

**ATTACHMENT I-1**  
**EMPLOYER TELEPHONE FOLLOW-UP PROMPT**  
**AND QUESTIONNAIRE**  
**(PHASES I AND II)**

**Employer Telephone Follow-up Prompt and Questionnaire**

Hello, may I speak to [TARGET RESPONDENT]? My name is [INTERVIEWER NAME] and I'm calling from Westat, a research firm based in Rockville, MD. We recently sent you a (letter/email) about a study being conducted by the National Institute for Occupational Safety and Health. Do you remember receiving this (letter/email)?

- YES**..... (GO TO INTRO-LETTER)
- YES, BUT PROBLEMS WITH WEB SURVEY REPORTED**..... (GO TO TECHNICAL DIFFICULTIES)
- NO**..... (GO TO INTRO-NO LETTER)

**INTRO-LETTER**

As we mentioned in the letter, this study asks about any occupational safety and health professionals your organization may have, their training needs, and your expectations for hiring such professionals over the next few years. Your establishment was selected for this study by means of a scientific process to represent other employers across the nation.

**PROMPT-LETTER**

Currently, we do not have a record of your survey having been completed. We want to be sure you have an opportunity to participate in the survey. We would appreciate it if you could complete the survey online by the end of the week, as the accuracy of the results depends on as many people as possible completing it. To complete your survey, simply go to the following website (www.SITE-URL.com) and enter your unique username and password. Or, if you prefer, we can conduct the survey right now over the phone.

- WEB** ..... (IF R INDICATES PREFERENCE FOR COMPLETING ONLINE, READ WEB INFO)
- PHONE**..... (IF R INDICATES PREFERENCE FOR COMPLETING BY PHONE, READ INTRO-2)

**WEB REMINDER-LETTER**

Do you need your survey log-in information? (IF SO: The website address is xxxxxx. Your user ID is xxxxxxx and your password is xxxxxx). I can also send you this information by email. Could you provide your email address?

We will be happy to answer any questions about the survey. Please feel free to call us for help at XXX-XXX-XXXX.

**TECHNICAL DIFFICULTIES (IF R ATTEMPTED ONLINE SURVEY AND HAD TROUBLE LOGGING IN)**

Can you describe to me the difficulty you encountered when you attempted to access the survey? (WHEN R FINISHED DESCRIBING PROBLEM) Thank you. I will refer this problem to our web programming staff, and we will get back in touch with you shortly. Or, would your prefer to complete the survey right now by telephone?

Public reporting of this collection of information is estimated to average 32 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and compiling and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a current valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to CDC/ATSDR Information Collection Review Office, 1600 Clifton Road NE, MS D-74, Atlanta, Georgia 30333; ATTN: PRA ( XXXXX).



**INTRO-NO LETTER**

We will be happy to send information about the survey by email. May I have your email address?  
(IF R REFUSES TO GIVE EMAIL ADDRESS: May I send you information about the survey by fax?)

The letter encouraged your participation in a major study of professionals devoted to protecting the safety and health of workers. The National Institute for Occupational Safety and Health funds programs that train these types of professionals, so this study will help to determine the agency’s future funding priorities. The study asks about any occupational safety and health professionals your organization may have, their training needs, and your expectations for hiring such professionals over the next few years. I assure you that the privacy of all information we collect will be protected. Of course, your participation is voluntary, but the validity of the results depends on a high rate of response.

**PROMPT-NO LETTER**

Participating in the study is easy. Simply go to the following website (www.SITE-URL.com) and enter your unique username and password. We would appreciate it if you could complete the survey online by the end of the week, as the accuracy of the results depends on as many people as possible completing it. Or, if you prefer, we can conduct the survey right now over the phone.

**WEB**..... (IF R INDICATES PREFERENCE FOR  
COMPLETING ONLINE, READ WEB INFORMATION-NO LETTER)  
**PHONE**..... (IF R INDICATES PREFERENCE FOR  
COMPLETING BY PHONE, READ INTRO-2)

**WEB LOGIN INFORMATION-NO LETTER**

Let me give you your survey log-in information. Your user ID is xxxxxxx and your password is xxxxxx). I can also send you this information by email or fax. (IF NOT ALREADY PROVIDED, What is your email address or fax number?)

