



HEALTHIER WORKPLACES | A HEALTHIER WORLD



# IH Professional Pathway™

## Roadmap to Success for Industrial Hygiene Professionals.



	Level 1 Student/Intern	Level 2 Early Career Professional	Level 3 Professional	Level 4 Senior Professional	Level 5 Emeritus
TECHNICAL	<ul style="list-style-type: none"> <li>Recognizes the fundamentals of IH, including toxicology, industrial processes, exposure assessment and control strategies (see AIHA core competencies document).</li> <li>Recognizes the fundamentals of IH; gains perspective on scope of the profession and begins to identify specific areas of interest.</li> <li>Develops knowledge in adjacent professions such as occupational safety and environmental.</li> </ul>	<ul style="list-style-type: none"> <li>Continues to master core competencies by applying skills in a workplace. (See AIHA's Core Competencies document).</li> <li>Is expected to do most of the detail-oriented and routine field work.</li> <li>Aspires to professional certification (CIH).</li> <li>Is an emerging subject matter expert with rapid growth in professional knowledge and experience.</li> <li>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.</li> </ul>	<p><b>MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>Has attained CIH, and/or additional skills and experience; develops, implements, and evaluates comprehensive IH programs.</li> <li>Contributes to educational tools that develop other professionals.</li> <li>Develops, implements and evaluates new innovative methods that bring efficiency to operations.</li> <li>Interprets and applies regulatory policy and regulations, perhaps at regional level.</li> <li>Participates in development of regulations, standards and guidelines.</li> </ul> <p><b>TECHNICAL</b></p> <ul style="list-style-type: none"> <li>Has attained technical registrations and may attain CIH; pursues SME in technical area(s).</li> </ul>	<p><b>MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>Participates in and influences development of regulations, standards and guidelines.</li> <li>Assesses large-scale impact and drives national and global strategy.</li> <li>Has significant experience in organizational leadership, business management, and adjacent fields.</li> <li>Uses creative problem solving processes to lead and aid large teams of diverse personnel.</li> </ul> <p><b>TECHNICAL</b></p> <ul style="list-style-type: none"> <li>Recognized as expert in technical area(s) within the organization and sought out when setting company-level policies and procedures.</li> </ul>	<ul style="list-style-type: none"> <li>Develops broad areas of professional IH knowledge, skills and abilities.</li> <li>Educates and guides management to set goals and objectives.</li> </ul>
LEADERSHIP	<ul style="list-style-type: none"> <li>Is an active member of an AIHA Student Local Section.</li> <li>Develops a professional network.</li> <li>Is a corresponding or active member of AIHA committees, including the SECP Committee.</li> <li>Is mentored by faculty and professionals.</li> </ul>	<ul style="list-style-type: none"> <li>Is an active member of an AIHA Student Local Section.</li> <li>Develops a professional network.</li> <li>Is a corresponding or active member of AIHA committees, including the SECP Committee.</li> <li>Is mentored by faculty and professionals.</li> </ul>	<p><b>MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>Participates in personal and organizational leadership development.</li> <li>Holds leadership roles in AIHA committees and coordinates and engages in committee projects; remains active and may take leadership role in Local Section.</li> <li>May pursue AIHA leadership role at national level.</li> <li>Remains active and may hold leadership role in Local Section.</li> <li>Continues to seek appropriate mentorship.</li> </ul> <p><b>TECHNICAL</b></p> <ul style="list-style-type: none"> <li>Participates in AIHA technical committees and other technical societies.</li> </ul>	<p><b>MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>Holds significant volunteer leadership roles; identifies key emerging issues.</li> <li>Holds significant volunteer leadership roles.</li> <li>Identifies key emerging issues.</li> <li>Represents AIHA to other organizations.</li> <li>Mentors others.</li> </ul> <p><b>TECHNICAL</b></p> <ul style="list-style-type: none"> <li>Participates in and leads AIHA technical committees and other technical societies.</li> </ul>	<ul style="list-style-type: none"> <li>Mentors and is mentored by early career professionals.</li> <li>May have more time to volunteer with interests in new professionals and the IH profession.</li> </ul>
MANAGEMENT	<ul style="list-style-type: none"> <li>Hones communication, time management, project management, and other professional skills to be applied to a future workplace.</li> <li>Applies skill building in projects to lead, develop and present.</li> </ul>	<ul style="list-style-type: none"> <li>May manage interns, paraprofessionals or technicians.</li> <li>Gains proficiency in workforce communications, including presentations and technical writing.</li> <li>Provides recommendations for IH instrumentation purchases, and informs budgeting for sampling and instruments.</li> </ul>	<p><b>MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>Manages other professionals and junior staff.</li> <li>Develops budget and analyzes cost-benefit of IH practice.</li> <li>Aids in recruiting to their workplace and to the profession.</li> <li>Mentors junior IHs</li> <li>Shares ideas and expertise within and outside organization that impact program areas, facilities, or business functions.</li> <li>Manages other professionals and staff; leads teams; demonstrates strategic influence and leadership on technical and policy issues.</li> </ul> <p><b>TECHNICAL</b></p> <ul style="list-style-type: none"> <li>Leads project teams in skill area; uses communication skills to gather technical information from people in the field.</li> </ul>	<p><b>MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>Manages a large number of varied professionals either directly or through others; advises multiple facilities, management teams and cross-functional teams.</li> <li>Manages a large number of varied professionals either directly or through others.</li> <li>Advises multiple facilities, management teams, and crossfunctional teams on creative, innovative and resourceful problem solving strategies.</li> <li>Advises others on leadership, innovative thinking and influence within and outside organization for broad impact.</li> </ul> <p><b>TECHNICAL</b></p> <ul style="list-style-type: none"> <li>Oversees technical professionals working on multiple projects in technical area(s).</li> </ul>	<ul style="list-style-type: none"> <li>Moving away from management and "passing the torch" to professionals at other levels.</li> <li>May be employed or retired.</li> </ul>



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 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.



Level

4

## 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).



Level

5

## 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.