Appendix A

**OS&H Workforce Assessment
Employer Survey Instrument**

Thank you for your willingness to help us assess the state of the nation's occupational safety and health (OS&H) professional workforce. Please note that in this survey, we will be asking you about OS&H at the following location only:

ESTABLISHMENT NAME

ESTABLISHMENT ADDRESS

We realize that your organization may have multiple locations. Any of your locations could have been sampled for this project. While the one location addressed in this survey may not represent your entire organization, the locations sampled for the project are representative of workplaces across the nation that are most likely to employ occupational safety and health workers.

If there is someone else in your organization who would be a more knowledgeable respondent for this survey, we ask that you forward the letter or email containing your survey PIN to that individual. If more than one individual is needed to complete the survey, we ask that you work together in to provide information that is as complete as possible.

 If you have any questions, please contact Westat toll-free at 1-xxx-xxx-xxxx (or by email: Support@OSHSurvey.org).

Overview

This page provides information about:

- What kinds of questions you'll be asked

- How to navigate through the survey

- When are your answers saved

- The three ways to leave the survey: Exit, Timeout, and Submit

What kinds of question will be asked?

There are four sections to the survey (though not all may apply to you):

1. Your Occupational Safety and Health Professionals

2. Training Needs of Your Occupational Safety and Health Professionals

3. Future Hires in Occupational Safety and Health

4. About this Location

How to navigate through the survey

Each page of the survey has two buttons that allow you move forward and backward through the pages of the survey. They are the "Previous Page" and "Next Page" buttons, appearing at the button of the page. You can change your responses as often as you like, and you can revisit sections of the survey as often as you like.

When are your answers saved?

Your answers are saved each time you move to a new page, go back to an earlier page, or exit the survey by clicking on "Save & Exit". If you click on the X in your browser window to exit the survey, your responses on the current page will not be saved. If you need to leave the survey before you have completed it, always click on the "Save & Exit" button that appears on each page of the survey.

The three ways to leave the survey: Exit, Timeout, and Submit

Exit

You do not have to complete the survey in one sitting. If you wish to exit the survey to return at a later time, all you have to do is click on the "Save & Exit" button and all your responses will be saved. However, your survey will not be considered complete until you "submit" it (see Submit section below).

Timeout

After 25 minutes of inactivity (that is, you haven't interacted with the survey in 25 minutes), you will be given a "timeout" warning.   After you get this warning, you'll have 5 minutes to resume activity or you will be timed out. If you are timed out, new or changed responses to the questions on your current page will <u>not</u> be saved.

Submit

After you have navigated through the last section of the survey, you will be taken to a Finish page. If you have left any questions blank, you will be notified of this and you will be given the opportunity to go back and fill in missing answers. If you are satisfied that you are done with the survey, you will be instructed to click on the "Submit Survey" button, and this will complete your participation. Once you have clicked on this button, your survey is considered complete and you will not be able to access the survey online again.

Where you can get help if you have additional questions

If you have any questions, please email us at Support@OSHSurvey.org. You can also call us toll-free at 1-xxx-xxx-xxxx.

Q1. First, we would like to know if any occupational safety and health (OS&H) professionals were employed by this location (i.e. this worksite, building, plant, etc.) at the end of December, 2010. Please include only staff you directly employ. Be sure to count <u>yourself</u> (if applicable).

- By OS&H professional, we mean a person who meets each of the following three criteria: 1) has obtained at least a bachelor's degree in OS&H or a related field, 2) has experience in the OS&H field, and 3) devotes a significant portion of work time to the OS&H field. OS&H professionals in some disciplines (e.g., medicine, nursing, hygiene, safety) may also be formally certified by a professional body that has established competency standards. However, certification is <u>not</u> required for being counted in this survey.

- Below is a list of some OS&H fields. You can click on each for a description of the profession

[NOTE: definitions are shown pages 32-33.

<u>Occupational Safety</u>	<u>Occupational Health Physics</u>
<u>Industrial Hygiene</u>	<u>Occupational Injury Prevention</u>
<u>Occupational Medicine</u>	<u>Occupational Epidemiology</u>
<u>Occupational Health Nursing</u>	<u>Occupational Health Psychology</u>
<u>Occupational Ergonomics</u>	

Check one: Q1 1=yes 2=no

○ OS&H professionals were employed by this location at the end of December, 2010
○ No OS&H professionals were employed by this location at the end of December, 2010 → Skip to Question 2.

Q1a. How many OS&H professionals were employed by this location at the end of December, 2010?

_____   Q1a 3 columns

Q2. Does this location expect to hire any OS&H professionals within the next five years? Consider both new positions and positions to replace staff that leave.   Q2 1=yes 2=no 3=not sure

○ Yes
○ No
○ Not Sure

Respondents who answer "Yes" to Q1 will continue to the next page

Respondents who answer "No" to Q1 are ineligible for the survey

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YOUR OCCUPATIONAL SAFETY AND HEALTH (OS&H) PROFESSIONALS

We have several questions about each of the occupational safety and health (OS&H) professionals employed by this location. The table below allows for up to eight OS&H professionals – if you have more than eight OS&H professionals, please allow us to assist in selecting a random sample of 8 for which to report - contact us at xxx-xxx-xxxxx or Support@OSHSurvey.org.

Before answering questions 3-5 below, please enter your own identifier(s) for each of these persons in the first column, such as their first name or initials (such as "MS" for Mary Smith). This information will NOT be submitted with the survey data – it will be erased when you complete and submit your answers. Please do not overlook yourself (if applicable).

	Person Identifier (first name or initials)	**Q3. In a typical week, how many hours does this person work?**	**Q4. What percentage of this person's time is spent working in activities related to OS&H?**
1	P1 8 columns	Q3P1 2 columns _____ hours	*[Each row in this column will a drop-down menu showing percentages in increments of 5, i.e., 5%, 10%, ...100%]* Q4P1 .
2	P2 8 columns	Q3P2 2 columns _____ hours	Q4P2
3	P3 8 columns	Q3P3 2 columns _____ hours	Q4P3
4	P4 8 columns	Q3P4 2 columns _____ hours	Q4P4
5	P5 8 columns	Q3P5 2 columns _____ hours	Q4P5
6	P6 8 columns	Q3P6 2 columns _____ hours	Q4P6
7	P7 8 columns	Q3P7 2 columns _____ hours	Q4P7
8	P8 8 columns	Q3P8 2 columns _____ hours	Q4P8

YOUR OCCUPATIONAL HEALTH AND SAFETY (OS&H) PROFESSIONALS

Q5. We would like to know the specific areas or disciplines of occupational and safety and health (OS&H) in which these professionals work. *[Note: Questions 5c and 5d will appear grayed out until R indicates less than 100% for primary field]*

	Person Identifier (first name or initials)	Q5a. What is this person's primary OS&H job category? (the category that accounts for the largest amount of this persons OS&H work time – if you would like to see descriptions of the job categories, click here)	Q5b. What percentage of this person's time in OS&H activity is spent working in their primary OS&H field?	Q5c. If this person performs work in a second OS&H job category, please indicate which one:	Q5d. What percentage of this person's time in OS&H activity is spent working in their <u>secondary</u> OS&H field?
1	*[carried over from Screen 1]*	*[Each row in this column will show a drop-down menu of the nine OSH categories, plus "Other OSH profession." If R chooses "Other" an entry box will also appear.]* Q5AP1	*[Each row in this column will a drop-down menu showing percentages in increments of 5, i.e., 5%, 10%, 15%, ...100%]* Q5BP1	*[Each row in this column will show a drop-down menu of the nine OSH categories, plus "Other OSH profession." If R chooses "Other" an entry box will also appear.]* Q5CP1	*[Each row in this column will a drop-down menu showing percentages in increments of 5, i.e., 5%, 10%, ...100%]* Q5DP1
2	*[carried over from Screen 1]*	Q5AP2	Q5BP2	Q5CP2	Q5DP2
3	*[carried over from Screen 1]*	Q5AP3	Q5BP3	Q5CP3	Q5DP3
4	*[carried over from Screen 1]*	Q5AP4	Q5BP4	Q5CP4	Q5DP4
5	*[carried over from Screen 1]*	Q5AP5	Q5BP5	Q5CP5	Q5DP5
6	*[carried over from Screen 1]*	Q5AP6	Q5BP6	Q5CP6	Q5DP6
7	*[carried over from Screen 1]*	Q5AP7	Q5BP7	Q5CP7	Q5DP7
8	*[carried over from Screen 1]*	Q5AP8	Q5BP8	Q5CP8	Q5DP8

YOUR OCCUPATIONAL HEALTH AND SAFETY (OS&H) PROFESSIONALS

	Person Identifier	Q6. What is the highest level of education this person has completed in their primary OS&H (or closely related) field? Q6P1 – Q6P8	Q7. Does this person hold an active professional certification in their primary OS&H field? If you would like to see examples of relevant certifications, click here. (Please do not count certifications granted by OSHA and MSHA) Q7P1 – Q7P8	Q8. Which of the following age categories applies to this person? Q8P1 – Q8P8	Q9. Do you think that this person is likely to retire or leave the profession within the next year? Q9P1 – Q9P8
1	*[carried over from Screen 1]*	*[Each row in this column will show the education categories shown below. But unique if Q5APX=Occupational Medicine. See below]*	○ Yes, in primary field =1 ○ Yes, in another field =2 ○ No, but working towards it =3 ○ No, not working towards it =4	○ 60 or older =1 ○ 50-59 =2 ○ 49 or younger =3	○ Yes =1 ○ No =2
2	*[carried over from Screen 1]*		○ Yes, in primary field ○ Yes, in another field ○ No, but working towards it ○ No, not working towards it	○ 60 or older ○ 50-59 ○ 49 or younger	○ Yes ○ No
3	*[carried over from Screen 1]*	*Standard set of response categories for Q6 will be:*	○ Yes, in primary field ○ Yes, in another field ○ No, but working towards it ○ No, not working towards it	○ 60 or older ○ 50-59 ○ 49 or younger	○ Yes ○ No
4	*[carried over from Screen 1]*	○ Bachelor's degree =1 ○ Master's degree =2 ○ Doctoral degree =3	○ Yes, in primary field ○ Yes, in another field ○ No, but working towards it ○ No, not working towards it	○ 60 or older ○ 50-59 ○ 49 or younger	○ Yes ○ No
5	*[carried over from Screen 1]*	*For Occupational Medicine:*	○ Yes, in primary field ○ Yes, in another field ○ No, but working towards it ○ No, not working towards it	○ 60 or older ○ 50-59 ○ 49 or younger	○ Yes ○ No
6	*[carried over from Screen 1]*	○ M.D. with residency training in occupational medicine =4	○ Yes, in primary field ○ Yes, in another field ○ No, but working towards it ○ No, not working towards it	○ 60 or older ○ 50-59 ○ 49 or younger	○ Yes ○ No
7	*[carried over from Screen 1]*	○ M.D. with residency training in another area of medicine =5	○ Yes, in primary field ○ Yes, in another field ○ No, but working towards it ○ No, not working towards it	○ 60 or older ○ 50-59 ○ 49 or younger	○ Yes ○ No
8	*[carried over from Screen 1]*		○ Yes, in primary field ○ Yes, in another field ○ No, but working towards it ○ No, not working towards it	○ 60 or older ○ 50-59 ○ 49 or younger	○ Yes ○ No

Respondents will next be presented with the appropriate section on training needs for each OSH area in which they reported at Q5a at least one professional working as their primary field.

