursues SME in technical area(s).

- **Leadership Skills**: Participates in AIHA technical committees and other technical societies.

- **Management Skills**: Leads project teams in skill area; uses communication skills to gather technical information from people in the field.

**Management Senior Professional**

- **Technical Skills**: Assesses large-scale impact and drives national and global strategy.

- **Leadership Skills**: Holds significant volunteer leadership roles; identifies key emerging issues.

- **Management Skills**: Manages a large number of varied professionals either directly or through others; advises multiple facilities, management teams and cross-functional teams.

**Technical Senior Professional**

- **Technical Skills**: Recognized as expert in technical area(s) within the organization and sought out when setting company-level policies and procedures.

- **Leadership Skills**: Participates in and leads AIHA technical committees and other technical societies.

- **Management Skills**: Oversees technical professionals working on multiple projects in technical area(s).

**Emeritus Professional**

- **Technical Skills**: Develops broad areas of professional IH knowledge, skills and abilities; educates and guides management to set goals and objectives.

- **Leadership Skills**: Mentors and is mentored by early career professionals; may have more time to volunteer with interests in new professionals and the IH profession.

- **Management Skills**: Moving away from management and “passing the torch” to professionals at other levels, may be employed or retired.

**Note**: Not everyone may follow the prescribed career path. Personal experiences may vary.