



Oh, The Places You'll Go and the Tools You Can Use – Building a Purposeful Career in IPC

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Nothing to disclose



Objectives



Discuss the benefits of professional development in infection prevention and control



Identify resources to support ongoing professional development



Develop a personalized professional development plan that supports growth and career advancement

Welcome to the wonderful world of IPC!



You have brains in your head.

You have feet in your shoes.

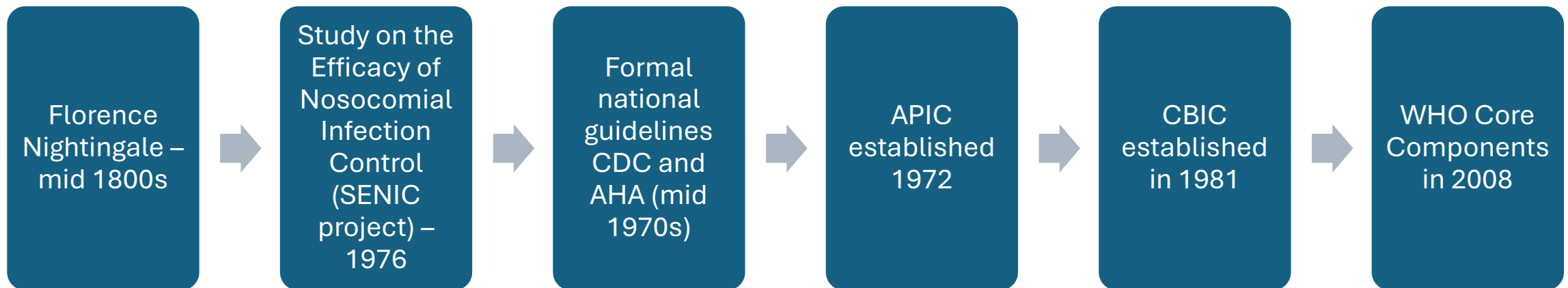
*You can steer yourself any
direction you choose.*

You're on your own.

And you know what you know.

*And YOU are the guy who'll
decide where to go.*

A brief timeline of IPC...



