IH Professional Pathway™

Roadmap to Success for Industrial Hygiene Professionals.

Level 1
Student Intern
- Recognizes the fundamentals of IH, including toxicology, industrial processes, exposure assessment and control strategies (see AIHA 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.

Level 2
Early Career Professional
- Manages other professionals and junior staff.
- Manages technical professionals working on multiple projects in technical area(s).
- Leads project teams in skill area; uses communication skills to gather technical information from people in the field.
- 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.
- Manages diverse facilities, management teams, and cross-functional teams on creative, innovative and resourceful problem solving strategies.
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- Manages and influences development of regulations, creative, innovative and resourceful problem solving strategies.
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Level 3
Professional
- Continues to master core competencies by applying skills in a workplace. (See AIHA’s Core Competencies document).
- Protects the health and safety of the workplace.
- Provides recommendations for IH instrumentation purchases, and informs budgeting for sampling and instruments.
- Continues to master core competencies by applying skills in a workplace. (See AIHA’s Core Competencies document).
- Manages technical professionals working on multiple projects in technical area(s).
- Manages a large number of varied professionals either directly or through others.
- Manages diverse facilities, management teams, and cross-functional teams on creative, innovative and resourceful problem solving strategies.
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Level 4
Senior Professional
- Continues to master core competencies by applying skills in a workplace. (See AIHA’s Core Competencies document).
- Protects the health and safety of the workplace.
- Provides recommendations for IH instrumentation purchases, and informs budgeting for sampling and instruments.
- Continues to master core competencies by applying skills in a workplace. (See AIHA’s Core Competencies document).
- Manages technical professionals working on multiple projects in technical area(s).
- Manages a large number of varied professionals either directly or through others.
- Manages diverse facilities, management teams, and cross-functional teams on creative, innovative and resourceful problem solving strategies.
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Level 5
Emeritus
- Continues to master core competencies by applying skills in a workplace. (See AIHA’s Core Competencies document).
- Protects the health and safety of the workplace.
- Provides recommendations for IH instrumentation purchases, and informs budgeting for sampling and instruments.
- Continues to master core competencies by applying skills in a workplace. (See AIHA’s Core Competencies document).
- Manages technical professionals working on multiple projects in technical area(s).
- Manages a large number of varied professionals either directly or through others.
- Manages diverse facilities, management teams, and cross-functional teams on creative, innovative and resourceful problem solving strategies.
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Note: Not everyone may follow the prescribed career path. Personal experiences may vary.
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.

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**Note:** Not everyone may follow the prescribed career path. Personal experiences may vary.
### 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 in setting goals and objectives.
- May be employed or retired.

**Level 2: Early Career Professional**
- Manages other professionals and junior staff.
- Manages a large number of varied professionals either directly or through others.
- Advises multiple facilities, management teams, and cross-functional teams.
- Manages large number of varied professionals either directly or through others.
- Advises multiple facilities, management teams, and cross-functional teams.
- Advises others on leadership, innovative thinking, and influence within and outside the organization.
- Leads project teams in skill area; uses communication skills to gather technical information from people in the field.
- Leads project teams in skill area; uses communication skills to gather technical information from people in the field.
- Maintains broad areas of technical professional IH knowledge, skills, and abilities.
- Educates and guides management in setting goals and objectives.
- May be employed or retired.

**Level 3: Professional**
- Is a corresponding or active member of an AIHA committees, including the SECP Committee.
- Is mentored by faculty and professionals.
- 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.
- Remains active and may take leadership role in Local Section.
- Develops a professional network.
- Continues to master core competencies by applying skills in workplace; has the ability to increasingly work independently on IH projects but may work under the direction of an IH professional.

**Level 4: Senior Professional**
- Provides recommendations for IH professionals.
- Advises on leadership, innovative thinking, and influence within and outside the organization.
- Leads project teams in skill area; uses communication skills to gather technical information from people in the field.
- Leads project teams in skill area; uses communication skills to gather technical information from people in the field.
- Maintains broad areas of technical professional IH knowledge, skills, and abilities.
- Educates and guides management in setting goals and objectives.
- May be employed or retired.

**Level 5: Emeritus**
- May provide recommendations for IH professionals.
- Advises on leadership, innovative thinking, and influence within and outside the organization.
- Leads project teams in skill area; uses communication skills to gather technical information from people in the field.
- Leads project teams in skill area; uses communication skills to gather technical information from people in the field.
- Maintains broad areas of technical professional IH knowledge, skills, and abilities.
- Educates and guides management in setting goals and objectives.
- May be employed or retired.
**Level 1: 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.

**Level 2: 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.

**Level 3: Management Professional**
- **Technical Skills:** Has attained CHI 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.

**Level 4: 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.

**Level 5: 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.

**Level 6: 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).

**Level 7: 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.