**VOICE-MAIL MESSAGE FOR RESPONDENTS**

Hello, my name is \_\_\_\_\_ and I am calling from Westat, a survey research company in Rockville, MD on behalf of the National Institute of Occupational Safety and Health. We previously sent you some information about an important study we are doing about the nation’s occupational safety and health professional workforce. We asked you to respond to a survey over the internet, but currently, we do not have a record of your survey having been completed and we want to be sure you have an opportunity to participate. We would appreciate it if you could complete the survey online by (DAY AND DATE). If you have any questions or would like to complete the survey by telephone, please call XXXXXX at 1-XXX-XXX-XXXX. Thank you!

**INTRO2**

Please note that in this survey, we will be asking you about occupational safety and health workers at the following location only [ORGANIZATION NAME at SAMPLED ADDRESS].

Q1. First, we would like to know if any occupational safety and health (OSH) professionals were employed at this location at the end of (MONTH), 2010. To maximize the accuracy of this study, let me tell you what mean by OSH professional - we mean a person who has obtained at least a bachelor’s degree in a field related to occupational safety and health, has experience in the OSH field, and devotes a significant portion of work time to the OSH field. Some OSH professionals may also be formally certified to indicate that they meet certain competency standards. However, certification is not required for being counted in this survey.

Also, let me mention the specific OSH professions that we are concerned with. If you want to hear a description of any of these professions, let me know [*definitions are shown on page 27-28*].

- |                             |                                |
|-----------------------------|--------------------------------|
| Occupational Safety         | Occupational Health Physics    |
| Industrial Hygiene          | Occupational Injury Prevention |
| Occupational Medicine       | Occupational Epidemiology      |
| Occupational Health Nursing | Occupational Health Psychology |
| Occupational Ergonomics     |                                |

So, were any occupational safety and health (OSH) professionals were employed at this location at the end of (MONTH), 2010. Please include only staff your directly employ, and be sure to count yourself, if applicable.

- YES
- NO (SKIP TO Q2)

Q1a. How many OS&H professionals were employed at this location at the end of (MONTH), 2010?

\_\_\_\_\_

Q2. Does this location expect to hire any OS&H professionals to work onsite within the next five years? Consider both new positions and positions to replace staff that leave.

- YES,
- NO
- NOT SURE

<p><i>Respondents who answer “Yes” to Q1 will go to the Matrix of OSH Professionals (next page)</i></p> <p><i>Respondents who answer “No” to Q1 but “Yes” to Q2 will go to Future Hires Section (page 27)</i></p> <p><i>Respondents who answer “No” to both Q1 and Q2 will go to “About this Location” (page 50 )</i></p>
---

## YOUR OCCUPATIONAL SAFETY AND HEALTH PROFESSIONALS

IF EIGHT OR FEWER OSH PROFESSIONALS:

We have several questions about each of the OSH professionals at this location.

IF MORE THAN EIGHT OSH PROFESSIONALS:

We have several questions about some of the OSH professionals at this location. Since you have a large number, we won't be asking you about each one. Instead, we'll just talk about eight of them – please select eight by [\[sampling method still being finalized\]](#)

We first need a way to refer each individual professional, such as a first name or their initials (this information will not be submitted with the survey data – it will be erased by the computer program I am working on once we complete the interview). How should I refer to the first OSH professional? How about the second OSH professional? [CONTINUE UNTIL LISTING IS COMPLETE, THEN ASK Q3 AND Q4 FOR EACH PROFESSIONAL. (Please do not overlook yourself, if you are an OSH professional).

	Person Identifier (PI)	Q3. In a typical week, how many hours does [PI] work onsite at this location?	Q4. What percentage of [PI]'s time at this location is spent working in activities related to OSH?
1		_____ hours	<i>[Each row in this column will a drop-down menu showing percentages in increments of 5, i.e., 5%, 10%, ...100%]</i>
2		_____ hours	
3		_____ hours	
4		_____ hours	
5		_____ hours	
6		_____ hours	
7		_____ hours	
8		_____ hours	

## YOUR OCCUPATIONAL HEALTH AND SAFETY PROFESSIONALS

Q5. Now we will discuss the specific areas or disciplines of occupational and safety and health in which these professionals work. [Q5C AND Q5D WILL NOT BE ASKED IF ANSWER TO Q5B IS 100%]