Developmental Path of the IP

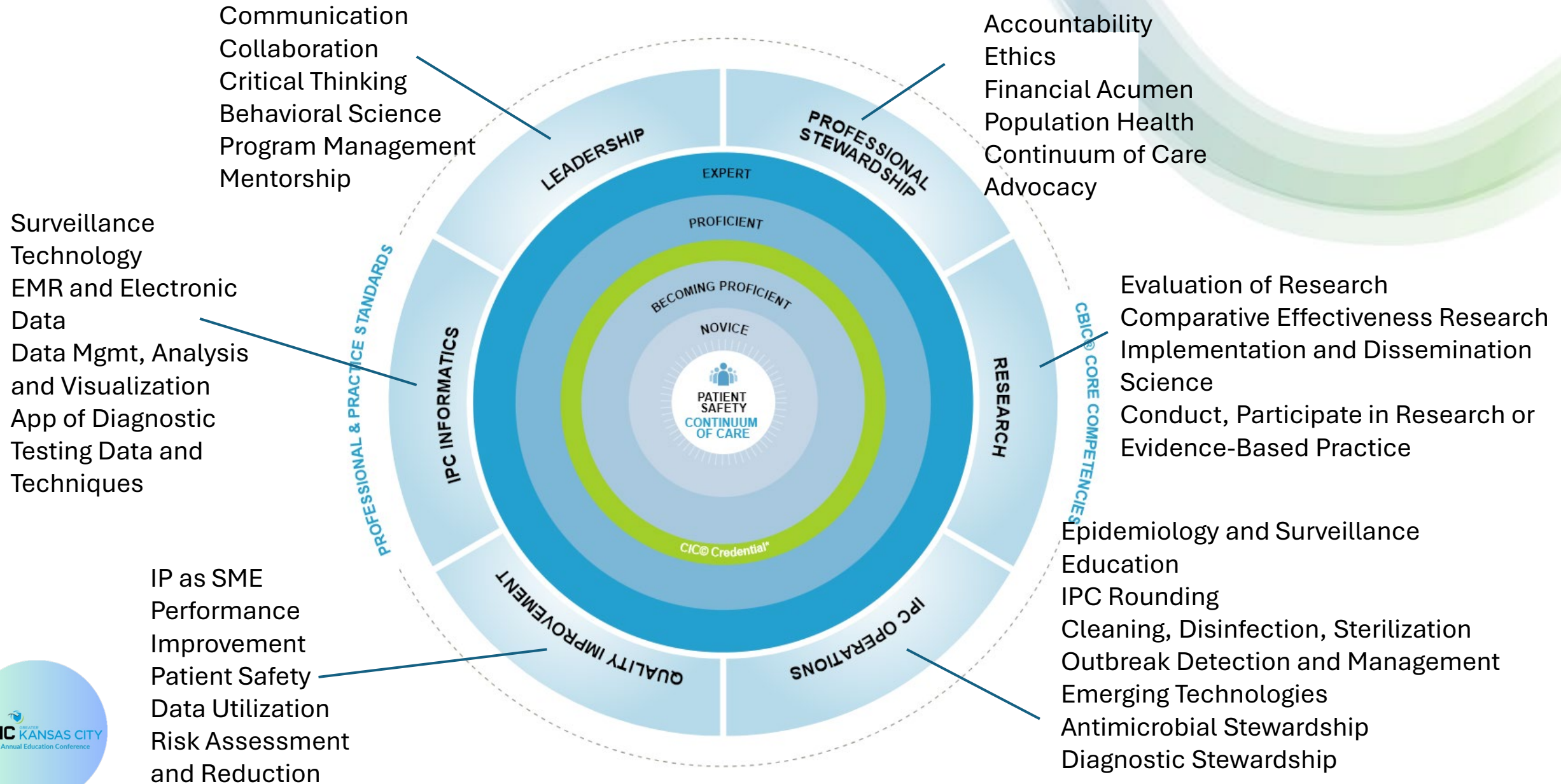
Novice

Becoming Proficient

Proficient

Expert

APIC Competency Model



Certification

- Demonstration of a mastery of knowledge
- Represents a commitment to the field
- Signals to employers and colleagues a commitment to professional growth
= professional credibility



CBIC Core Competencies

Identification of
Infectious Disease
Processes

Surveillance and
Epidemiologic
Investigation

Preventing/Controlling
the Transmission of
Infectious Agents

Environment of Care

Cleaning, Disinfection,
Sterilization of Medical
Devices and
Equipment

Employee/
Occupational Health

Management and
Communication

Education and
Research

CBIC Certifications



a-IPC

- Associate Infection Prevention and Control
- Entry level certification exam
- Measure of basic IPC knowledge
- Intended for Novice IP and folks interested in pursuing a career in IPC
- No eligibility requirements



CBIC Certifications



CIC

- Certified in Infection Control
- Standard measure of the knowledge, skills and abilities expected of proficient professionals working in IPC
- Eligibility requirements:
 - Completed a post-secondary education degree in health-related field
 - IPC role
 - IPC work experience for at least one-year full time, two years part time or 3,000 hours

CBIC Certifications



LTC-CIP

- Long-Term Care Certification in Infection Prevention
- Standardized measure of knowledge, skills and abilities expected of experienced professionals working in IPC within a long-term care setting
- Eligibility requirements:
 - Same as CIC
 - IPC role in LTC setting

CBIC Certifications



AL-CIP

- Advanced Leadership Certification in Infection Prevention and Control
- Eligibility requirements:
 - Demonstrated positive impact on the profession: Active engagement and advanced infection prevention and control practice, leadership, education, research, policy and/or advocacy for a minimum of 5-10 years
 - Active CIC and/or LTC-CIP certification



Contents lists available at [ScienceDirect](#)

American Journal of Infection Control

journal homepage: www.ajicjournal.org

AJIC
American Journal of
Infection Control

Practice forum

APIC professional and practice standards

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Standards of Professional Performance



Qualifications

Preferred post-secondary education

Analytical, Problem solving, Collaboration and communication, Ability to implement evidenced-based guidelines, Conflict management, Program and project management, Expertise in data mining, report writing, and/or data presentation, and Leadership



