Improving the Future of Industrial Hygiene

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- Largest Accredited Environmental Health Science (EHS) Program in the Country
  - Considered to be the benchmark program
    - Approximately 200 majors
      - Approximately 50% choose IH as a career
  - Classes include
    - Air pollution
    - Epidemiology
    - Hazwoper
    - Industrial Hygiene
    - OSHA 30 hour General Industry Standards
    - Radiological Health
    - Solid and Hazardous Water
    - Toxicology
    - Organic Chemistry
    - Physics
Currently six EKU EHS graduates in NIOSH ERC MS IH Programs

- Two at the University of Cincinnati
- Two at the University of Michigan
- One at the University of Alabama at Birmingham
- One at Hunter College

- This fall approximately another six EKU EHS graduates will begin pursuing their Masters in Industrial Hygiene
Recognition

- There is a lack of knowledge of our profession
  - Many discover Industrial Hygiene (IH) by accident
  - In recent years, there has been a drop in the number of students pursuing a Masters Degree in Industrial Hygiene
    - No national comprehensive recruitment strategy
Purpose

- Good demand for qualified individuals
- Profession is well paid
- The career is exciting, interesting and varied
Purpose

- To develop a cohesive, comprehensive national strategy for the effective recruitment of professionals into the interesting, varied and exciting field of Industrial Hygiene
  - The recruiting package needs to be as user friendly as possible
Recruitment Methods

- Career Interest Survey
- Informational DVDs/Videos
- Pamphlets
- Posters
- Interactive CDs/DVDs
- Items with Program Information
  - Pens, Pencils, Highlighters, etc.
Student Survey

- Collected data regarding
  - Interest in the field following video presentation
  - Interest following receipt of more information about the field
  - Student preference of the various recruitment techniques
Participants

- **Career Interest Survey**
  - 326 completed surveys were returned by the EHS 230 and EHS 280 half-semester Introductory courses
    - 6 Respondents were EHS majors
    - 320 Respondents were non-EHS majors

- **DVD/Video and Course Survey**
  - 150 completed surveys were returned by the EHS 280 half-semester Introduction to EHS course
Results

Effective recruitment methods

– DVD/Video Presentation
– Half-semester Introductory Courses
  • Offered as Half-Semester courses for 3 hours of credit
    – EHS 230: Diseases of Leisure
    – EHS 280: Introduction to Industrial Hygiene
      » 108 respondents indicated that knowledge of the field increased their interest in the field

– Interest Survey
developed by Eastern Kentucky University
Introductory Courses

- Developed 5 years ago as a recruitment measure
- Approximately 85% of all EHS majors are recruited through one or both of these courses
- Number of EKU EHS majors has doubled in the past 5 years, largely attributed to the half-semester classes
Ineffective Recruitment Techniques

- Pamphlets
- Posters
- Interactive CDs/DVDs
- Items with Program Information
  - Pens, Pencils, Highlighters, etc.
Suggestions for National Recruitment Strategy

- Provide resources for faculty to allow for more time for recruiting
  - Database of course lectures, labs and tests
  - Develop recruiting packages for high school and college students that can be easily customized

- Present at Regional and National Middle and High School Teacher Conferences

- Partner with the American Society of Safety Engineers, Association of Environmental Health Academic Programs, and the National Environmental Health Association
Suggestions for National Recruitment Strategy

- Two targeted audiences for recruitment
  - High School Students
    - Via Guidance Counselors and Science Teachers
  - College/University Students
    - Primarily those with majors in science fields at your institution
    - Develop materials for Science faculty at area Colleges to provide to their students
Proposed Middle & High School Recruitment Strategy

- **Career Interest Survey**
  - Identify skills and interest in the field to better predict happiness in this field

- **DVD/Video Presentation**
  - Specific to the program in question, so as to provide accurate information about the field and educational curriculum

- **Incentive**
  - Pens, brochures, etc. to make teachers and guidance counselors more likely to utilize information
Proposed College Recruitment Strategy

- Career Interest Survey
- Informational DVD/Video
  - Appropriate to various majors
  - Biology, Chemistry, EHS, IH, Environmental Studies, Physics, etc.
- Introductory Courses
  - Provide framework and information to support creation of these courses
Summary

- The Industrial Hygiene Profession needs to spread the word
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