	<b>Person Identifier (PI)</b>	<b>Q5a. What is [PI]'s primary OSH job category?</b> (the category that accounts for the largest amount of this persons OS&H work time)	<b>Q5b. What percentage of [PI]'s time in OSH activity at this location is spent working in their primary OS&amp;H field?</b>	<b>Q5c. If this person performs work in a second OSH job category, please indicate which one:</b>	<b>Q5d. What percentage of this person's time in OSH activity at this location is spent working in their <u>secondary</u> OSH field?</b>
<b>1</b>	[ 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.]	[Each row in this column will a drop-down menu showing percentages in increments of 5, i.e., 5%, 10%, ...100%]	[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.]	[Each row in this column will a drop-down menu showing percentages in increments of 5, i.e., 5%, 10%, ...100%]
<b>2</b>	[ carried over from Screen 1]				
<b>3</b>	[ carried over from Screen 1]				
<b>4</b>	[ carried over from Screen 1]				
<b>5</b>	[ carried over from Screen 1]				
<b>6</b>	[ carried over from Screen 1]				
<b>7</b>	[ carried over from Screen 1]				
<b>8</b>	[ carried over from Screen 1]				

## YOUR OCCUPATIONAL HEALTH AND SAFETY PROFESSIONALS

I have just a few more questions about (this person/these persons).

	Person Identifier	Q6. What is the highest level of education that [PI] has completed in their primary OSH field (or a closely related field)?	Q7. Does [PI] hold an active professional certification in their primary OSH field? (Please do not count certifications granted by OSHA and MSHA)	Q8. Which of the following age categories applies to [PI]?	Q9. Do you think that [PI] likely to retire or leave the profession within the next year?
1	[ carried over from Screen 1]	[Each row in this column will show a drop-down menu of education categories tailored to the job category selected on Screen 1. See below]	<input type="radio"/> Yes, in primary field <input type="radio"/> Yes, in another field <input type="radio"/> No, but working towards it <input type="radio"/> No, not working towards it	<input type="radio"/> 60 or older <input type="radio"/> 50-59 <input type="radio"/> 49 or younger	<input type="radio"/> Yes <input type="radio"/> No
2	[ carried over from Screen 1]		<input type="radio"/> Yes, in primary field <input type="radio"/> Yes, in another field <input type="radio"/> No, but working towards it <input type="radio"/> No, not working towards it	<input type="radio"/> 60 or older <input type="radio"/> 50-59 <input type="radio"/> 49 or younger	<input type="radio"/> Yes <input type="radio"/> No
3	[ carried over from Screen 1]	Standard set of response categories for Q6 will be:	<input type="radio"/> Yes, in primary field <input type="radio"/> Yes, in another field <input type="radio"/> No, but working towards it <input type="radio"/> No, not working towards it	<input type="radio"/> 60 or older <input type="radio"/> 50-59 <input type="radio"/> 49 or younger	<input type="radio"/> Yes <input type="radio"/> No
4	[ carried over from Screen 1]	<input type="radio"/> Bachelor's degree <input type="radio"/> Master's degree <input type="radio"/> Doctoral degree	<input type="radio"/> Yes, in primary field <input type="radio"/> Yes, in another field <input type="radio"/> No, but working towards it <input type="radio"/> No, not working towards it	<input type="radio"/> 60 or older <input type="radio"/> 50-59 <input type="radio"/> 49 or younger	<input type="radio"/> Yes <input type="radio"/> No
5	[ carried over from Screen 1]	For Occupational Medicine:	<input type="radio"/> Yes, in primary field <input type="radio"/> Yes, in another field <input type="radio"/> No, but working towards it <input type="radio"/> No, not working towards it	<input type="radio"/> 60 or older <input type="radio"/> 50-59 <input type="radio"/> 49 or younger	<input type="radio"/> Yes <input type="radio"/> No
6	[ carried over from Screen 1]	<input type="radio"/> M.D. with residency training in occupational medicine	<input type="radio"/> Yes, in primary field <input type="radio"/> Yes, in another field <input type="radio"/> No, but working towards it <input type="radio"/> No, not working towards it	<input type="radio"/> 60 or older <input type="radio"/> 50-59 <input type="radio"/> 49 or younger	<input type="radio"/> Yes <input type="radio"/> No
7	[ carried over from Screen 1]	<input type="radio"/> M.D. with residency training in another area of medicine	<input type="radio"/> Yes, in primary field <input type="radio"/> Yes, in another field <input type="radio"/> No, but working towards it <input type="radio"/> No, not working towards it	<input type="radio"/> 60 or older <input type="radio"/> 50-59 <input type="radio"/> 49 or younger	<input type="radio"/> Yes <input type="radio"/> No
8	[ carried over from Screen 1]		<input type="radio"/> Yes, in primary field <input type="radio"/> Yes, in another field <input type="radio"/> No, but working towards it <input type="radio"/> No, not working towards it	<input type="radio"/> 60 or older <input type="radio"/> 50-59 <input type="radio"/> 49 or younger	<input type="radio"/> Yes <input type="radio"/> No

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



## TRAINING NEEDS OF YOUR OCCUPATIONAL SAFETY PROFESSIONALS

Now we would like to know about the training needs of your OSH professionals. You indicated that (*identifier 1, identifier 2,..*) worked at this location in occupational safety.

