

Environmental Health Career Path

Degree: Environmental Science, Public Health, Industrial Hygiene, Toxicology

ENTRY LEVEL/ ASSOCIATED DEGREE PATHWAY:

Environmental Technician- \$35,000 - \$52,000

Water Quality Technician- \$34,000 - \$82,000

Vector Control Technician- \$38,000 - \$75,000

Role Highlights:

- Field sampling skills
- Data collection
- Hazard identification fundamentals

Start a bachelor's program through an accredited college

Graduate with BPH

BACHEOR'S DEGREE PATHWAY:

Environmental Scientist II- \$64,000 - \$102,000

Environmental Protection Specialist- \$78,000 - \$114,000

Industrial Hygienist- \$55,000 - \$96,000

Air Quality Specialist- \$84,000 - \$137,000

Water Quality Specialist- \$57,000 - \$74,000

Role Highlights:

- Advanced inspections
- Technical expertise (air, water, waste, food safety, vectors)
- Grant and project management

Gain a bachelor's in Public Health or a related field

Continue to get a master's degree

MASTER'S DEGREE PATHWAY:

Research Scientist- \$51,000 - \$101,000

Environmental Health Specialist- \$51,000- \$70,000

Environmental Health Inspector- \$47,000 - \$180,000

Environmental Scientist I- \$45,000 - \$77,000

Environmental Protection Assistant- \$40,000- \$55,000

Water/Wastewater Operator I-II – \$48,000 - \$75,000

Public Health Rating and Survey- \$70,000 - \$104,000

Role Highlights:

- Independent inspections
- Technical reporting
- Environmental sampling & analysis

Earn a master's degree and continue advancing through specialized training and professional certifications.

Graduate with MPH

Continue to Advance

ADVANCED PATHWAY:

Environment Service Manager- \$64,000 - \$89,000

Environmental Services Manager - \$95,000 - \$139,000

Environmental Health Program Manager- \$101,000 - \$139,000

Environmental Health Supervisor- \$56,000 – \$99,000

Environmental Protection Manager- \$104,000 – \$167,000

Industrial Hygienist III- \$55,000 – \$96,000

Environmental Health Director- \$137,000 – \$179,000

Role Highlights:

- Program leadership
- Budget and grant oversight
- Policy development

Build experience and pursue advanced training and certifications.

Emergency Management Career Path

Degree: Emergency Management, Homeland Security, Public Safety/
Administration, Public Health

ENTRY LEVEL/ ASSOCIATES DEGREE PATHWAY:

Emergency Management Assistant- \$40,000 - \$55,000

911 Dispatcher/ Public Safety Telecommunicator- \$45,000 - \$65,000

Emergency Medical Technician- \$35,000 - \$55,000

CERT/ Community Preparedness Coordinator- \$40,000 - \$60,000

Role Highlights:

- Critical decision-making under pressure
- Conducts preparedness trainings
- Supports emergency plans, drills, and documentation

Start a bachelor's program
through an accredited college

graduate with BPH

BACHELORS' DEGREE PATHWAY:

Emergency Management Specialist \$70,000 - \$94,000

Emergency Preparedness Coordinator- \$65,000 - \$90,000

Business Continuity Analyst- \$70,000 - \$100,000

Emergency Preparedness Specialist - \$60,000 - \$85,000

Role Highlights:

- Coordinates with hospitals and health districts
- Develops emergency plans and hazard mitigation strategies
- Ensures compliance with FEMA, CMS, and accreditation standards

Gain a bachelor's in Public
Health or a related field

Continue to get a master's degree

MASTER'S DEGREE PATHWAY:

Emergency Manager- \$56,000 - \$126,000

Emergency Management Program Manager- \$134,000- \$168,000

Public Health Emergency Preparedness- \$90,000 - \$130,000

Role Highlights:

- Oversees budgets, grants, and compliance
- Oversees epidemiology, medical surge, and outbreak response
- Leads emergency management programs for cities, counties, hospitals, or universities

Earn a master's degree and continue
advancing through specialized training
and professional certifications.

Graduate with MPH

Continue to Advance

ADVANCED PATHWAY:

Director of Emergency Management- \$120,000 - \$180,000

Emergency Management Director (State or Large County) -
\$140,000 - \$200,000+

Chief Resilience Officer / Chief of Homeland Security-
\$150,000 - \$220,000

Role Highlights:

- Oversees cross-sector emergency planning
- Oversees statewide or regional emergency systems
- Manages multi-million-dollar budgets and federal grants

Build experience and pursue
advanced training and certifications.