If no employees were identified in a given OHS area, then the training needs section for that OSH should not be presented.

(SEE INSTRUCTION AT BEGINNING OF EACH TRAINING NEEDS SECTION)

TRAINING NEEDS OF YOUR <u>OCCUPATIONAL SAFETY</u> PROFESSIONALS

You indicated that (*identifier 1, identifier 2,..*) was employed at this location in occupational safety at the end of 2010.

Q1. In what specialties or technical aspects of their jobs do you believe that at least some of your occupational safety professionals could benefit from additional training?

Examples include:

> *Investigating accidents*
> *Planning for / responding to emergencies*
> *Ergonomics*
> *Fire safety*
> *Electrical safety*
> *Industrial hygiene*
> *Hazardous materials management*
> *Finding and utilizing sources of safety information*
> *Measuring safety program outcomes (e.g., on health status, injury rates)*
> *Measuring economic value of safety programs*
> *Job Safety Analysis*

[open entry box] *SAFTR1_A* *Allow up to 240 characters*

Q2. In what additional aspects of their jobs do you believe that at least some of your occupational safety professionals could benefit from additional training?

Examples include:

> *Communicating with workers/training skills*
> *Communicating with upper management*
> *Organizational science*
> *Technical writing*
> *Leadership skills*
> *Understanding of workers' jobs*
> *Understanding of our industry (e.g., products, markets, practices)*
> *Local, state, or federal regulations*
> *Workers' Compensation*
> *Environmental regulations*

[open entry box] *SAFTR2_A* *Allow up to 240 characters*

SAFTR3

Q3. Are any of your occupational safety professionals currently pursuing any academic degree in occupational safety or a closely related field?   [yes=1, no=2]

○ Yes → How many are pursuing such a degree? _____ SAFTRHM1   2 Chars
○ No

SAFTR4

Q4. Do any of your occupational safety professionals plan to obtain academic training in <u>another area</u> of occupational safety and health within the next 5 years? [yes=1, no=2, don't know=8]

○ Yes → How many plan to do this? _____ SAFTRHM2   2 Chars
○ No
○ Don't know

NOTE: VALUES OF SAFTRHM1 AND SAFTRHM2 CANNOT BE GREATER THAN THE NUMBER OF EMPLOYEES IDENTIFIED AT TOP OF SECTION

Q5. Given the continued introduction of new technologies and systems in the workplace, are there any emerging areas of training you would like for your safety professionals to pursue? If so, what are they?

> *[open entry box]*
> SAFTR5
> *Allow up to 240 characters*

Q6. If you have any additional comments related to the training needs of your occupational safety professionals, please share them with us:

> *[open entry box]*
> SAFTR5_A
> *Allow up to 240 characters*

TRAINING NEEDS OF YOUR <u>INDUSTRIAL HYGIENE</u> PROFESSIONALS

You indicated that (*identifier 1, identifier 2,..*) was employed at this location in industrial hygiene at the end of 2010.

Q1. In what specialties or technical aspects of their jobs do you believe that at least some of your industrial hygiene professionals could benefit from additional training?

Examples include:

> *Indoor air quality*
> *Evaluating and controlling lead exposure and asbestos exposure in the workplace*
> *Emergency response planning and community right-to-know*
> *Recognition of workplace diseases*
> *Potentially hazardous agents*
> *Radiation (electromagnetic fields, microwaves)*
> *Reproductive health hazards in the workplace*
> *Proper interpretation of exposure monitoring data*
> *Detection and control of potential hazards due to noise and illumination*
> *Hazardous waste management*

> *[open entry box]*
> IHTR1_A
> *Allow up to 240 characters*

Q2. In what additional aspects of their jobs do you believe that at least some of your industrial hygiene professionals could benefit from additional training?

Examples include:

> *Communicating with workers/training skills*
> *Communicating with upper management*
> *Organizational science*
> *Technical writing*
> *Leadership skills*
> *Understanding of workers' jobs*
> *Understanding of our industry (e.g., products, markets, practices)*
> *Local, state, or federal regulations*
> *Workers' Compensation*
> *Environmental regulations*

> *[open entry box]*
> IHTR2_A
> *Allow up to 240 characters*

IHTR3

Q3. Are any of your industrial hygiene professionals currently pursuing any academic degree in industrial hygiene or a closely related field? [yes=1, no=2]

○ Yes → How many are pursuing such a degree? _____ IHTRHM1 2 Chars
○ No

IHTR4

Q4. Do any of your industrial hygiene professionals plan to obtain academic training in another area of occupational safety and health within the next 5 years? [yes=1, no=2, don't know=8]

○ Yes → How many plan to do this? _____ IHTRHM2 2 Chars
○ No
○ Don't know

NOTE: VALUES OF IHTRHM1 AND IHTRHM2 CANNOT BE GREATER THAN THE NUMBER OF EMPLOYEES IDENTIFIED AT TOP OF SECTION

Q5. Given the continued introduction of new technologies and systems in the workplace, are there any emerging areas of training you would like for your industrial hygiene professionals to pursue? If so, what are they?

[open entry box]
IHTR5
Allow up to 240 characters

 Q6. If you have any additional comments related to the training needs of your industrial hygiene professionals, please share them with us:

[open entry box]
IHTR5_A
Allow up to 240 characters

TRAINING NEEDS OF YOUR <u>OCCUPATIONAL MEDICINE</u> PROFESSIONALS

You indicated that (*identifier 1, identifier 2,..*) was employed at this location in occupational medicine at the end of 2010.

Q1. In what specialties or technical aspects of their jobs do you believe that at least some of your occupational medicine professionals could benefit from additional training?

Examples include:

> *Evidence-based clinical evaluation and treatment*
> *Determining fitness for work*
> *Developing/managing medical surveillance programs*
> *Laws and regulations related to occupational medicine*
> *Evaluating environmental health risks*
> *Disaster and emergency management*
> *Health and productivity management*
> *Medical Review officer functions*
> *Wellness and health promotion*
> *Managing mental health issues in the workplace*
> *Toxic chemical exposure*

> *[open entry box]*
> OMTR1_A
> *Allow up to 240 characters*

Q2. In what additional aspects of their jobs do you believe that at least some of your occupational medicine professionals could benefit from additional training?

Examples include:

> *Communicating with workers/training skills*
> *Communicating with upper management*
> *Organizational science*
> *Technical writing*
> *Leadership skills*
> *Understanding of workers' jobs*
> *Understanding of our industry (e.g., products, markets, practices)*
> *Local, state, or federal regulations*
> *Workers' Compensation*
> *Environmental regulations*

> *[open entry box]*
> OMTR2_A
> *Allow up to 240 characters*

Q3. Do any of your occupational medicine professionals plan to enter a formal occupational medicine residency program within the next 5 years? [yes=1, no=2, don't know=8]

○ Yes → How many plan to do this? _____ OMTRHM   2 Chars

○ No

○ Don't know

NOTE: VALUE OF OMTRHM CANNOT BE GREATER THAN THE NUMBER OF EMPLOYEES IDENTIFIED AT TOP OF SECTION

Q4. Given the continued introduction of new technologies and systems in the workplace, are there any emerging areas of training you would like for your occupational medicine professionals to pursue? If so, what are they?

> *[open entry box]*
> OMTR4
> *Allow up to 240 characters*

Q5. If you have any additional comments related to the training needs of your occupational medicine professionals, please share them with us:

> *[open entry box]*
> OMTR4_A
> *Allow up to 240 characters*

TRAINING NEEDS OF YOUR <u>OCCUPATIONAL HEALTH NURSING</u> PROFESSIONALS

You indicated that (*identifier 1, identifier 2,..*) was employed at this location in occupational health nursing at the end of 2010.

Q1. In what specialties or technical aspects of their jobs do you believe that at least some of your occupational health nursing professionals could benefit from additional training?

Examples include:

Case management and transitional work programs
Conducting health and injury assessments
Managing and evaluating substance abuse programs
Wellness and health promotion initiatives
Analyzing workplace hazards
Prevention of workplace accidents
Managing and evaluating travel health programs
Managing and evaluating workplace violence programs
Health Quality Improvement initiatives
Managing and evaluating safety programs

> *[open entry box]*
> *OHNTR1_A*
> *Allow up to 240 characters*

Q2. In what additional aspects of their jobs do you believe that at least some of your occupational health nursing professionals could benefit from additional training?

Examples include:

Communicating with workers/training skills
Communicating with upper management
Organizational science
Technical writing
Leadership skills
Understanding of workers' jobs
Understanding of our industry (e.g., products, markets, practices)
Local, state, or federal regulations
Workers' Compensation
Environmental regulations

> *[open entry box]*
> *OHNTR2_A*
> *Allow up to 240 characters*

OHNTR3

Q3. Are any of your occupational health nursing professionals currently pursuing any academic degree in occupational health nursing or a closely related field?   [yes=1, no=2]

    ○ Yes → How many are pursuing such a degree? _____ OHNTRHM1   2 Chars

    ○ No

OHNTR4

Q4. Do any of your occupational health nursing professionals plan to obtain academic training in <u>another area</u> of occupational safety and health within the next 5 years? [yes=1, no=2, don't know=8]

    ○ Yes → How many plan to do this? _____ OHNTRHM2   2 Chars

    ○ No

    ○ Don't know

NOTE: VALUES OF OHNTRHM1 AND OHNTRHM2 CANNOT BE GREATER THAN THE NUMBER OF EMPLOYEES IDENTIFIED AT TOP OF SECTION

*[Note: Q4a will only be asked if respondent has listed an occupational health nurse with a doctoral degree in the matrix. That is: **Q5A=4 and Q6=3;** Otherwise, gray out]*

OHNTR4A

Q4a. You indicated earlier that (identifier…) has a doctoral degree in nursing. Please specify which type of doctoral degree this person holds:

    ○ Doctor of Philosophy (PhD)   =1

    ○ Doctor of Nursing Science (DNSc) =2

    ○ Doctor of Nursing Practice (DNP)   =3

Q5. Given the continued introduction of new technologies and systems in the workplace, are there any emerging areas of training you would like for your occupational health nursing professionals to pursue? If so, what are they?