Q1. In what technical aspects of their jobs do you believe that at least some of your occupational safety professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q2. In what additional (nontechnical) aspects of their jobs do you believe that at least some of your occupational safety professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q3. Are any of your occupational safety professionals currently pursuing any academic degree in occupational safety or a closely related field?

- Yes → How many are pursuing such a degree? \_\_\_\_\_
- No

Q4. Do any of your occupational safety professionals plan to obtain academic training in another area of occupational safety and health within the next 5 years?

- Yes → How many plan to do this? \_\_\_\_\_
- No
- Don't know

Q5. (Before moving on to the professionals in another area,) Do you have any additional comments related to the training needs of your occupational safety professionals? Please share them with us:

*[open entry box]*

## TRAINING NEEDS OF YOUR INDUSTRIAL HYGIENE PROFESSIONALS

(Now we would like to know about the training needs of your OSH professionals.) You indicated that (*identifier 1, identifier 2,..*) worked at this location in industrial hygiene.

Q1. In what technical aspects of their jobs do you believe that at least some of your industrial hygiene professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q2. In what additional (nontechnical) aspects of their jobs do you believe that at least some of your industrial hygiene professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q3. Are any of your industrial hygiene professionals currently pursuing any academic degree in industrial hygiene or a closely related field?

- Yes → How many are pursuing such a degree? \_\_\_\_\_
- No

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 → How many plan to do this? \_\_\_\_\_
- No
- Don't know

Q5. (Before moving on to the professionals in another area,) Do you have any additional comments related to the training needs of your industrial hygiene professionals? Please share them with us:

*[open entry box]*

## TRAINING NEEDS OF YOUR OCCUPATIONAL MEDICINE PROFESSIONALS

(Now we would like to know about the training needs of your OSH professionals.) You indicated that (*identifier 1, identifier 2,..*) worked at this location in occupational medicine.

Q1. In what technical aspects of their jobs do you believe that at least some of your occupational medicine professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q2. In what additional (nontechnical) aspects of their jobs do you believe that at least some of your occupational medicine professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q3. Do any of your occupational medicine professionals plan to enter a formal occupational medicine residency program within the next 5 years?

- Yes → How many plan to do this? \_\_\_\_\_
- No
- Don't know

Q4. (Before moving on to the professionals in another area,) Do you have any additional comments related to the training needs of your occupational medicine professionals? Please share them with us:

*[open entry box]*

## TRAINING NEEDS OF YOUR OCCUPATIONAL HEALTH NURSING PROFESSIONALS

(Now we would like to know about the training needs of your OSH professionals.) You indicated that (*identifier 1, identifier 2,..*) worked at this location in occupational health nursing.

Q1. In what technical aspects of their jobs do you believe that at least some of your occupational health nursing professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q2. In what additional (nontechnical) aspects of their jobs do you believe that at least some of your occupational health nursing professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q3. Are any of your occupational health nursing professionals currently pursuing any academic degree in occupational health nursing or a closely related field?

- Yes → How many are pursuing such a degree? \_\_\_\_\_
- No

Q4. Do any of your occupational health nursing professionals plan to obtain academic training in another area of occupational safety and health within the next 5 years?

- Yes → How many plan to do this? \_\_\_\_\_
- No
- Don't know

*[Note: Q4a will only be asked if respondent has listed an occupational health nurse with a doctoral degree in the matrix.]*

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)
- Doctor of Nursing Science (DNSc)
- Doctor of Nursing Practice (DNP)

Q5(Before moving on to the professionals in another area,) Do you have any additional comments related to the training needs of your occupational health nursing professionals? Please share them with us:

*[open entry box]*



## TRAINING NEEDS OF YOUR OCCUPATIONAL HEALTH PHYSICS PROFESSIONALS

(Now we would like to know about the training needs of your OSH professionals.) You indicated that (*identifier 1, identifier 2,..*) worked at this location in occupational health physics.

Q1. In what technical aspects of their jobs do you believe that at least some of your occupational health physics professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q2. In what additional (nontechnical) aspects of their jobs do you believe that at least some of your occupational health physics professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q3. Are any of your occupational health physics professionals currently pursuing any academic degree in occupational health physics or a closely related field?

