

Environmental Health Career Path

Degree: Enviornmental 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

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

Continue to get a master's degree

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

Continue to get a master’s degree

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

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:

- FBasic 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

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 – \$148,00
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.

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.

Graduate with BPH

Graduate with MPH

Continue to Advance

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.

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.

Graduate with BPH

Graduate with MPH

Continue to Advance

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

graduate with BPH

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.

Graduate with MPH

Continue to Advance

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.

Program Manager Career Path

Degree: Public Health, Health Sciences, Health Administration, Business

ENTRY LEVEL/ ASSOCIATES DEGREE PATHWAY:
Public Health Assistant - \$38,000 - \$48,000
Program Support Specialist - \$40,000 – \$52,000
Community Health Worker- \$42,000 - \$55,000
Health Outreach Coordinator - \$45,000 - \$58,000

Role Highlights:

- Conduct community outreach engagement
- Assist with data collection and reporting
- Support program logistics and scheduling
- Maintain documentation and compliance records

Start a bachelor’s program through an accredited college

graduate with BPH

BACHELOR’S DEGREE PATHWAY:
Health Education Specialist- \$52,000 - \$72,000
Health Program Coordinator- \$55,000-\$70,000
Public Health Analyst- \$55,000 - \$75,000
Community Program Supervisor- \$60,000 - \$75,000
Workforce Development Coordinator- \$55,000–\$68,000

Role Highlights:

- Develop community outreach material
- Manage program activities and timelines
- Coordinate partnerships with agencies and nonprofits

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

MASTER’S DEGREE PATHWAY:
Health Program Manager– \$80,000 - \$110,000
Public Health Consultant- \$85,000 - \$115,000
Health Policy Analyst - \$78,000 - \$105,000
Community Health Program Director - \$95,000 - \$120,000
Grants & Fiscal Program Manager- \$85,000 - \$120,000

Role Highlights:

- Manage compliance reports, budgets, and grants
- Guide program strategy, evaluation, and community engagement
- Lead program strategy and implementation
- Develop policy recommendations and strategic plans

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

Graduate with MPH

Continue to Advance

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
Chief Program Officer (Nonprofit/For-profit) - \$120,000 - \$180,000

Role Highlights:

- Represent the agency at legislative and executive levels
- Shape public health policy and strategic direction
- Manage large budgets and multi-agency initiatives

Build experience and pursue advanced training and certifications.

Social Services Career Path

Degree: Human Services, Social Work, Psychology, Marriage and Family Therapy, Public Health

ENTRY LEVEL/ ASSOCIATES DEGREE PATHWAY:

Social Services Assistant- \$36,000 - \$45,000
Human Services Specialist I-\$38,000 – \$50,000
Case Aide - \$40,000 - \$52,000
Community Outreach Worker - \$40,000 - \$50,000

Role Highlights:

- Provide basic crisis support and referrals
- Assist case managers with documentation and client follow-up
- Conduct outreach and connect clients to services

Start a bachelor’s program through an accredited college

graduate with BPH

BACHELOR’S DEGREE PATHWAY:

Social Worker I- \$50,000 - \$65,000
Case Manager- \$52,000-\$68,000
Program Coordinator (Social Services)- \$55,000 - \$70,000
Victim Advocate- \$48,000 - \$62,000

Role Highlights:

- Manage caseloads and develop service plans
- Conduct assessments and coordinate care
- Collaborate with courts, schools, and community partners

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

MASTER’S DEGREE PATHWAY:

Licensed Master Social Worker (LMSW) - \$65,000 – \$85,000
Clinical Social Worker – \$65,000 - \$90,000
Program Manager - \$75,000 - \$95,000
Behavioral Health Therapist - \$70,000 - \$90,000
Child Welfare Supervisor - \$72,000 - \$95,000

Role Highlights:

- Provide therapy, counseling, and clinical assessments
- Supervise case managers and program staff
- Lead program development and quality improvement
- Manage grants, budgets, and reporting

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

Graduate with MPH

Continue to Advance

ADVANCED PATHWAY:

Licensed Clinical Social Worker (LCSW) - \$95,000 - \$120,000
Division Chief / Bureau Chief (DPBH)- \$120,000 - \$160,000
Clinical Program Manager- \$105,000 - \$140,000
Director of Social Services - \$115,000 - \$160,000
Executive Clinical Administrator - \$130,000 - \$160,000

Role Highlights:

- Provide advanced clinical therapy and diagnostics
- Oversee statewide or reginal social service programs
- Supervise managers, clinicains, and multi-disciplinary teams

Build experience and pursue advanced training and certifications.