Professional Development through Certification

Competency in the domains as set by CBIC and future-oriented domains in competency model

Ongoing professional development

Standards of Professional Performance



Professional Accountability

Professional goals, competency assessment, seeking feedback, maintaining current knowledge, actively participating in professional organizations, advocacy



Ethics

Safety, health and welfare of the public; following laws and regulations, maintaining confidentiality, demonstrate honor, integrity, dignity and respect, professional competence, engage in research in ethical manner

Standards of Practice

Surveillance/
Epidemiology

Education

Collaboration/
Consultation

Program Management

Performance
Improvement

Leadership

Implementation
Science

Research

Technology

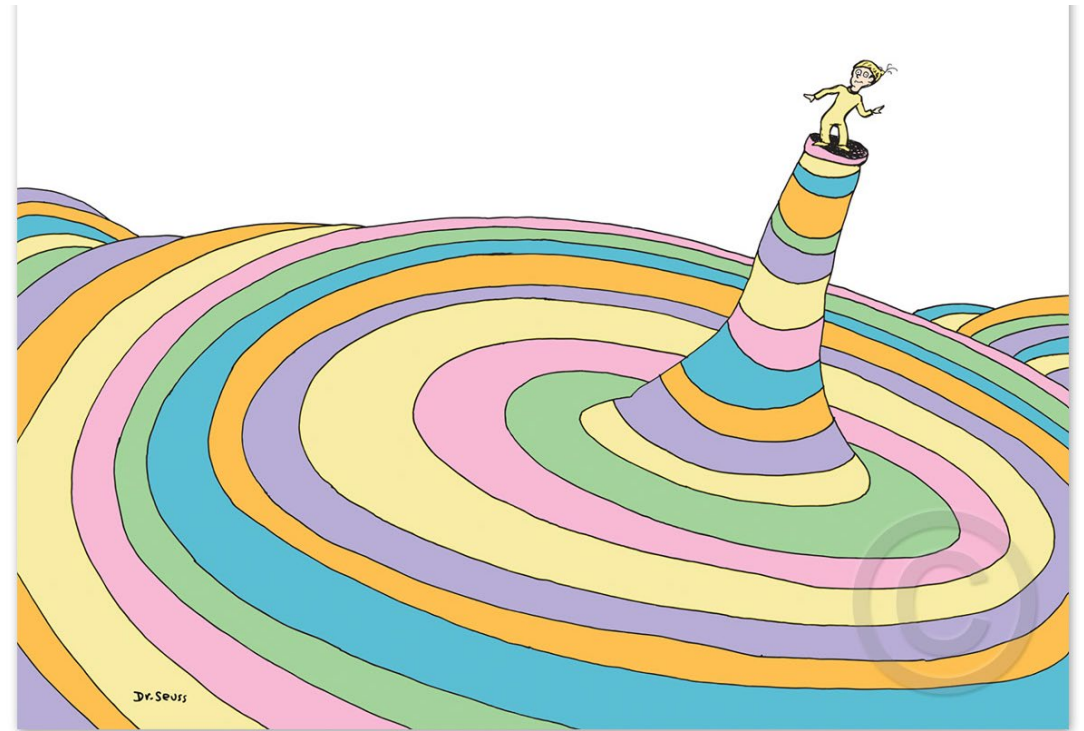
Occupational Health

Fiscal Responsibility



Roadmap for the Novice IP

- Free!
- Interactive online tool
 - Mobile responsive on various platforms
- Orientation/Training
- Divided into Novice and Becoming Proficient sections aligned with competency model
- Resources and checklists