- Yes → How many are pursuing such a degree? \_\_\_\_\_
- 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 → How many plan to do this? \_\_\_\_\_
- No
- Don't know

Q5(Before moving on to the professionals in another area,) Do you have any additional comments related to the training needs of your occupational health physics professionals? Please share them with us:

*[open entry box]*

## TRAINING NEEDS OF YOUR OCCUPATIONAL ERGONOMICS PROFESSIONALS

(Now we would like to know about the training needs of your OSH professionals.) You indicated that (*identifier 1, identifier 2,..*) worked at this location in occupational ergonomics.

Q1. In what technical aspects of their jobs do you believe that at least some of your occupational ergonomics professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q2. In what additional (nontechnical) aspects of their jobs do you believe that at least some of your occupational ergonomics professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q3. Are any of your occupational ergonomics professionals currently pursuing any academic degree in occupational ergonomics or a closely related field?

- Yes → How many are pursuing such a degree? \_\_\_\_\_
- No

Q4. Do any of your occupational ergonomics professionals plan to obtain academic training in another area of occupational safety and health within the next 5 years?

- Yes → How many plan to do this? \_\_\_\_\_
- No
- Don't know

Q5. (Before moving on to the professionals in another area,) Do you have any additional comments related to the training needs of your occupational ergonomics professionals? Please share them with us:

*[open entry box]*

## TRAINING NEEDS OF YOUR OCCUPATIONAL INJURY PREVENTION PROFESSIONALS

(Now we would like to know about the training needs of your OSH professionals.) You indicated that (*identifier 1, identifier 2,..*) worked at this location in occupational injury prevention.

Q1. In what technical aspects of their jobs do you believe that at least some of your occupational injury prevention professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q2. In what additional (nontechnical) aspects of their jobs do you believe that at least some of your occupational injury prevention professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q3. Are any of your occupational injury prevention professionals currently pursuing any academic degree in occupational injury prevention or a closely related field?

- Yes → How many are pursuing such a degree? \_\_\_\_\_
- No

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 → How many plan to do this? \_\_\_\_\_
- No
- Don't know

Q5. (Before moving on to the professionals in another area,) Do you have any additional comments related to the training needs of your occupational injury prevention professionals? Please share them with us:

*[open entry box]*

## TRAINING NEEDS OF YOUR OCCUPATIONAL EPIDEMIOLOGY PROFESSIONALS

(Now we would like to know about the training needs of your OSH professionals.) You indicated that (*identifier 1, identifier 2,..*) worked at this location in occupational epidemiology.

Q1. In what technical aspects of their jobs do you believe that at least some of your occupational epidemiology professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q2. In what additional (nontechnical) aspects of their jobs do you believe that at least some of your occupational epidemiology professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q3. Are any of your occupational epidemiology professionals currently pursuing any academic degree in occupational epidemiology or a closely related field?

- Yes → How many are pursuing such a degree? \_\_\_\_\_
- No

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 → How many plan to do this? \_\_\_\_\_
- No
- Don't know

Q5. (Before moving on to the professionals in another area,) Do you have any additional comments related to the training needs of your occupational epidemiology professionals? Please share them with us:

*[open entry box]*



## TRAINING NEEDS OF YOUR OCCUPATIONAL HEALTH PSYCHOLOGY PROFESSIONALS

(Now we would like to know about the training needs of your OSH professionals.) You indicated that (*identifier 1, identifier 2,..*) worked at this location in occupational health psychology.

Q1. In what technical aspects of their jobs do you believe that at least some of your occupational health psychology professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q2. In what additional (nontechnical) aspects of their jobs do you believe that at least some of your occupational health psychology professionals could benefit from additional training? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q3. Are any of your occupational health psychology professionals currently pursuing any academic degree in occupational health psychology or a closely related field?

- Yes → How many are pursuing such a degree? \_\_\_\_\_
- No

Q4. Do any of your occupational health psychology professionals plan to obtain academic training in another area of occupational safety and health within the next 5 years?

- Yes → How many plan to do this? \_\_\_\_\_
- No
- Don't know

Q5. (Before moving on to the professionals in another area,) Do you have any additional comments related to the training needs of your occupational health psychology professionals? Please share them with us:

*[open entry box]*

**TRAINING NEEDS OF YOUR 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 the matrix on Q4 on page 2*

(Now we would like to know about the training needs of your OSH professionals.) You indicated that (*identifier 1, identifier 2,..*) worked at this location in another area of occupational safety and health, specially [fill from matrix entry on Q4, page 2].