[open entry box] OHNTR5 *Allow up to 240 characters*

Q6. If you have any additional comments related to the training needs of your occupational health nursing professionals, please share them with us:

[open entry box] OHNTR5_A *Allow up to 240 characters*

Present this section if any item among Q5AP1-Q5AP8 = "Occupational Ergonomics" / 5

TRAINING NEEDS OF YOUR <u>OCCUPATIONAL ERGONOMICS</u> PROFESSIONALS

You indicated that (*identifier 1, identifier 2,..*) was employed at this location in occupational ergonomics at the end of 2010.

Q1. In what specialties or technical aspects of their jobs do you believe that at least some of your occupational ergonomics professionals could benefit from additional training?

Examples include:

Recognition of ergonomic hazards in equipment, manufacturing processes, and production systems
Biomechanics/prevention of work-related musculoskeletal disorders
Cognitive ergonomics / prevention of human error / enhancing human performance reliability
Instrumentation for human measurements
Facility and workstation design
Usability Testing (product design, selection of tools, etc.)
Systems Integration
Ergonomic Job Analysis
Accident/Incident investigation
Anthropometry
Prevention through design / Design reviews

[open entry box] ERGTR1_A *Allow up to 240 characters*

Q2. In what additional aspects of their jobs do you believe that at least some of your occupational ergonomics professionals could benefit from additional training?

Examples include:

Communicating with workers/training skills
Communicating with upper management
Organizational science
Technical writing
Leadership skills
Understanding of workers' jobs
Understanding of our industry (e.g., products, markets, practices)
Local, state, or federal regulations
Workers' Compensation
Environmental regulations

[open entry box] ERGTR2_A *Allow up to 240 characters*

ERGTR3

Q3. Are any of your occupational ergonomics professionals currently pursuing any academic degree in occupational ergonomics or a closely related field?   [yes=1, no=2]

    ○ Yes → How many are pursuing such a degree? _____ ERGTRHM1   2 Chars
    ○ No

ERGTR4

Q4. Do any of your occupational ergonomics professionals plan to obtain academic training in <u>another area</u> of occupational safety and health within the next 5 years? [yes=1, no=2, don't know=8]

    ○ Yes → How many plan to do this? _____ ERGTRHM2   2 Chars
    ○ No
    ○ Don't know

NOTE: VALUES OF ERGTRHM1 AND ERGTRHM2 CANNOT BE GREATER THAN THE NUMBER OF EMPLOYEES IDENTIFIED AT TOP OF SECTION

Q5. Given the continued introduction of new technologies and systems in the workplace, are there any emerging areas of training you would like for your occupational ergonomics professionals to pursue? If so, what are they?

[open entry box] *ERGTR5* *Allow up to 240 characters*

Q6. If you have any additional comments related to the training needs of your occupational ergonomics professionals, please share them with us:

[open entry box] *ERGTR5_A* *Allow up to 240 characters*

TRAINING NEEDS OF YOUR OCCUPATIONAL HEALTH PHYSICS PROFESSIONALS

You indicated that (*identifier 1, identifier 2,..*) was employed at this location in occupational health physics at the end of 2010.

Q1. In what specialties or technical aspects of their jobs do you believe that at least some of your occupational health physics professionals could benefit from additional training?

Examples include:

> *Proper selection of measurement instruments*
> *Calibration and maintenance of measurement instruments*
> *Identifying the appropriate regulations and standards for the facility*
> *Evaluating challenges to radioactive material control barriers*
> *Implementing double contingency controls for nuclear criticality safety*
> *Specifying the necessary personal protective equipment and clothing for contamination control*
> *Procedures for handling of radioactively contaminated persons*
> *Conducting audits to determine compliance*
> *Radiation protection records required for a facility*
> *Training as a Radiation Safety Officer*

[open entry box] HPTR1_A *Allow up to 240 characters*

Q2. In what additional aspects of their jobs do you believe that at least some of your occupational health physics professionals could benefit from additional training?

Examples include:

> *Communicating with workers/training skills*
> *Communicating with upper management*
> *Organizational science*
> *Technical writing*
> *Leadership skills*
> *Understanding of workers' jobs*
> *Understanding of our industry (e.g., products, markets, practices)*
> *Local, state, or federal regulations*
> *Workers' Compensation*
> *Environmental regulations*

[open entry box] HPTR2_A *Allow up to 240 characters each*

Q3. Are any of your occupational health physics professionals currently pursuing any academic degree in occupational health physics or a closely related field?   [yes=1, no=2]

- ○   Yes → How many are pursuing such a degree? _____   HPTRHM1   2 Chars
- ○   No

Q4. Do any of your occupational health physics professionals plan to obtain academic training in another area of occupational safety and health within the next 5 years? [yes=1, no=2, don't know=8]

- ○   Yes → How many plan to do this? _____   HPTRHM2   2 Chars
- ○   No
- ○   Don't know

NOTE: VALUES OF HPTRHM1 AND HPTRHM2 CANNOT BE GREATER THAN THE NUMBER OF EMPLOYEES IDENTIFIED AT TOP OF SECTION

Q5. Given the continued introduction of new technologies and systems in the workplace, are there any emerging areas of training you would like for your occupational health physics professionals to pursue? If so, what are they?

[open entry box]
HPTR5
Allow up to 240 characters

 Q6. If you have any additional comments related to the training needs of your occupational health physics professionals, please share them with us:

[open entry box]
HPTR5_A
Allow up to 240 characters

Present this section if any item among Q5AP1-Q5AP8 = "Occupational Injury Prevention" / 7

TRAINING NEEDS OF YOUR <u>OCCUPATIONAL INJURY PREVENTION</u> PROFESSIONALS

You indicated that (*identifier 1, identifier 2,..*) was employed at this location in occupational injury prevention at the end of 2010.

Q1. In what specialties or technical aspects of their jobs do you believe that at least some of your occupational injury prevention professionals could benefit from additional training?

Examples include:

Recognition, evaluation, and prevention of occupational injuries.
Measurement of risk factors for occupational injury
Understanding the influence of occupational injury on disability and return to work
Evaluating environmental, behavioral, and work practice contributors to injury risk
Interpretation and dissemination of research findings to formulate occupational injury
    prevention programs and policies.
Design and implementation of evidence-based occupational injury prevention approaches
Evaluation of occupational injury prevention strategies
Disaster and emergency management
Identifying and responding to violence in the workplace
Health and productivity management
Wellness and health promotion
Managing treatment and recovery from occupational injury

[open entry box] IPTR1_A *Allow up to 240 characters*

Q2. In what additional aspects of their jobs do you believe that at least some of your occupational injury prevention professionals could benefit from additional training?

Examples include:

Communicating with workers/training skills
Communicating with upper management
Organizational science
Technical writing
Leadership skills
Understanding of workers' jobs
Understanding of our industry (e.g., products, markets, practices)
Local, state, or federal regulations
Workers' Compensation
Environmental regulations

[open entry box] IPTR2_A *Allow up to 240 characters*

IPTR3

Q3. Are any of your occupational injury prevention professionals currently pursuing any academic degree in occupational injury prevention or a closely related field? [yes=1, no=2]

- ○ Yes → How many are pursuing such a degree? _____ IPTRHM1   2 Chars
- ○ No

IPTR4

Q4. Do any of your occupational injury prevention professionals plan to obtain academic training in another area of occupational safety and health within the next 5 years? [yes=1, no=2, don't know=8]

- ○ Yes → How many plan to do this? _____ IPTRHM2   2 Chars
- ○ No
- ○ Don't know

NOTE: VALUES OF IPTRHM1 AND IPTRHM2 CANNOT BE GREATER THAN THE NUMBER OF EMPLOYEES IDENTIFIED AT TOP OF SECTION

Q5. Given the continued introduction of new technologies and systems in the workplace, are there any emerging areas of training you would like for your occupational injury prevention professionals to pursue? If so, what are they?

[open entry box]
IPTR5
Allow up to 240 characters

 Q6. If you have any additional comments related to the training needs of your occupational injury prevention professionals, please share them with us:

[open entry box]
IPTR5_A
Allow up to 240 characters

TRAINING NEEDS OF YOUR <u>OCCUPATIONAL EPIDEMIOLOGY</u> PROFESSIONALS

You indicated that (*identifier 1, identifier 2,..*) was employed at this location in occupational epidemiology at the end of 2010.

Q1. In what specialties or technical aspects of their jobs do you believe that at least some of your occupational epidemiology professionals could benefit from additional training?

Examples include:

> *Characterizing the health of a community*
> *Designing and conducting an epidemiological study*
> *Designing and operating a surveillance system*
> *Selecting and conducting appropriate statistical analyses*
> *Designing and conducting an outbreak or cluster investigation*
> *Interpreting and explaining the implications of epidemiological studies*
> *Translating epidemiological findings into a recommendation for a specific intervention*

[open entry box] *EPITR1_A* *Allow up to 240 characters*

Q2. In what additional aspects of their jobs do you believe that at least some of your occupational epidemiology professionals could benefit from additional training?

Examples include:

> *Communicating with workers/training skills*
> *Communicating with upper management*
> *Organizational science*
> *Technical writing*
> *Leadership skills*
> *Understanding of workers' jobs*
> *Understanding of our industry (e.g., products, markets, practices)*
> *Local, state, or federal regulations*
> *Workers' Compensation*
> *Environmental regulations*

[open entry box] *EPITR2_A* *Allow up to 240 characters*

EPITR3

Q3. Are any of your occupational epidemiology professionals currently pursuing any academic degree in occupational epidemiology or a closely related field? [yes=1, no=2]

○ Yes → How many are pursuing such a degree? _____ EPITRHM1   2 Chars
○ No

EPITR4

Q4. Do any of your occupational epidemiology professionals plan to obtain academic training in another area of occupational safety and health within the next 5 years? [yes=1, no=2, don't know=8]

○ Yes → How many plan to do this? _____ EPITRHM2   2 Chars
○ No
○ Don't know

NOTE: VALUES OF EPITRHM1 AND EPITRHM2 CANNOT BE GREATER THAN THE NUMBER OF EMPLOYEES IDENTIFIED AT TOP OF SECTION

Q5. Given the continued introduction of new technologies and systems in the workplace, are there any emerging areas of training you would like for your occupational epidemiology professionals to pursue? If so, what are they?