IP Career Development and Advancement Guide

Career Stages, Paths, and Ladders

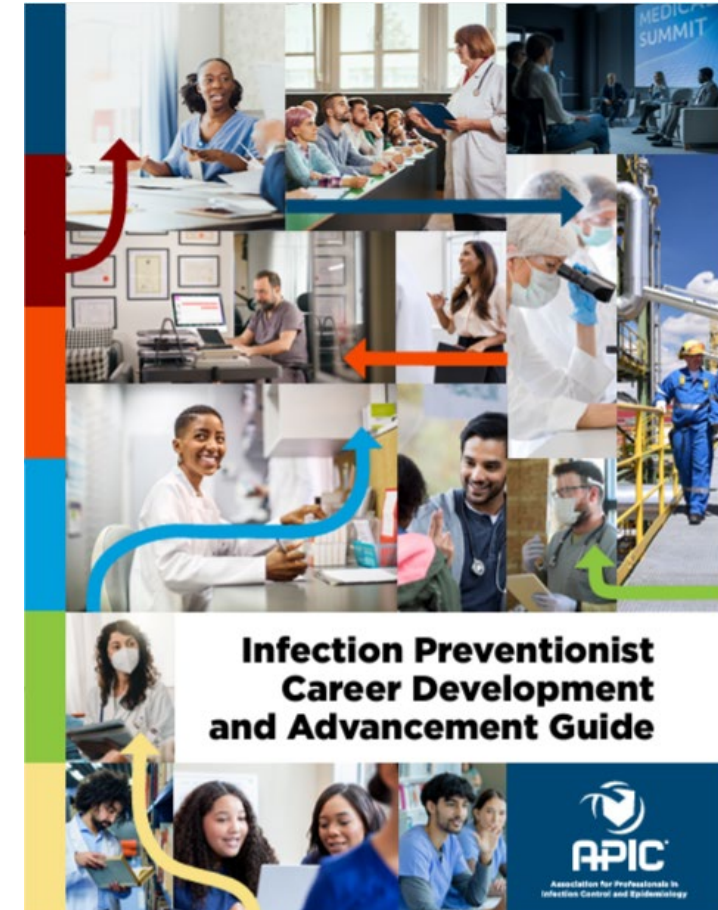
Job Description Templates

Career Stage Competency Assessments

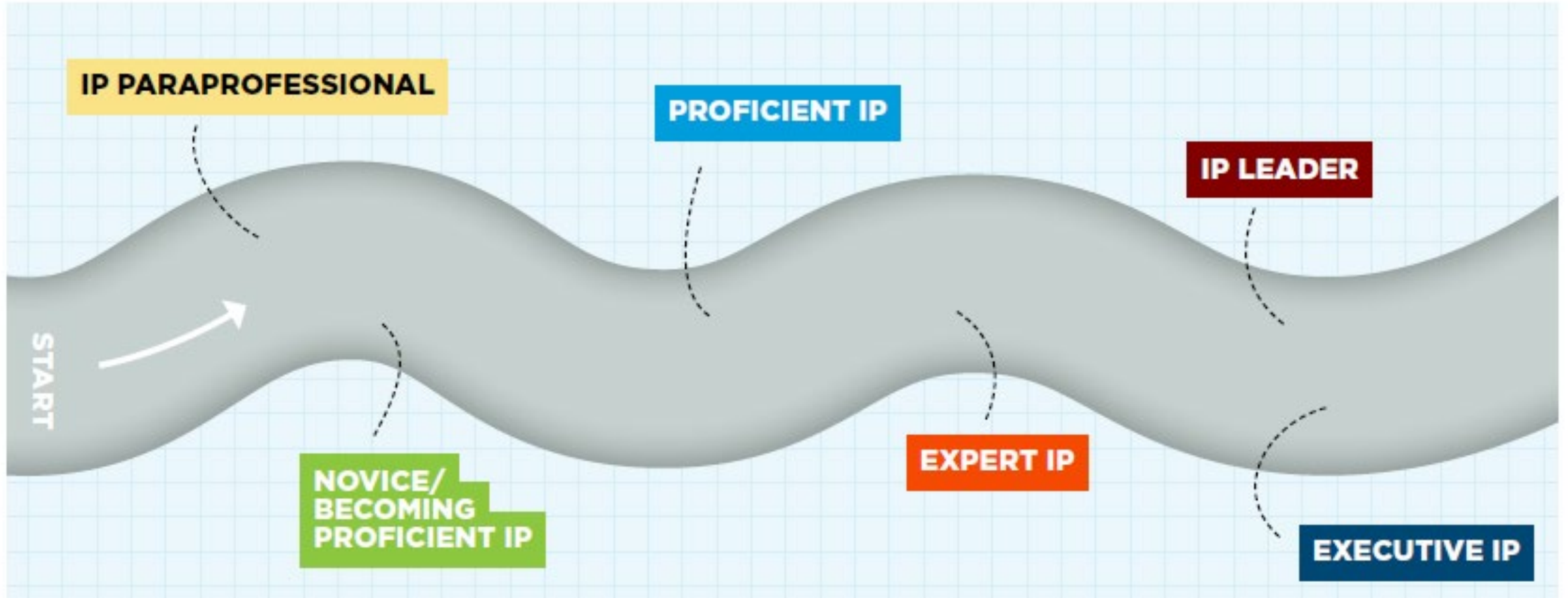
Orientation and Training

Self-Assessments

Professional Development Plan



Career Stages



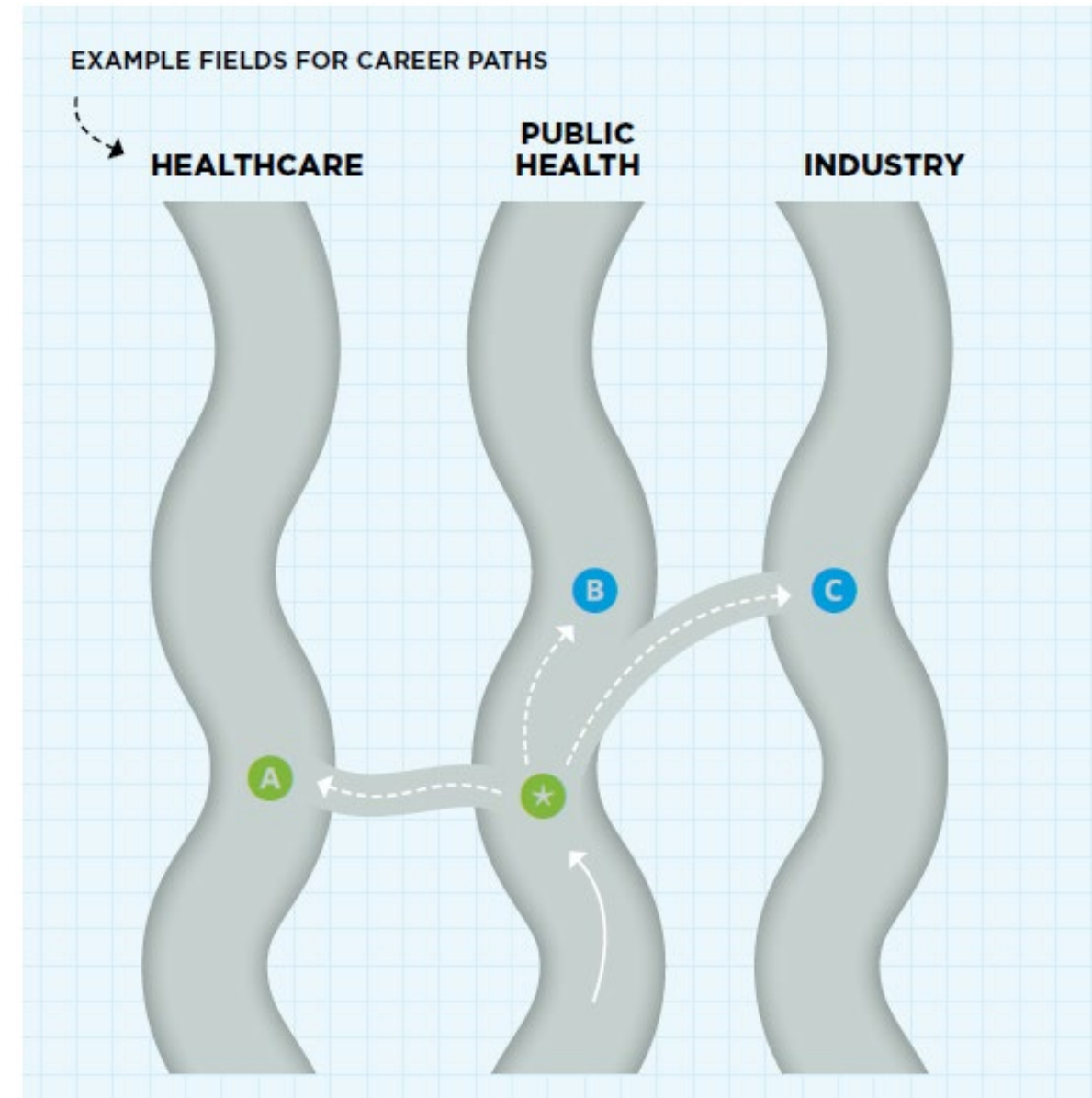
Career Stage	Recommended Background	Certification	Level of Leadership
All Stages	Degree in health science, healthcare delivery, public health, laboratory science, or related field		
IP Paraprofessional	Or diploma, certificate		Led by an IP
Novice & Becoming Proficient IP	And experience in a healthcare, public health, laboratory, or related field	a-IPC preferred	Leading yourself and influencing others
Proficient IP	And IPC experience	Certification in Infection Prevention and Control (CIC*) and/or	
Expert IP	And increasing IPC experience		
IP Leader	And increasing IPC experience	Long-term Care Certification in Infection Prevention (LTC-CIP)	Leading the Team
Executive IP	And leadership experience and significant IPC experience		Leading the Organization/ System



