

Competency Guidelines for Public Health Laboratory Professionals



Career Path vs Career Ladder

What is the Difference?

Career Path

A track of employment with a progression of acquired education, experience, achievement and responsibility, moving through job positions within a professional field or organization. For example, an analytical track career path, a managerial track career path, or a quality management track career path.

A Career Path is designed to encourage students to enter a certain field of study (e.g., public health laboratory science) and to demonstrate the possibilities within that field of study.

A career path for a field of study in laboratory science can begin with a position as a laboratory aide, then a laboratory technician, followed by a laboratory scientist. This career path then opens up a wealth of interrelated laboratory science tracks, and a professional has the ability to move from one track to another over the course of a career.

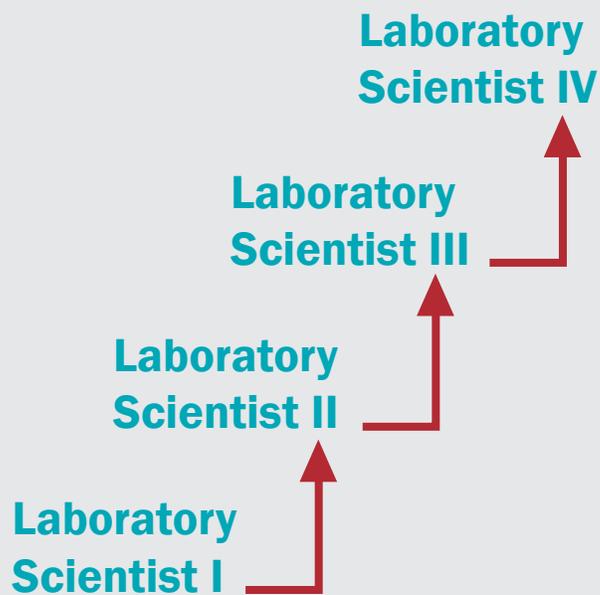
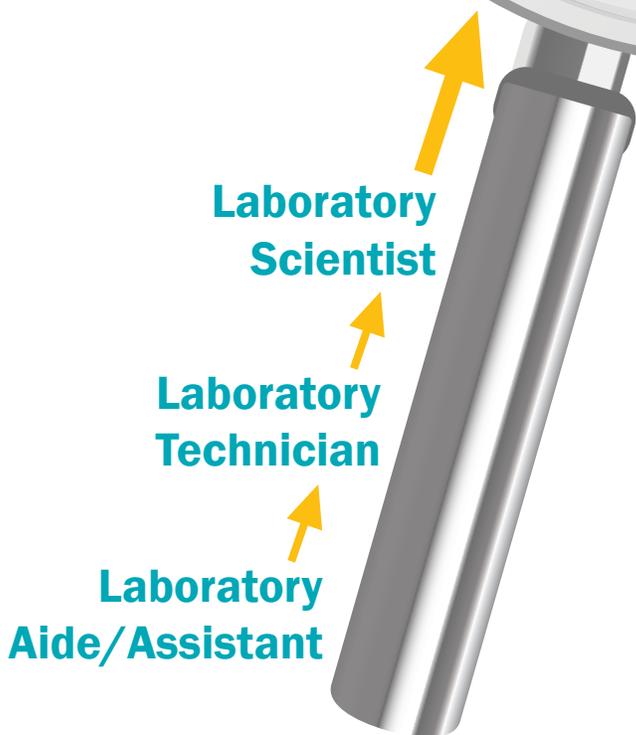
Career Ladder

A series of steps within a job classification, each with increasing responsibility as expertise is developed, allowing for recognition of professional growth. The steps in the career ladder may require competition for advancement. For example, progressing through the federal GS system, or moving from a laboratory scientist I to laboratory scientist II to laboratory scientist III.

A Career Ladder is designed to encourage and assist staff to further their professional development and to reward them for their commitment to professional growth and excellence without moving to a new career path.

Tools and resources to aid in competency implementation will be posted on www.aphl.org (Your Development > Professional Development).

TRACKS



CAREER PATH

CAREER LADDER