[open entry box]
EPTR5
Allow up to 240 characters

Q6. If you have any additional comments related to the training needs of your occupational epidemiology professionals, please share them with us:

[open entry box]
EPITR5_A
Allow up to 240 characters

TRAINING NEEDS OF YOUR <u>OCCUPATIONAL HEALTH PSYCHOLOGY</u> PROFESSIONALS

You indicated that (*identifier 1, identifier 2,..*) was employed at this location in occupational health psychology at the end of 2010.

Q1. In what specialties or technical aspects of their jobs do you believe that at least some of your occupational health psychology professionals could benefit from additional training?

Examples include:

> *Develop, validate, administer, and interpret psychological tests*
>   *and organization surveys*
> *Develop, validate, administer, and interpret psychological tests*
>   *and organization surveys*
> *Develop, lead, and evaluate safety initiatives (e.g., safety management*
>   *systems, training, safety culture)*
> *Develop, lead, and evaluate health promotion programs*
> *Develop, lead, and evaluate work-family/work-life balance initiatives*
> *Building a business case for workplace safety & health*
> *Health Services and Health and Productivity Management*
> *Human Resource Management and Benefits*
> *Workplace diversity, minority and immigrant workers, health disparities*
> *Changing workforce demographics (e.g., older/younger workers, gender issues)*
> *Individual differences and occupational health*
> *Team/group dynamics and organizational culture/climate*
> *Workplace mistreatment (e.g., violence prevention, harassment, bullying)*
> *Part-time, temporary, and contingent work*
> *Task design and worker health*
> *Mental health at work (e.g., PTSD, substance abuse, depression, well-being, resilience)*
> *Work schedules, sleep, and fatigue*
> *Effects of job and organizational Stress*
> *Organizational Change, downsizing, and reorganization*

[open entry box]   OHPTR1_A   *Allow up to 240 characters*

Q2. In what additional aspects of their jobs do you believe that at least some of your occupational health psychology professionals could benefit from additional training?

Examples include:

Communicating with workers/training skills
Communicating with upper management
Organizational science
Technical writing
Leadership skills
Understanding of workers' jobs
Understanding of our industry (e.g., products, markets, practices)
Local, state, or federal regulations
Workers' Compensation
Environmental regulations

[open entry box] *OHPTR2_A* *Allow up to 240 characters*

OHPTR3

Q3. Are any of your occupational health psychology professionals currently pursuing any academic degree in occupational health psychology or a closely related field? [yes=1, no=2, don't know=8]

○   Yes → How many are pursuing such a degree? _____ OHPTRHM1   2 Chars
○   No

OHPTR4

Q4. Do any of your occupational health psychology professionals plan to obtain academic training in <u>another area</u> of occupational safety and health within the next 5 years? [yes=1, no=2]

○   Yes → How many plan to do this? _____ OHPTRHM2   2 Chars
○   No
○   Don't know

NOTE: VALUES OF OHPTRHM1 AND OHPTRHM2 CANNOT BE GREATER THAN THE NUMBER OF EMPLOYEES IDENTIFIED AT TOP OF SECTION

Q5. Given the continued introduction of new technologies and systems in the workplace, are there any emerging areas of training you would like for your occupational injury prevention professionals to pursue? If so, what are they?

[open entry box]
OHPTR5
Allow up to 240 characters

Q6. If you have any additional comments related to the training needs of your occupational health psychology professionals, please share them with us:

[open entry box]
OHPTR5_A
Allow up to 240 characters

TRAINING NEEDS OF YOUR PROFESSIONALS IN <u>OTHER AREAS OF OCCUPATIONAL SAFETY AND HEALTH</u>

This section will be administered for up to three additional specified areas of OS&H, using information respondent supplied in the matrix on Q4 on page 2

You indicated that (*identifier 1, identifier 2,..*) was employed at this location in another area of occupational safety and health, specially: [fill from matrix entry on Q4, page 2] at the end of 2010.

Q1. In what specialties or technical aspects of their jobs do you believe that at least some of these professionals could benefit from additional training?

Examples include:

> *Investigating accidents*
> *Planning for / responding to emergencies*
> *Ergonomics*
> *Fire safety*
> *Electrical safety*
> *Industrial hygiene*
> *Ergonomics*
> *Hazardous materials management*
> *Finding and utilizing sources of safety information*
> *Proper selection of measurement instruments*
> *Calibration and maintenance of measurement instruments*

[open entry box] OT1TR1_A *Allow up to 240 characters*	*[open entry box]* OT2TR1_A *Allow up to 240 characters*	*[open entry box]* OT3TR1_A *Allow up to 240 characters*

Q2. In what additional aspects of their jobs do you believe that at least some of these professionals could benefit from additional training?

Examples include:

> *Communicating with workers/training skills*
> *Communicating with upper management*
> *Organizational science*
> *Technical writing*
> *Leadership skills*
> *Understanding of workers' jobs*
> *Understanding of our industry (e.g., products, markets, practices)*
> *Local, state, or federal regulations*
> *Workers' Compensation*
> *Environmental regulations*

[open entry box] OT1TR2_A Allow up to 240 characters each	[open entry box] OT2TR2_A Allow up to 240 characters each	[open entry box] OT3TR2_A Allow up to 240 characters each

OT1TR3   OT2TR3   OT3TR3

Q3. Are any of these professionals currently pursuing any academic degree in the field (or a closely related field) in which they currently work? [yes=1, no=2]

    ○   Yes → How many are pursuing such a degree? _____ OT1TRHM1 OT2TRHM1 OT3TRHM1 2 Chars

    ○   No

OT1TR4   OT2TR4   OT3TR4

Q4. Do any of these professionals plan to obtain academic training in <u>another area</u> of occupational safety and health within the next 5 years? [yes=1, no=2, don't know=8]

    ○   Yes → How many plan to do this? _____ OT1TRHM2 OT2TRHM2 OT3TRHM2 2 Chars

    ○   No

    ○   Don't know

NOTE: VALUES OF (OT1TRHM1 AND OT1TRHM2) (OT2TRHM1 AND OT2TRHM2) (OT3TRHM1 AND OT3TRHM2) CANNOT BE GREATER THAN THE NUMBER OF EMPLOYEES IDENTIFIED AT TOP OF SECTION

Q5. Given the continued introduction of new technologies and systems in the workplace, are there any emerging areas of training you would like for your occupational injury prevention professionals to pursue? If so, what are they?

[open entry box] OT1TR5   OT2TR5   OT3TR5 Allow up to 240 characters

 Q6. If you have any additional comments related to the training needs of these professionals, please share them with us:

[open entry box] OT1TR5_A Allow up to 60 characters each	[open entry box] OT2TR5_A Allow up to 60 characters each	[open entry box] OT3TR5_A Allow up to 60 characters each

YOUR <u>FUTURE HIRES</u> IN OCCUPATIONAL SAFETY AND HEALTH

For each area of occupational safety and health shown below, please indicate whether or not this location expects to hire any professionals in this specialty within the next five years. By "professionals" we mean persons with at least a bachelor's degree in OS&H or a related field, experience in the OS&H field, and who devotes a significant portion of work time in the OS&H field. OS&H professionals in some disciplines (e.g., medicine, nursing, hygiene, safety) may also be formally certified by a professional body that has established competency standards. However, certification is <u>not</u> required for being counted in this survey.

Variable Names: HIRE_SAF, HIRE_IH, HIRE_OM, HIRE_OHN, HIRE_ERG, HIRE_HP

Occupational Safety - work to minimize the frequency and severity of accidents, incidents, and events that harm workers, property, or the environment. They evaluate potential hazards to identify the likelihood and severity of occurrence, and implement measures to minimize the hazard.

  ○ Yes   =1
  ○ No   =2
  ○ Not sure =8

Industrial Hygiene – identify, evaluate, and control of chemical, biological, and physical agents or ergonomic factors in the workplace that may cause illness, injury, discomfort, or inefficiency among workers.

  ○ Yes
  ○ No
  ○ Not sure

Occupational Medicine – medical doctors or doctors of osteopathy who prevent, diagnose and treat occupational and environmental diseases and injuries. They may also determine an employee's fitness for work.

  ○ Yes
  ○ No
  ○ Not sure

Occupational Health Nursing – registered nurses and nurse practitioners with experience and additional education in occupational health. They routinely coordinate and manage the care of ill and injured workers, and support lifestyle changes that lower the risk of disease and injury.

  ○ Yes
  ○ No
  ○ Not sure

Occupational Ergonomics – work to improve the workplace by fitting facilities, equipment, tools, and work activities to people. They consider the design of industrial, office, and other environments to enhance worker comfort, safety and productivity

  ○ Yes
  ○ No
  ○ Not sure

Occupational Health Physics – work to protect workers and the environment from hazardous radiation exposure.

  ○ Yes
  ○ No
  ○ Not sure

(continued on next page)

Variable Names: HIRE_IP, HIRE_EPI, HIRE_OHP, HIRE_OTH

Occupational Injury Prevention– conduct research and/or develop and evaluate programs to reduce the burden of injury in the workplace. This involves the design and implementation of studies and programs that identify and evaluate environmental, behavioral, work culture, or other types of risk factors for injury incidence and the identification, implementation, and evaluation of programs that prevent injury occurrence or intervene to reduce injury severity and consequences.

○ Yes   =1
○ No   =2
○ Not sure =8

Occupational Epidemiology – study the occurrence of disease and other health-related outcomes in the workplace. They use scientific and statistical methods to collect and analyze data to reduce the risk of adverse health outcomes, promote worker health, and support the scientific basis for regulation and control of occupational exposures.