Nursing Career Path

Degree: Nursing (ADN, BSN, MSN, DNP, PhD), Practical Nurse (LPN/ LVN Certificate)

ENTRY LEVEL/ ASSOCIATED DEGREE PATHWAY:

Staff Nurse- \$64,000 - \$80,000

Public Health Nurse- \$66,000 - \$83,000

Behavioral Health Nurse- \$82,000 - \$100,000

Home Health Nurse- \$84,000 - 72,000

School Nurse (entry level)- \$60,000 - \$72,000

Role Highlights:

- Basic patient care
- Vital signs, wound care, medication administration (varies by facility)
- Works under supervision of RNs and physicians

Start a bachelor's program through an accredited college

Graduate with BPH

BACHELOR'S DEGREE PATHWAY:

Charge Nurse- \$82,000 - \$124,000

Public Health Nurse- \$67,000 - \$103,000

Case Manager- \$87,000 - \$133,000

Infection Prevention Nurse- \$82,000 - \$120,000

Quality Improvement Nurse- \$89,000 - \$108,000

Specialty areas (ER, ICU, Labor & Delivery, Pediatrics)- \$80,000 - \$140,000

Role Highlights:

- Community assessments
- Manage complex clinical situations
- Supporting unit operations

Gain a bachelor's in Nursing

MASTER'S DEGREE PATHWAY:

Advanced Practice Registered Nurse (APRN)- \$117,000 - \$165,000

Nursing Faculty- \$73,000 - \$148,000

Director of Nursing- \$120,000 - \$194,000

Clinical Nurse Leader- \$106,000 - \$155,000

Program Manager (public health, community health)- \$90,000 - \$145,000

Role Highlights:

- Program coordination
- Policy implementation
- Data-driven decision-making
- Supervising entry-level nurses

Earn a master's degree; continue advancing through specialized training and professional certifications.

Graduate with MPH

Continue to Advance

ADVANCED PATHWAY:

Critical Care (CCRN)- \$85,000 - \$108,000

Emergency Nursing (CEN)- \$73,000 - \$117,000

Psychiatric-Mental Health (PMH-BC)- \$80,000 - \$115,000

Public Health Nursing (PHN)- \$67,000 - \$121,000

Nurse Executive (NE-BC)- \$153,000 - \$372,000

Infection Control (CIC)- \$70,000 - \$121,000

Role Highlights:

- Advanced clinical practice
- Healthcare systems leadership
- Policy and quality improvement

Build experience and pursue advanced training and certifications.

Community Nursing Career Path

Degree: Nursing, Public Health, Community Health, Health Promotion

ENTRY LEVEL/ ASSOCIATES DEGREE PATHWAY:

Community Health Worker- \$30,000 - \$65,000

Health Educator- \$54,000 - \$69,000

Registered Nurse- \$69,000 - \$90,000

Public Health Nurse- \$66,000-\$83,000

Community Health Nurse- \$63,000- \$75,000

Public Health Clinical Nurse- \$65,000 - \$90,000

School Nurse (entry level)- \$60,000- \$72,000

Role Highlights:

- Direct patient care
- Immunizations
- Health education
- Community outreach

Start a bachelor's program through an accredited college

BACHELOR'S DEGREE PATHWAY:

Health Communications Specialist - \$87,000 - \$106,000

Public Health Nurse- \$66,000-\$83,000

Community Health Nurse- \$63,000 - \$75,000

Public Health Clinical Nurse- \$65,000 - \$90,000

Health Program Specialist I and II- \$59,000 - \$92,000

Role Highlights:

- Disease investigation
- Community assessments
- Program support
- Health promotion and prevention

Gain a bachelor's in Public Health or a related field

MASTER'S DEGREE PATHWAY:

School/ Community Nutrition Program Coordinator- \$69,000 - \$109,000

Clinical Program Manager I- \$76,000 - \$114,000

Community Health Nurse II - \$60,000 - \$77,000

Health Program Manager- \$58,000 - \$75,000

Nurse Case Manager- \$66,000 - \$133,000

Role Highlights:

- Program coordination
- Policy implementation
- Data-driven decision-making
- Supervising entry-level nurses

Earn a master's degree and continue advancing through specialized training and professional certifications.

graduate with BPH

Graduate with MPH

Continue to Advance

ADVANCED PATHWAY:

Clinical Program Manager III- \$95,000 - \$128,000

Community Health Nurse III and IV- \$108,000 - \$118,000

Health Program Specialist III- \$92,000 - \$114,000

Public Health Nurse Supervisor- \$118,000 - \$145,000

Clinical Program Manager- \$106,000 - \$128,000

Nurse Practitioner - Community Health- \$117,000 - \$137,000

Director of Public Health Nursing- \$125,000 - \$153,000

Role Highlights:

- Program leadership
- Budget and grant oversight
- Policy development

Build experience and pursue advanced training and certifications.