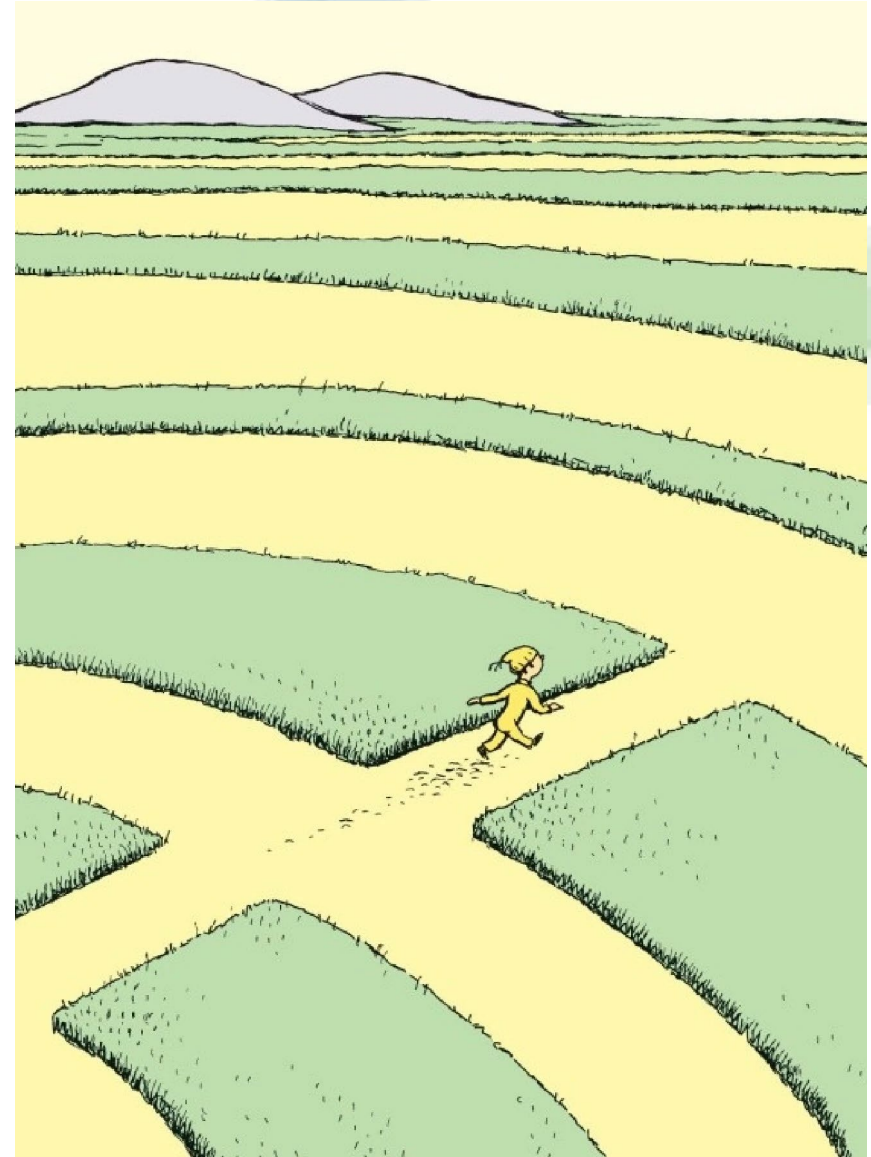
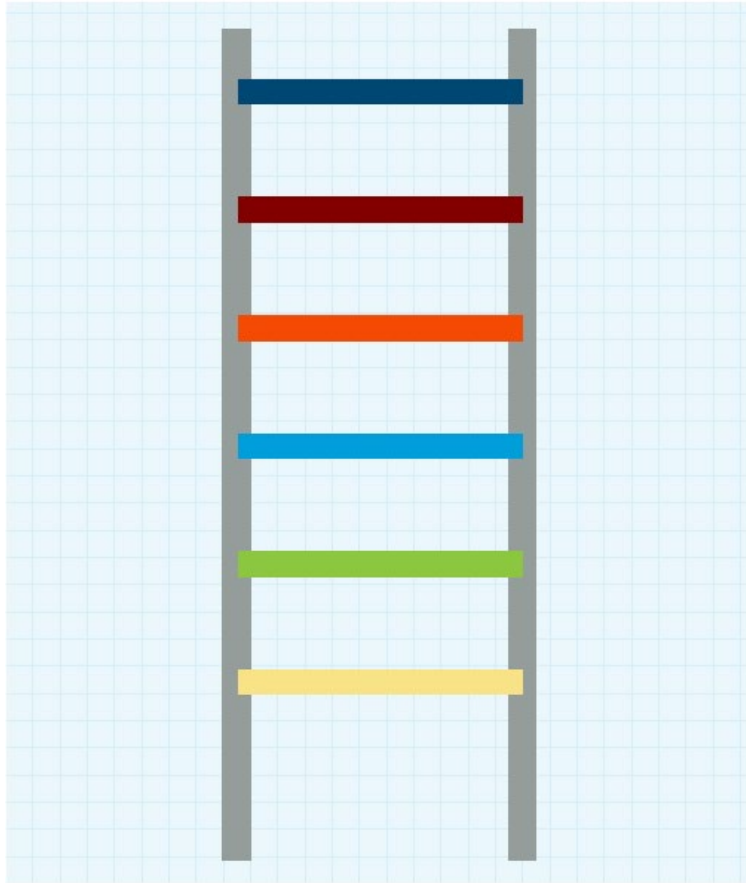
Career Paths