○ Yes
○ No
○ Not sure

Occupational Health Psychology – apply the discipline of psychology to improve the quality of work life, and to protect and promote the safety, health, and well-being of workers. The primary focus of occupational health psychology is on organizational and job-design factors that contribute to injury and illness at work, including stress-related disorders

○ Yes
○ No
○ Not sure

Other areas of Occupational Health and Safety

If Yes, please specify (up to three areas): __HIREOTH1_____30 Chars_____

__HIREOTH2_____30 Chars_____

__HIREOTH3_____30 Chars_____

○ Yes
○ No
○ Not sure
○

For each "Yes" above, respondents will be administered the appropriate module to follow on expectations for future hires (see instruction at beginning of each).

If all "No/Not Sure" to all, then skip to "About this Location" section.

EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL SAFETY PROFESSIONALS

FUSAFQ1

Q1. How many occupational safety professionals do you expect to hire at this location within the next five years? Consider both new positions and positions to replace staff that leave.

_____ 2 Chars

Q2. Of the number you reported in question 1, please indicate the number of these professionals you expect to hire whose <u>highest</u> level of formal education in occupational safety (or a closely related field) is....

Bachelor's degree:	_____ 2 Chars	FUSAFBA
Master's degree:	_____ 2 Chars	FUSAFMA
Doctoral degree:	_____ 2 Chars	FUSAFDR

NOTE: TOTAL REPORTED IN Q2 CANNOT BE GREATER THAN FUSAFQ1

FUSAFQ3

Q3**.** How many of these occupational safety professionals will be required to have an active professional certification (e.g., CSP, ARM, OHST), either prior to hiring or shortly afterward?

_____ 2 Chars   Maximum value = FUSAFQ1

Q4. Given the evolving nature of the field and the venues or contexts in which you see OS&H professionals needed, in which of the following additional areas, if any, would you like for these professionals to be trained?

Mark all that apply

☐ Industrial Hygiene   SAF_IH
☐ Occupational Medicine SAF_OM
☐ Occupational Health Nursing SAF_OHN
☐ Occupational Ergonomics SAF_ERG
☐ Occupational Health Physics SAF_HP
☐ Occupational Injury Prevention SAF_IP
☐ Occupational Epidemiology SAF_EPI
☐ Occupational Health Psychology SAF_OHP
☐ Other OS&H areas (please specify below): SAF_OTH

[open entry box] SAF_SPEC *(40 Chars)*

Q5. What are the three <u>most important</u> specialties or technical skills that you will be looking for when hiring occupational safety professionals over the next five years?

Examples include:

> *Investigating accidents*
> *Planning for / responding to emergencies*
> *Ergonomics*
> *Fire safety*
> *Electrical safety*
> *Industrial hygiene*
> *Hazardous materials management*
> *Finding and utilizing sources of safety information*
> *Measuring safety program outcomes (e.g., on health status, injury rates)*
> *Measuring economic value of safety programs*
> *Job Safety Analysis*

[open entry box] SAFSK1_A *180 characters*

Q6. What are the three <u>most important</u> additional skills or knowledge areas that you will be looking for when hiring occupational safety professionals over the next five years?

Examples include:

> *Communicating with workers/training skills*
> *Communicating with upper management*
> *Organizational science*
> *Technical writing*
> *Leadership skills*
> *Understanding of workers' jobs*
> *Understanding of our industry (e.g., products, markets, practices)*
> *Local, state, or federal regulations*
> *Workers' Compensation*
> *Environmental regulations*

[open entry box] SAFSK2_A *240 characters*

Q7. As we continue to see new technologies and systems introduced into the workplace, are there emerging areas of support in which you would like your new safety professionals to be trained? If yes, please describe:

[open entry box] SAFEXP_A *240 characters*

EXPECTATIONS FOR FUTURE HIRING OF INDUSTRIAL HYGIENE PROFESSIONALS

FUIHQ1

Q1. How many industrial hygiene professionals do you expect to hire at this location within the next five years? Consider both new positions and positions to replace staff that leave.

_____   2 Chars

Q2. Of the number you reported in question 1, please indicate the number of these professionals you expect to hire whose <u>highest</u> level of formal education in industrial hygiene (or a closely related field) is….

Bachelor's degree:	_____ 2 Chars	FUIHBA
Master's degree:	_____ 2 Chars	FUIHMA
Doctoral degree:	_____ 2 Chars	FUIHDR

NOTE: TOTAL REPORTED IN Q2 CANNOT BE GREATER THAN FUIHQ1

FUIHQ3

Q3. How many of these industrial hygiene professionals will be required to have an active professional certification (e.g., CIH), either prior to hiring or shortly afterward?

_____   2 Chars   Maximum value = FUIHQ1

Q4. Given the evolving nature of the field and the venues or contexts in which you see OS&H professionals needed, in which of the following additional areas, if any, would you like for these professionals to be trained?

Mark all that apply

☐ Occupational Safety   IH_SAF
☐ Occupational Medicine   IH_OM
☐ Occupational Health Nursing IH_OHN
☐ Occupational Ergonomics   IH_ERG
☐ Occupational Health Physics IH_HP
☐ Occupational Injury Prevention IH_IP
☐ Occupational Epidemiology IH_EPI
☐ Occupational Health Psychology IH_OHP
☐ Other OS&H areas (please specify below): IH_OTH

> *[open entry box]*
> IH_SPEC
> *(40 Chars)*

Q5. What are the three <u>most important</u> specialties or technical skills that you will be looking for when hiring industrial hygiene professionals over the next five years?

Examples include:

> *Indoor air quality*
> *Evaluating and controlling lead exposure and asbestos exposure in the workplace*
> *Emergency response planning and community right-to-know*
> *Recognition of workplace diseases*
> *Potentially hazardous agents*
> *Radiation (electromagnetic fields, microwaves)*
> *Reproductive health hazards in the workplace*
> *Proper interpretation of exposure monitoring data*
> *Detection and control of potential hazards due to noise and illumination*
> *Hazardous waste management*

[open entry box]
IHSK1_A
240 characters

Q6. What are the three <u>most important</u> additional skills or knowledge areas that you will be looking for when hiring industrial hygiene professionals over the next five years?

Examples include:

> *Communicating with workers/training skills*
> *Communicating with upper management*
> *Organizational science*
> *Technical writing*
> *Leadership skills*
> *Understanding of workers' jobs*
> *Understanding of our industry (e.g., products, markets, practices)*
> *Local, state, or federal regulations*
> *Workers' Compensation*
> *Environmental regulations*

[open entry box]
IHSK2_A
240 characters

Q7. As we continue to see new technologies and systems introduced into the workplace, are there emerging areas of support in which you would like your new industrial hygiene professionals to be trained? If yes, please describe:

[open entry box]
IHEXP_A
240 characters

EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL MEDICINE PHYSICIANS

FUOMQ1

Q1. How many occupational medicine physicians do you expect to hire at this location within the next five years? Consider both new positions and positions to replace staff that leave.

_____ 2 Chars

FUOMQ2

Q2. Of the number you reported in question 1, how many do you hope will have completed a formal residency specifically in occupational medicine

_____ 2 Chars   Maximum value = FUOMQ1

If FUOMQ2=FUOMQ1, SKIP TO FUOMQ3A

FUOMQ3

Q3. How many of these physicians will be required to have board certification in occupational medicine (either prior to hiring or shortly afterward)?

_____ (if all, skip to Q4)   2 Chars Maximum value = FUOMQ1

FUOMQ3A

Q3a. If you expect to hire any physicians who are <u>not</u> board certified in occupational medicine, will you require board certification in another medical specialty? (yes=1, no=2)

○ Yes
○ No

FUOMQ3B

Q3b. If you expect to hire any physicians who are <u>not </u>board certified in occupational medicine, will you require training in occupational medicine through professional short-courses, continuing medical education (CME) courses, or similar training? (yes=1, no=2)

○ Yes
○ No

Q4. Given the evolving nature of the field and the venues or contexts in which you see OS&H professionals needed, in which of the following additional areas, if any, would you like for these professionals to be trained?

Mark all that apply
□ Occupational Safety OM_SAF
□ Industrial Hygiene OM_IH
□ Occupational Health Nursing OM_OHN
□ Occupational Ergonomics OM_ERG
□ Occupational Health Physics OM_HP

☐ Occupational Injury Prevention OM_IP

☐ Occupational Epidemiology OM_EPI

☐ Occupational Health Psychology OM_OHP

☐ Other OS&H areas (please specify below): OM_OTH

[open entry box] OM_SPEC *(40 Chars)*

Q5. What are the three <u>most important</u> specialties or technical skills that you will be looking for when hiring occupational medicine physicians over the next five years?

Examples include:

Evidence-based clinical evaluation and treatment
Determining fitness for work
Developing/managing medical surveillance programs
Laws and regulations related to occupational medicine
Evaluating environmental health risks
Disaster and emergency management
Health and productivity management
Medical Review officer functions
Wellness and health promotion
Managing mental health issues in the workplace
Toxic chemical exposure

[open entry box] *OMSK1_A* *240 characters*

Q6. What are the three <u>most important</u> additional skills or knowledge areas that you will be looking for when hiring occupational medicine physicians over the next five years? (

Examples include:

> *Communicating with workers/training skills*
> *Communicating with upper management*
> *Organizational science*
> *Technical writing*
> *Leadership skills*
> *Understanding of workers' jobs*
> *Understanding of our industry (e.g., products, markets, practices)*
> *Local, state, or federal regulations*
> *Workers' Compensation*
> *Environmental regulations*

[open entry box] OMSK2_A *240 characters*

Q7. As we continue to see new technologies and systems introduced into the workplace, are there emerging areas of support in which you would like your new occupational medicine professionals to be trained? If yes, please describe:

[open entry box] OMEXP_A *240 characters*

EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL HEALTH NURSES

FUOHNQ1

Q1. How many occupational health nurses do you expect to hire at this location within the next five years?   Consider both new positions and positions to replace staff that leave.

_____   2 Chars

Q2. Of the number you reported in question 1, please indicate the number of these nurses you expect to hire whose <u>highest</u> level of formal education in occupational health nursing (or a closely related field) is….

Bachelor's degree:	_____	FUOHNBA		
Master's degree:	_____	FUOHNMA	2 Chars	
Doctor of Philosophy (PhD):	_____	FUOHNPHD		
Doctor of Nursing Science (DNSc):	_____	FUOHNDNS		
Doctor of Nursing Practice (DNP):	_____	FUOHNDNP		
Other (Specify – *for example, RN with no degree but coursework in occupational health nursing)*	_____	FUOHNOT		
	_____	FUOHNSPE	40 Chars	

FUOHNQ2A

Q2a. There has been considerable discussion in the field of advanced nursing practice and occupational health nursing about the pros and cons of moving the level of training from the Master's degree to the Doctor of Nursing Practice (DNP) by 2015. DNP training is expected to build on traditional nursing practice master's programs by providing education in evidence-based practice, quality improvement, and systems leadership, among other areas. Some nursing schools have already begun offering the DNP degree and graduates are beginning to enter the workplace.