Biostatistician Career Path

Degree: Statistics, Public Health, Data Science, Math, Biology w/
Quantitative Focus

ENTRY LEVEL/ ASSOCIATES DEGREE PATHWAY:

Disease Investigation & Intervention Specialist- \$30,000 - \$65,000

Community Health Worker (data focused)- \$30,000 - \$65,000

Clinical Research Assistant- \$50,000 - \$63,000

Health Program Specialist 1- \$54,000 - \$68,000

Role Highlights:

- Basic case investigation & interviewing
- Data entry and surveillance
- Exposure to public health data systems

Start a bachelor's program through an accredited college

graduate with BPH

BACHELOR'S DEGREE PATHWAY:

Biostatistician - \$51,000 - \$70,000

Data Analyst- \$53,000-\$63,000

Public Health Informatics Analyst- \$94,000 - \$140,000

Research Data Analyst- \$55,000-\$75,000

Quality Improvement Data Analyst (Hospital or Health System)- \$58,000-\$80,000

Role Highlights:

- Supporting study design
- Supporting program evaluation
- Building dashboards

Gain a bachelor's in Public Health or a related field

MASTER'S DEGREE PATHWAY:

Biostatistician (mid-level)- \$105,000 - \$108,000

Data Scientist- \$90,000 - \$128,000

Health Data Scientist- \$95,000 - \$130,000

Clinical Trials Statistician- \$90,000 - \$120,000

Health Outcomes Analyst / Quality Improvement Analyst- \$80,000 - \$110,000

Epidemiology Program Manager- \$110,000 - \$144,000

Role Highlights:

- Design sampling plans
- Supporting policy and program decisions
- Collaborating with researchers and clinicians

Earn a master's degree and continue advancing through specialized training and professional certifications.

Graduate with MPH

Continue to Advance

ADVANCED PATHWAY:

Senior Biostatistician- \$120,000 - \$131,000

Senior Epidemiologist- \$118,000 - \$138,000

University Faculty (Biostatistics)- Competitive with national norms

Role Highlights:

- Directing statewide surveillance
- Guiding policy decisions
- Publishing high-impact research

Build experience and pursue advanced training and certifications.

Health Program Career Path

Degree: Public Health, Health Sciences, Psychology, Sociology, Biology, Social Work, Community Health, Health Administration

ENTRY LEVEL/ ASSOCIATES DEGREE PATHWAY:
Community Health Worker- \$30,000 - \$65,000
Health Information Coordinator I-\$50,000 – \$73,000
Public Health Program Coordinator- \$23.89–\$32.12/hour

Role Highlights:

- Support community health education
- Assist with program tasks and reporting
- Support compliance and documentation
- Collecting basic health data

Start a bachelor's program through an accredited college

BACHELOR'S DEGREE PATHWAY:
Health Program Specialist I- \$64,000 - \$95,000
Health Program Coordinator- \$56,000-\$80,000
Public Health Analyst- \$55,000 - \$75,000
Community Health Program Coordinator- \$55,000 - \$75,000
Epidemiology Technician- \$48,000–\$65,000/year

Role Highlights:

- Lead community outreach and education
- Oversee daily operations of health programs
- Analyze program data and health trends

Gain a bachelor's in Public Health or a related field

MASTER'S DEGREE PATHWAY:
Health Program Specialist II- \$70,000 – \$104,000
Health Program Manager– \$76,000 - \$114,000
Public Health Program Manager- \$84,000 - \$129,000
Epidemiology Program Manager- \$110,000 - \$144,000
Preparedness Manager- \$85,000 - \$120,000
Grants & Fiscal Program Manager- \$85,000 - \$120,000

Role Highlights:

- Ensure compliance, reporting, and budget alignment
- Guide program strategy, evaluation, and community engagement
- Coordinate with counties, clinics, and community partners

Earn a master's degree and continue advancing through specialized training and professional certifications.

ADVANCED PATHWAY:
Health Program Manager III- \$100,000 - \$140,000
Division Chief / Bureau Chief (DPBH)- \$120,000 - \$160,000
Deputy Director / Health Officer- \$140,000 - \$190,000
Executive Director (Nonprofit or Health Coalition)- \$110,000 - \$180,000
Senior Epidemiologist- \$120,000–\$160,000

Role Highlights:

- Lead mission-driven health organizations
- Oversee statewide strategy, staffing, and operations
- Manage large budgets and multi-agency coordination

Build experience and pursue advanced training and certifications.

