Developing Army Industrial Hygiene Talent for Today, Tomorrow, and Beyond

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Army Career Management

- Career Program
- Intern Program
- Challenges
- Future Plans
Army Career Management

- Select professional areas
- Career development through training and developmental assignments
- Recruitment and central referral
- Safety and Occupational Health Career Program (Career Program – 12)
Army Safety and Occupational Health Career Program

**Goals:**

- Provide a mechanism for “careerists” to maintain and enhance technical and managerial skills to meet Army challenges in both industrial and military unique environments.

- Create opportunities for safety, health physics, and industrial hygiene professionals to form partnerships in setting policy, business practices and delivery of services.
Army Safety and Occupational Health Career Program

Members:

- 1000 Safety Professionals, Industrial Hygiene Professionals, Health Physicists
- Assigned worldwide to Army installations, hospitals, commands, headquarters, deployments

World–Wide Support to Forces!
Army Safety and Occupational Health Organizational Structure

- 700 Safety Professionals
  - Army Installations (Garrisons)
  - Army Hospitals
  - Army Commands and Headquarters
  - Army Combat Readiness Center
  - Army Deployable Units
Army Safety and Occupational Health Organizational Structure

- 275 Industrial Hygienists and Technicians
  - Army Installations-Assigned to the Medical Department
  - Army Corp of Engineers
  - Army Commands and Headquarters
  - Army Center for Health Promotion and Preventive Medicine
  - Support to Army Deployable Units
Army Industrial Hygiene
Demographics

- Employees 50 years of age+: 72%
- Employees with 20 or more years of service: 63%
- Employees eligible for retirement with the next 5 Years: 47%
Deployment Support

- SMART-PM
- Environmental Surveillance
- Global Health Threat Assessments
Components of the CP12 Program

- Army Civilian Training Education, and Development System (ACTEDS)
  - Accreditation Matrix
  - Competencies
  - Individual Development Plans
  - Approved Training Sources
  - Course Catalog
Army Intern Program

- Hire and train interns with potential to manage increasingly complex safety and occupational issues in the Army of the future

- 100 Safety, Industrial Hygiene, and Health Physics Interns
Challenges

- Large percentage of careerists preparing for retirement
- Small percentage of careerists have CIH or CSP
- Need for defined career path
- Increasing emphasis on safety and industrial hygiene in deployment settings
- Difficult to attract talent into Federal service
Facing the Challenges

- Mid-Level Careerists need to prepare to move UP
- De-mystify certification
- Provide enrichment opportunities
- Provide learning opportunities for new skill development
- Develop automation tools to streamline business process execution
Future Plans

- Expand the Learning Management System (LMS)
- Mandate training and certification for progression
- Centralize recruitment
- Enhance integration among Safety, Health Physics, and Industrial Hygiene
The views expressed in this presentation are those of the author and do not reflect the official policy or position of the Department of Army, Department of Defense, or the US Government.

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