How likely do you think it is that this location will seek to hire an occupational health nurse with the DNP degree within the next five years?

○ Very likely   =1
○ Somewhat likely   =2
○ Somewhat unlikely =3
○ Not at all likely   =4
○ Don't know   =8

Q2b. Had you ever heard of the Doctor of Nursing Practice degree before this survey?

     ○   Yes   (yes=1, no=2)

     ○   No

Q3**.** How many of these occupational health nurses will be required to have an active professional certification (e.g., COHN) either prior to hiring or shortly afterward?

       _____   2 Chars   Maximum value = FUOHNQ1

Q4. Given the evolving nature of the field and the venues or contexts in which you see OS&H professionals needed, in which of the following additional areas, if any, would you like for these professionals to be trained?

Mark all that apply

☐   Occupational Safety   OHN_SAF

☐   Industrial Hygiene   OHN_IH

☐   Occupational Medicine OHN_OM

☐   Occupational Ergonomics OHN_ERG

☐   Occupational Health Physics OHN_HP

☐   Occupational Injury Prevention OHN_IP

☐   Occupational Epidemiology OHN_EPI

☐   Occupational Health Psychology OHN_OHP

☐   Other OS&H areas (please specify below): OHN_OTH

[open entry box] OHN_SPEC *(40 Chars)*

Q5. What are the three <u>most important</u> specialties or technical skills that you will be looking for when hiring occupational health nurses over the next five years?

Examples include:

Case management and transitional work programs
Conducting health and injury assessments
Managing and evaluating substance abuse programs
Wellness and health promotion initiatives
Analyzing workplace hazards
Prevention of workplace accidents
Managing and evaluating travel health programs
Managing and evaluating workplace violence programs
Health Quality Improvement initiatives
Managing and evaluating safety programs

```
              [open entry box]
              OHNSK1_A
              240 characters
```

Q6. What are the three <u>most important</u> additional skills or knowledge areas that you will be looking for when hiring occupational health nurses over the next five years?

Examples include:

Communicating with workers/training skills
Communicating with upper management
Organizational science
Technical writing
Leadership skills
Understanding of workers' jobs
Understanding of our industry (e.g., products, markets, practices)
Local, state, or federal regulations
Workers' Compensation
Environmental regulations

```
              [open entry box]
              OHNSK2_A
              240 characters
```

Q7. As we continue to see new technologies and systems introduced into the workplace, are there emerging areas of support in which you would like your new occupational health nursing professionals to be trained? If yes, please describe:

```
              [open entry box]
              OHNEXP_A
              240 characters
```

EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL ERGONOMICS PROFESSIONALS

FUERGQ1

Q1. How many occupational ergonomics professionals do you expect to hire at this location within the next five years? Consider both new positions and positions to replace staff that leave.

_____   2 Chars

Q2. Of the number you reported in question 1, please indicate the number of these professionals you expect to hire whose <u>highest</u> level of formal education in occupational ergonomics (or a closely related field) is….

Bachelor's degree:	_____	2 Chars	FUERGBA
Master's degree:	_____	2 Chars	FUERGMA
Doctoral degree:	_____	2 Chars	FUERGDR

NOTE: TOTAL REPORTED IN Q2 CANNOT BE GREATER THAN FUERGQ1

FUERGQ3

Q3. How many of these occupational ergonomics professionals will be required to have an active professional certification (e.g., CPE, CHFP), either prior to hiring or shortly afterward?

_____   2 Chars   Maximum value = FUERGQ1

Q4. Given the evolving nature of the field and the venues or contexts in which you see OS&H professionals needed, in which of the following additional areas, if any, would you like for these professionals to be trained?

Mark all that apply

☐ Occupational Safety ERG_SAF
☐ Industrial Hygiene ERG_IH
☐ Occupational Medicine ERG_OM
☐ Occupational Health Nursing ERG_OHN
☐ Occupational Health Physics ERG_HP
☐ Occupational Injury Prevention ERG_IP
☐ Occupational Epidemiology ERG_EPI
☐ Occupational Health Psychology ERG_OHP
☐ Other OS&H areas (please specify below): ERG_OTH

> *[open entry box]*
> ERG_SPEC
> *(40 Chars)*

Q5. What are the three <u>most important</u> specialties or technical skills that you will be looking for when hiring occupational ergonomics professionals over the next five years?

Examples include:

Recognition of ergonomic hazards in equipment, manufacturing processes, and production systems
Biomechanics/prevention of work-related musculoskeletal disorders
Cognitive ergonomics / prevention of human error / enhancing human performance reliability
Instrumentation for human measurements
Facility and workstation design
Usability Testing (product design, selection of tools, etc.)
Systems Integration
Ergonomic Job Analysis
Accident/Incident investigation
Anthropometry
Prevention through design / Design reviews

[open entry box] *ERGSK1_A* *240 characters*

Q6. What are the three <u>most important</u> additional skills or knowledge areas that you will be looking for when hiring occupational ergonomics professionals over the next five years?

Examples include:

Communicating with workers/training skills
Communicating with upper management
Organizational science
Technical writing
Leadership skills
Understanding of workers' jobs
Understanding of our industry (e.g., products, markets, practices)
Local, state, or federal regulations
Workers' Compensation
Environmental regulations

[open entry box] *ERGSK2_A* *240 characters*

Q7. As we continue to see new technologies and systems introduced into the workplace, are there emerging areas of support in which you would like your new occupational ergonomics professionals to be trained? If yes, please describe:

[open entry box] *ERGEXP_A* *240 characters*

EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL HEALTH PHYSICS PROFESSIONALS

FUHPQ1

Q1. How many occupational health physics professionals do you expect to hire at this location within the next five years?   Consider both new positions and positions to replace staff that leave.

_____   2 Chars

Q2. Of the number you reported in question 1, please indicate the number of these professionals you expect to hire whose <u>highest</u> level of formal education in occupational health physics (or a closely related field) is….

Bachelor's degree:	_____ 2 Chars	FUHPBA
Master's degree:	_____ 2 Chars	FUHPMA
Doctoral degree:	_____ 2 Chars	FUHPDR

NOTE: TOTAL REPORTED IN Q2 CANNOT BE GREATER THAN FUHPQ1

FUHPQ3

Q3. How many of these occupational health physics professionals will be required to have an active professional certification (e.g.,CHP), either prior to hiring or shortly afterward?

_____   2 Chars   Maximum value = FUHPQ1

Q4. Given the evolving nature of the field and the venues or contexts in which you see OS&H professionals needed, in which of the following additional areas, if any, would you like for these professionals to be trained?

Mark all that apply

☐   Occupational Safety HP_SAF

☐   Industrial Hygiene HP_IH

☐   Occupational Medicine HP_OM

☐   Occupational Health Nursing HP_OHN

☐   Occupational Ergonomics HP_ERG

☐   Occupational Injury Prevention HP_IP

☐   Occupational Epidemiology HP_EPI

☐   Occupational Health Psychology HP_OHP

☐   Other OS&H areas (please specify below): HP_OTH

[open entry box]
HP_SPEC
(40 Chars)

Q5. What are the three most important specialties or technical skills that you will be looking for when hiring occupational health physics professionals over the next five years?

Examples include:

Proper selection of measurement instruments
Calibration and maintenance of measurement instruments
Identifying the appropriate regulations and standards for the facility
Evaluating challenges to radioactive material control barriers
Implementing double contingency controls for nuclear criticality safety
Specifying the necessary personal protective equipment and clothing for contamination control
Procedures for handling of radioactively contaminated persons
Conducting audits to determine compliance
Radiation protection records required for a facility
Training as a Radiation Safety Officer

> *[open entry box]*
> HPSK1_A
> *240 characters*

Q6. What are the three most important additional skills or knowledge areas that you will be looking for when hiring occupational health physics professionals over the next five years?

Examples include:

Communicating with workers/training skills
Communicating with upper management
Organizational science
Technical writing
Leadership skills
Understanding of workers' jobs
Understanding of our industry (e.g., products, markets, practices)
Local, state, or federal regulations
Workers' Compensation
Environmental regulations

> *[open entry box]*
> HPSK2_A
> *240 characters*

Q7. As we continue to see new technologies and systems introduced into the workplace, are there emerging areas of support in which you would like your new occupational health physics professionals to be trained? If yes, please describe:

> *[open entry box]*
> HPEXP_A
> *240 characters*

EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL INJURY PREVENTION PROFESSIONALS

FUIPQ1

Q1. How many occupational injury prevention professionals do you expect to hire at this location within the next five years? Consider both new positions and positions to replace staff that leave.

_____ 2 Chars

Q2. Of the number you reported in question 1, please indicate the number of these professionals you expect to hire whose <u>highest</u> level of formal education in occupational injury prevention (or a closely related field) is….

Bachelor's degree:	_____ 2 Chars	FUIPBA
Master's degree:	_____ 2 Chars	FUIPMA
Doctoral degree:	_____ 2 Chars	FUIPDR

NOTE: TOTAL REPORTED IN Q2 CANNOT BE GREATER THAN FUIPQ1

FUIPQ3

Q3. How many of these occupational injury prevention professionals will be required to have an active professional certification, either prior to hiring or shortly afterward?

_____ 2 Chars   Maximum value =FUIPQ1

Q4. Given the evolving nature of the field and the venues or contexts in which you see OS&H professionals needed, in which of the following additional areas, if any, would you like for these professionals to be trained?

Mark all that apply

☐ Occupational Safety IP_SAF
☐ Industrial Hygiene IP_IH
☐ Occupational Medicine IP_OM
☐ Occupational Health Nursing IP_OHN
☐ Occupational Health Physics IP_HP
☐ Occupational Ergonomics IP_ERG
☐ Occupational Epidemiology IP_EPI
☐ Occupational Health Psychology IP_OHP
☐ Other OS&H areas (please specify below): IP_OTH

[open entry box] IP_SPEC *(40 Chars)*

Q5. What are the three <u>most important</u> specialties or technical skills that you will be looking for when hiring occupational injury prevention professionals over the next five years?