In this example career path, ★ the IP started in the Novice/Becoming Proficient career stage in a public health setting and is now choosing between:

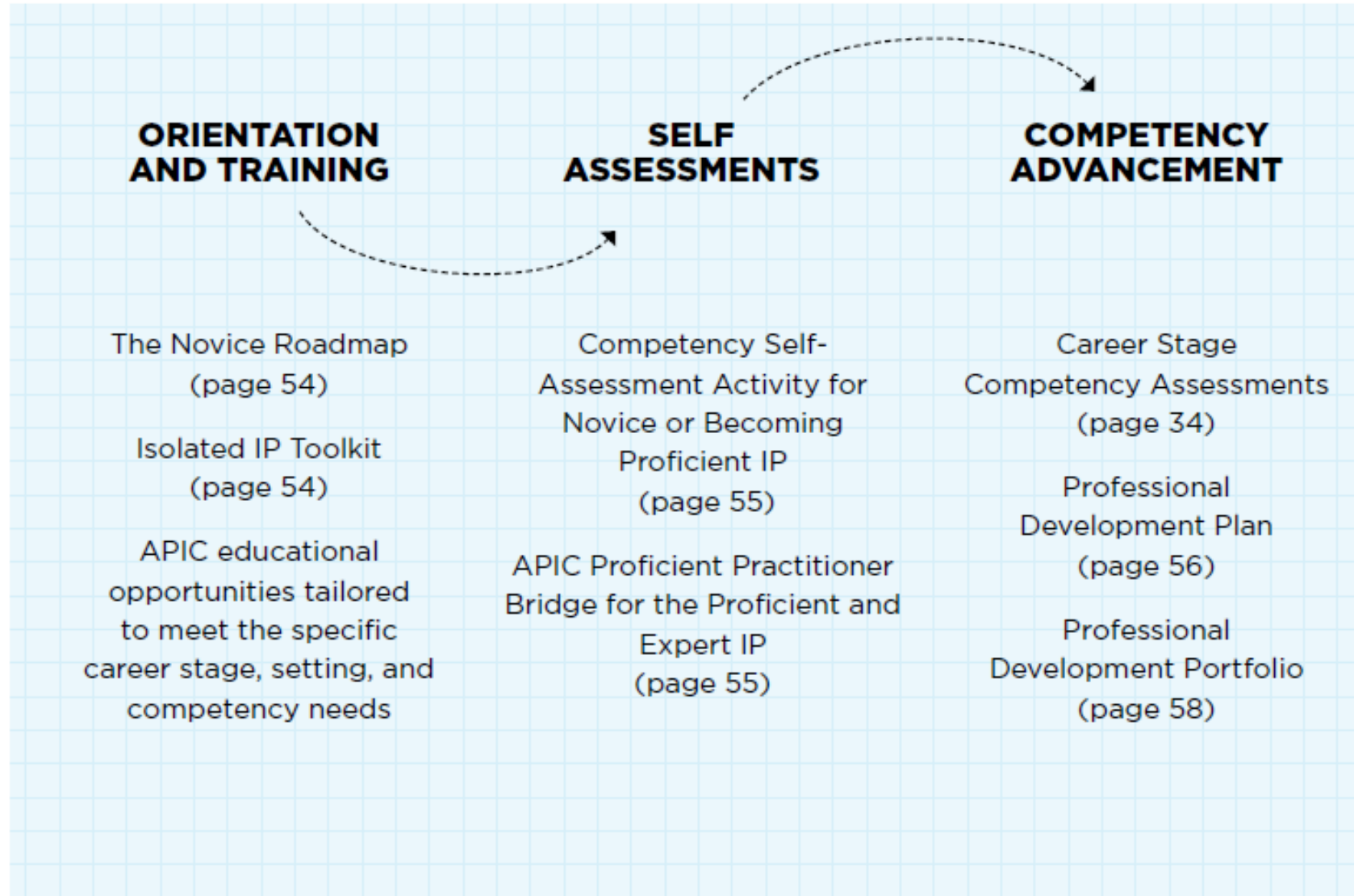
- A** Pivoting to the Novice & Becoming Proficient IP career stage in a healthcare setting
- B** Advancing to the Proficient IP career stage in public health setting
- C** Advancing to the Proficient IP career stage in the industry setting



Career Ladders



Tools and Resources



Let's get really real...

- Imposter syndrome
- Alphabet soup
- Networking
- Public speaking
- Getting stuck
- Overwhelmed, burned out, uninspired



So where do I start?

- Job description and self-assessment
- Get involved in APIC – local chapter and national volunteer
- Get involved in other relevant professional organizations
 - CBIC, SHEA, AORN, etc.
- Prepare for certification
- Set goals – advanced degree, certifications, networking, participation, achievements
- Explore the field
- Create a professional development plan

The Infection Preventionists Creed

I am an Infection Preventionist

I am a guardian of health, entrusted with the protection of patients, residents, healthcare workers and community.

I stand as the first line of defense against infection and harm.

I am vigilant, relentless and adaptable.

I combine science with compassion, knowing that safety is achieved through informed decisions.

I confront uncertainty with calm and balance prevention with practicality.

I am committed to reducing risks that threaten the vulnerable.

I collaborate with others to achieve shared goals and will challenge compromises to safety.

I am an educator, a leader and a guardian.

I will uphold the highest standards of infection prevention and control.

I will not rest because lives depend on my diligence.

I am an infection preventionist

Credit: Aaron A. Woodall; used with permission



So . . .
be your name Buxbaum or Bixby or Bray
or Mordecai Ali Van Allen O'Shea,
you're off to Great Places!
Today is your day!
Your mountain is waiting.
So . . . *get on your way!*



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