Examples include:

Recognition, evaluation, and prevention of occupational injuries.
Measurement of risk factors for occupational injury
Understanding the influence of occupational injury on disability and return to work
Evaluating environmental, behavioral, and work practice contributors to injury risk
Interpretation and dissemination of research findings to formulate occupational injury
    prevention programs and policies.
Design and implementation of evidence-based occupational injury prevention approaches
Evaluation of occupational injury prevention strategies
Disaster and emergency management
Identifying and responding to violence in the workplace
Health and productivity management
Wellness and health promotion
Managing treatment and recovery from occupational injury

[open entry box] *IPSK1_A* *240 characters*

Q6. What are the three <u>most important</u> additional skills or knowledge areas that you will be looking for when hiring occupational injury prevention professionals over the next five years?

Examples include:

Communicating with workers/training skills
Communicating with upper management
Organizational science
Technical writing
Leadership skills
Understanding of workers' jobs
Understanding of our industry (e.g., products, markets, practices)
Local, state, or federal regulations
Workers' Compensation
Environmental regulations

[open entry box] *IPSK2_A* *240 characters*

Q7. As we continue to see new technologies and systems introduced into the workplace, are there emerging areas of support in which you would like your new occupational injury prevention professionals to be trained? If yes, please describe:

[open entry box] *IPEXP_A* *240 characters*

EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL EPIDEMIOLOGY PROFESSIONALS

FUEPIQ1

Q1. How many occupational epidemiology professionals do you expect to hire at this location within the next five years? Consider both new positions and positions to replace staff that leave.

_____   2 Chars

Q2. Of the number you reported in question 1, please indicate the number of these professionals you expect to hire whose <u>highest</u> level of formal education in occupational epidemiology (or a closely related field) is….

Bachelor's degree:	_____	2 Chars	FUEPIBA
Master's degree:	_____	2 Chars	FUEPIMA
Doctoral degree:	_____	2 Chars	FUEPIDR

NOTE: TOTAL REPORTED IN Q2 CANNOT BE GREATER THAN FUEPIQ1

FUEPIQ3

Q3. How many of these occupational epidemiology professionals will be required to have an active professional certification, either prior to hiring or shortly afterward?

_____   2 Chars   Maximum value = FUEPIQ1

Q4. Given the evolving nature of the field and the venues or contexts in which you see OS&H professionals needed, in which of the following additional areas, if any, would you like for these professionals to be trained?

Mark all that apply

□ Occupational Safety EPI_SAF
□ Industrial Hygiene EPI_IH
□ Occupational Medicine EPI_OM
□ Occupational Health Nursing EPI_OHN
□ Occupational Health Physics EPI_HP
□ Occupational Ergonomics EPI_ERG
□ Occupational Injury Prevention EPI_IP
□ Occupational Health Psychology EPI_OHP
□ Other OS&H areas (please specify below): EPI_OTH

> *[open entry box]*
> EPI_SPEC
> *(40 Chars)*

Q5. What are the three <u>most important</u> specialties or technical skills that you will be looking for when hiring occupational epidemiology professionals over the next five years?

Examples include:

Characterizing the health of a community
Designing and conducting an epidemiological study
Designing and operating a surveillance system
Selecting and conducting appropriate statistical analyses
Designing and conducting an outbreak or cluster investigation
Interpreting and explaining the implications of epidemiological studies
Translating epidemiological findings into a recommendation for a specific intervention

[open entry box] EPISK1_A *240 characters*

Q6. What are the three <u>most important</u> additional skills or knowledge areas that you will be looking for when hiring occupational epidemiology professionals over the next five years?

Examples include:

Communicating with workers/training skills
Communicating with upper management
Organizational science
Technical writing
Leadership skills
Understanding of workers' jobs
Understanding of our industry (e.g., products, markets, practices)
Local, state, or federal regulations
Workers' Compensation
Environmental regulations

[open entry box] EPISK2_A *240 characters*

Q7. As we continue to see new technologies and systems introduced into the workplace, are there emerging areas of support in which you would like your new occupational epidemiology professionals to be trained? If yes, please describe:

[open entry box] EPIEXP_A *240 characters*

EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL HEALTH PSYCHOLOGY PROFESSIONALS

FUOHPQ1

Q1. How many occupational health psychology professionals do you expect to hire at this location within the next five years? Consider both new positions and positions to replace staff that leave.

_____   2 Chars

Q2. Of the number you reported in question 1, please indicate the number of these professionals you expect to hire whose <u>highest</u> level of formal education in occupational health psychology (or a closely related field) is….

Bachelor's degree:	_____	2 Chars	FUOHPBA
Master's degree:	_____	2 Chars	FUOHPMA
Doctoral degree:	_____	2 Chars	FUOHPDR

NOTE: TOTAL REPORTED IN Q2 CANNOT BE GREATER THAN FUHPQ1

FUOHPQ3

Q3**.** How many of these occupational health psychology professionals will be required to have an active professional certification, either prior to hiring or shortly afterward?

_____   2 Chars   Maximum value = FUOHPQ1

Q4. Given the evolving nature of the field and the venues or contexts in which you see OS&H professionals needed, in which of the following additional areas, if any, would you like for these professionals to be trained?

Mark all that apply

☐   Occupational Safety OHP_SAF

☐   Industrial Hygiene OHP_IH

☐   Occupational Medicine OHP_OM

☐   Occupational Health Nursing OHP_OHN

☐   Occupational Health Physics OHP_HP

☐   Occupational Ergonomics OHP_ERG

☐   Occupational Injury Prevention OHP_IP

☐   Occupational Epidemiology OHP_EPI

☐   Other OS&H areas (please specify below): OHP_OTH

[open entry box]
OHP_SPEC
(40 Chars)

Q5. What are the three <u>most important</u> specialties or technical skills that you will be looking for when hiring occupational health psychology professionals over the next five years?

Examples include:

*Develop, validate, administer, and interpret psychological tests
   and organization surveys*
*Develop, validate, administer, and interpret psychological tests
   and organization surveys*
*Develop, lead, and evaluate safety initiatives (e.g., safety management
   systems, training, safety culture)*
Develop, lead, and evaluate health promotion programs
Develop, lead, and evaluate work-family/work-life balance initiatives
Building a business case for workplace safety & health
Health Services and Health and Productivity Management
Human Resource Management and Benefits
Workplace diversity, minority and immigrant workers, health disparities
Changing workforce demographics (e.g., older/younger workers, gender issues)
Individual differences and occupational health
Team/group dynamics and organizational culture/climate
Workplace mistreatment (e.g., violence prevention, harassment, bullying)
Part-time, temporary, and contingent work
Task design and worker health
Mental health at work (e.g., PTSD, substance abuse, depression, well-being, resilience)
Work schedules, sleep, and fatigue
Effects of job and organizational Stress
Organizational Change, downsizing, and reorganization

[open entry box]   *OHPSK1_A*   *240 characters*

Q6. What are the three <u>most important</u> additional skills or knowledge areas that you will be looking for when hiring occupational health psychology professionals over the next five years?

Examples include:

Communicating with workers/training skills
Communicating with upper management
Organizational science
Technical writing
Leadership skills
Understanding of workers' jobs
Understanding of our industry (e.g., products, markets, practices)
Local, state, or federal regulations
Workers' Compensation
Environmental regulations

[open entry box]   *OHPSK2_A*   *240 characters*

Q7. As we continue to see new technologies and systems introduced into the workplace, are there emerging areas of support in which you would like your new occupational health psychology professionals to be trained? If yes, please describe:

[open entry box] *OHPEXP_A* *240 characters*

EXPECTATIONS FOR FUTURE HIRING OF PROFESSIONALS IN OTHER AREAS OF OCCUPATIONAL SAFETY AND HEALTH

> *This section will be administered for up to three additional specified areas of OS&H, using information respondent supplied in variables HIRE_OT1, HIRE_OT2, HIRE_OT3 (as applicable)*

FUOT1Q1 FUOT2Q1 FUOT3Q1

Q1. How many professionals in [fill from HIREOTH1 / HIREOTH2 / HIREOTH3] do you expect to hire at this location within the next five years?   Consider both new positions and positions to replace staff that leave.

_____ 2 Chars

Q2. Of the number you reported in question 1, please indicate the number of these professionals you expect to hire whose <u>highest</u> level of formal education in a relevant field is….

Bachelor's degree:	_____ 2 Chars	FUOT1BA FUOT2BA FUOT3BA
Master's degree:	_____ 2 Chars	FUOT1MA FUOT2MA FUOT3MA
Doctoral degree:	_____ 2 Chars	FUOT1DR FUOT2DR FUOT3DR

NOTE: TOTAL REPORTED IN Q2 CANNOT BE GREATER THAN (FUOT1Q1 FUOT2Q1 FUOT2Q1)

FUOT1Q3 FUOT2Q3 FUOT3Q3

Q3. How many of these professionals in other areas of occupational safety and health will be required to have an active professional certification (e.g., CSP), either prior to hiring or shortly afterward?

_____ 2 Chars   Maximum value = (FUOT1Q3 FUOT2Q3 FUOT3Q3)

Q4. Given the evolving nature of the field and the venues or contexts in which you see OS&H professionals needed, in which of the following additional areas, if any, would you like for these professionals to be trained?

   Mark all that apply

   □   Occupational Safety   OT1_SAF OT2_SAF OT3_SAF
   □   Industrial Hygiene   OT1_IH OT2_IH OT3_IH
   □   Occupational Medicine OT1_OM OT2_OM OT3_OM
   □   Occupational Health Nursing   OT1_OHN OT2_OHN OT3_OHN
   □   Occupational Ergonomics   OT1_ERG OT2_ERG OT3_ERG
   □   Occupational Health Physics   OT1_HP OT2_HP OT3_HP
   □   Occupational Injury Prevention OT1_IP OT2_IP OT3_IP
   □   Occupational Epidemiology   OT1_EPI OT2_EPI OT3_EPI
   □   Occupational Health Psychology OT1_OHP OT2_OHP OT3_OHP
   □   Other OS&H areas (please specify below): OT1_OTH OT2_OTH OT3_OTH

```
[open entry box]
OT1_SPEC  OT2_SPEC  OT3_SPEC
(40 Chars each)
```

Q5. What are the three <u>most important</u> specialties or technical skills that you will be looking for when hiring professionals in other areas of occupational safety and health over the next five years?

Examples include:

Investigating accidents
Planning for / responding to emergencies
Ergonomics
Fire safety
Electrical safety
Industrial hygiene
Ergonomics
Hazardous materials management
Finding and utilizing sources of safety information
Proper selection of measurement instruments
Calibration and maintenance of measurement instruments

[open entry box] OT1SK1_A 240 characters	[open entry box] OT2SK1_A 240 characters	[open entry box] OT3SK1_A 240 characters

Q6. What are the three <u>most important</u> additional skills or knowledge areas that you will be looking for when hiring professionals in other areas of occupational safety and health over the next five years?
Examples include:

Communicating with workers/training skills
Communicating with upper management
Organizational science
Technical writing
Leadership skills
Understanding of workers' jobs
Understanding of our industry (e.g., products, markets, practices)
Local, state, or federal regulations
Workers' Compensation
Environmental regulations

[open entry box] OT1SK2_A 240 characters	[open entry box] OT2SK2_A 240 characters	[open entry box] OT3SK2_A 240 characters

Q7. As we continue to see new technologies and systems introduced into the workplace, are there emerging areas of support in which you would like these new professionals to be trained? If yes, please describe:

[open entry box] *OT1EXP_A* *240 characters each*	*[open entry box]* *OT2EXP_A* *240 characters each*	*[open entry box]* *OT3EXP_A* *240 characters each*

ABOUT THIS LOCATION

LOCQ1

Q1. Does this location have a program, process, or system for reducing occupational fatalities, injuries, and illnesses?

    ○   Yes   (yes=1, no=2)

    ○   No → Skip to Question 2

LOCQ1A

Q1a. How many persons at this location have key responsibilities for this program, process, or system?

       _____   2 Chars

Q2. In which of the following ways, if any, does your company or organization support occupational safety and health (OS&H) Continuing Education for your employees? *Mark all that apply.*

    ☐ We pay for tuition LOCTUIT

    ☐ We pay for travel   LOCTRAV

    ☐ We allow time off for attendance LOCTIME

    ☐ We do not provide any support for OS&H Continuing Education LOCNONE

  NOTE: IF LOCNONE IS CHECKED, THEN LOCTUIT, LOCTRAV, AND LOCTIME MUST BE <u>UNCHECKED</u>

LOCQ2A

Q2a. Are there any new occupational safety and health courses or topics that you would like to see introduced in OS&H Continuing Education within the next few years?   (yes=1, no=2)

    ○   Yes → Please specify:__TOPICS___60 Chars_____

    ○   No

LOCQ3

Q3. Does this location receive occupational safety and health services from other locations within your organization?

    ○   Yes   (yes=1, no=2, 3= no other locations)

    ○   No → Skip to Question 4

    ○   We have no other locations→ Skip to Question 4

Note: Q3A to be grayed out unless LOCQ3=1

Q3a. In which of the following areas does this location receive services from other locations of your organization?

- ☐ Occupational Safety   LOC_SAF
- ☐ Industrial Hygiene   LOC_IH
- ☐ Occupational Medicine   LOC_OM
- ☐ Occupational Health Nursing   LOC_OHN
- ☐ Occupational Ergonomics   LOC_ERG
- ☐ Occupational Health Physics   LOC_HP
- ☐ Occupational Injury Prevention   LOC_IP
- ☐ Occupational Epidemiology   LOC_EPI
- ☐ Occupational Health Psychology   LOC_OHP
- ☐ Other OS&H areas (please specify): LOC_OTH

                                  _____LOCSPEC_____40 Chars___

Q3b. Within each OS&H area you marked above, approximately what percent of the activity at this location is performed by the services you obtain from other locations of your organization? [**NOTE:** SCREEN TO SHOW OS&H FIELDS MARKED IN Q3a. OTHERS TO BE GRAYED OUT]   [3 Chars each; Maximum value: 100]

Occupational Safety	_____ Percent	PERC_SAF
Industrial Hygiene	_____ Percent	PERC_IH
Occupational Medicine	_____ Percent	PERC_OM
Occupational Health Nursing	_____ Percent	PERC_OHN
Occupational Ergonomics	_____ Percent	PERC_ERG
Occupational Health Physics	_____ Percent	PERC_HP
Occupational Injury Prevention	_____ Percent	PERC_IP
Occupational Epidemiology	_____ Percent	PERC_EPI
Occupational Health Psychology	_____ Percent	PERC_OHP
__[FILL FROM LOCSPEC IN Q3A]	_____ Percent	PERC_OTH

LOCQ4

Q4. Does this location receive occupational safety and health services from contractors or consultants?

- ○ Yes   (yes=1, no=2)
- ○ No → Skip to Question 5

Note: Q4A to be grayed out unless LOCQ4=1

Q4a. In which of the following areas does this location receive services from contractors or consultants?

□   Occupational Safety   OUT_SAF

□   Industrial Hygiene   OUT_IH

□   Occupational Medicine OUT_OM

□   Occupational Health Nursing OUT_OHN

□   Occupational Ergonomics   OUT_ERG

□   Occupational Health Physics OUT_HP

□   Occupational Injury Prevention   OUT_IP

□   Occupational Epidemiology OUT_EPI

□   Occupational Health Psychology OUT_OHP

□   Other OS&H areas (please specify): OUT_OTH

_____OUTSPEC_____40 Chars____

Q4b. Within each OS&H area you marked above, approximately what percent of the activity at this location is performed by contractors or consultants? [**NOTE:** SCREEN TO SHOW OS&H FIELDS MARKED IN Q4a. OTHERS TO BE GRAYED OUT]

[3 Chars each; Maximum value: 100]

Occupational Safety   _____ Percent OUPR_SAF

Industrial Hygiene   _____ Percent OUPR_IH

Occupational Medicine   _____ Percent OUPR_OM

Occupational Health Nursing   _____ Percent OUPR_OHN

Occupational Ergonomics   _____ Percent OUPR_ERG

Occupational Health Physics   _____ Percent OUPR_HP

Occupational Injury Prevention _____ Percent   OUPR_IP

Occupational Epidemiology   _____ Percent OUPR_EPI

Occupational Health Psychology _____ Percent OUPR_OHP

__[FILL FROM OUTCSPEC IN Q4A] _____ Percent OUPR_OTH

Q4c. How many occupational safety and health activity contractors and consultants worked at this location at least half-time (20 or more hours per week) at the end of (MONTH), 2010?   [SCREEN WILL SHOW OS&H FIELDS MARKED IN Q4a]

[3 Chars each]

Occupational Safety   _____   HOW_SAF

Industrial Hygiene   _____   HOW_IH

Occupational Medicine   _____   HOW_OM

Occupational Health Nursing   _____   HOW_OHN

Occupational Ergonomics   _____   HOW_ERG

Occupational Health Physics   _____   HOW_HP

Occupational Injury Prevention _____   HOW_IP

Occupational Epidemiology   _____   HOW_EPI

Occupational Health Psychology _____   HOW_OHP

__[FILL FROM OUTCSPEC IN Q4A] _____   HOW_OTH

**NOTE: GRAY OUT Q5 UNLESS <u>TWO OR MORE</u> OF THE FOLLOWING VARIABLES=1*:*

HIRE_SAF, HIRE_IH, HIRE_OHN, HIRE_OM, HIRE_ERG, HIRE_HP HIRE_IP, HIRE_EPI, HIRE_OHP, HIRE_OTH**

.

Q5. Earlier you told us that this location expects to hire professional staff over the next five years in the OS&H fields shown below. Please rank the <u>priority </u>that you expect this location to give each OS&H area with respect to future hiring. Enter a "1" for your first priority, "2" for the second priority, etc.

[NOTE: SCREEN TO SHOW ONLY FIELDS CONSISTENT WITH VARIABLES IN BOX ABOVE (THOSE CODED 1). OTHERS TO BE GRAYED OUT]

[1 Char each]

Occupational Safety	____	PRY_SAF
Industrial Hygiene	____	PRY_IH
Occupational Medicine	____	PRY_OM
Occupational Health Nursing	____	PRY_OHN
Occupational Ergonomics	____	PRY_ERG
Occupational Health Physics	____	PRY_HP
Occupational Injury Prevention	____	PRY_IP
Occupational Epidemiology	____	PRY_EPI
Occupational Health Psychology	____	PRY_OHP
__[FILL FROM HIREOTH1] _	____	PRY_OTH1
__[FILL FROM HIREOTH2] _	____	PRY_OTH2
__[FILL FROM HIREOTH3] _	____	PRY_OTH3

Q6. Over the past 2 years, how much difficulty has this location experienced in recruiting and hiring qualified persons in each job category below?

(Have not tried to hire =1, No difficulty=2, Some difficulty=3, A lot of difficulty =4, We were unable to hire =5)

	Have not tried to hire persons in this category	No difficulty	Some difficulty	A lot of difficulty	We were unable to hire qualified persons
DIFF_SAF Occupational Safety	☐	☐	☐	☐	☐
DIFF_IH Industrial Hygiene	☐	☐	☐	☐	☐
DIFF_OM Occupational Medicine	☐	☐	☐	☐	☐
DIFF_OHN Occupational Health Nursing	☐	☐	☐	☐	☐
DIFF_ERG Occupational Ergonomics	☐	☐	☐	☐	☐
DIFF_HP Occupational Health Physics	☐	☐	☐	☐	☐
DIFF_IP Occupational Injury Prevention	☐	☐	☐	☐	☐
DIFF_EPI Occupational Epidemiology	☐	☐	☐	☐	☐
DIFF_OHP Occupational Health Psychology	☐	☐	☐	☐	☐
Other OS&H areas (please specify) DIFF_OT1 __DIFOT1SP_30 Chars_	☐	☐	☐	☐	☐
DIFF_OT2 __DIFOT2SP_30 Chars_	☐	☐	☐	☐	☐
DIFF_OT3 __DIFOT3SP_30 Chars_	☐	☐	☐	☐	☐

Q7. This survey has asked only about professional staff in occupational safety and health who hold a bachelor's degree or higher in a relevant field. Does this location have additional staff whose main job duties are in occupational safety and health (for example, technicians with an associate's degree, persons whose training was obtained from short courses or "on the job")?   (yes=1, no=2)

    ○   Yes → How many? _____ LOCQ7HOW   2 Chars
    ○   No

Q8. Trends Observed: We would like to know your views of how the occupational safety and health professions have been changing. What are the most important trends that you have been seeing?

[open entry box] *TRENDS_A* *[60 Chars each]*

 Q9. Changes Needed: What important changes would you like to see the occupational safety and health professions make over the next 5 to 10 years?

[open entry box] *CHANGE_A* *[60 Chars each]*