Q1. In what technical aspects of their jobs do you believe that at least some of these professionals could benefit from additional training? (If you would to like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q2. In what additional (nontechnical) aspects of their jobs do you believe that at least some of these professionals could benefit from additional training? (If you would to like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]



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 → How many are pursuing such a degree? \_\_\_\_\_
- No

Q4. Do any of your occupational ergonomics professionals plan to obtain academic training in another area of occupational safety and health within the next 5 years?

- Yes → How many plan to do this? \_\_\_\_\_
- No
- Don't know

Q5. Do you have any additional comments related to the training needs of these professionals? Please share them with us:

*[open entry box]*

## FUTURE HIRES IN OCCUPATIONAL SAFETY AND HEALTH

Now we would like to know about your expected future hires of occupational safety and health professionals. I'm going to read several specific areas of occupational safety and health, please indicate whether or not this location expects to hire any professionals to work onsite in this job 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 may also be formally certified to indicate they meet certain competency standards. However, certification is not required for being counted in this survey.)

**Q1. Occupational Safety** (They 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
- No
- Not sure

**Q2. Industrial Hygiene** (They 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

**Q3. 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

**Q4. 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

**Q5. Occupational Ergonomics** (They 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

**Q6. Occupational Health Physics** (They work to protect workers and the environment from hazardous radiation exposure.)

- Yes
- No
- Not sure

**Q7. Occupational Injury Prevention** (They 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
- No
- Not sure

**Q8. Occupational Epidemiology** (They 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

**Q9. Occupational Health Psychology** (They 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

**Q10. Other areas of Occupational Health and Safety** (you may specify up to three areas)

- Yes
- No
- Not sure

---

---

---

*For each "Yes" above, respondents will be administered the appropriate module on expectations for future hires, starting on the next page. If all "No/Not Sure" then will skip to page 50*

## EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL SAFETY PROFESSIONALS

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

\_\_\_\_\_

Q2. Of that number, please indicate the number of these professionals you expect to hire whose highest level of formal education in occupational safety (or a closely related field) is....

- a. A Bachelor's degree: \_\_\_\_\_
- b. A Master's degree: \_\_\_\_\_
- c. A Doctoral degree: \_\_\_\_\_

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?

\_\_\_\_\_

Q4. In which of the following additional areas, if any, would you like for these professionals to also perform work?

*Mark all that apply*

- Industrial Hygiene
- Occupational Medicine
- Occupational Health Nursing
- Occupational Ergonomics
- Occupational Health Physics
- Occupational Injury Prevention
- Occupational Epidemiology
- Occupational Health Psychology
- Other OS&H areas (specify):

[open entry box]



Q5. What are the three most important technical skills or knowledge areas that will you be looking for when hiring occupational safety professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q6. What are the three most important additional (nontechnical) skills or knowledge areas that will you be looking for when hiring occupational safety professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q7. Do you have any additional comments related to your expectations for future hiring of occupational safety professionals? If so, please share them with us:

*[open entry box]*

## EXPECTATIONS FOR FUTURE HIRING OF INDUSTRIAL HYGIENE PROFESSIONALS

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

\_\_\_\_\_

Q2. Of that number, please indicate the number of these professionals you expect to hire whose highest level of formal education in industrial hygiene (or a closely related field) is....

- a. A Bachelor's degree: \_\_\_\_\_
- b. A Master's degree: \_\_\_\_\_
- c. A Doctoral degree: \_\_\_\_\_

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?

\_\_\_\_\_

Q4. In which of the following additional areas, if any, would you like for these professionals to also perform work?

*Mark all that apply*

- Occupational Safety
- Occupational Medicine
- Occupational Health Nursing
- Occupational Ergonomics
- Occupational Health Physics
- Occupational Injury Prevention
- Occupational Epidemiology
- Occupational Health Psychology
- Other OS&H areas (specify):

[open entry box]

Q5. What are the three most important technical skills or knowledge areas that will you be looking for when hiring industrial hygiene professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q6. What are the three most important additional (nontechnical) skills or knowledge areas that will you be looking for when hiring industrial hygiene professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q7. Do you have any additional comments related to your expectations for future hiring of industrial hygiene professionals? If so, please share them with us:

*[open entry box]*

## EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL MEDICINE PHYSICIANS

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

\_\_\_\_\_

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

\_\_\_\_\_

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, go to Q4)

Q3a. If you expect to hire any physicians who are not board certified in occupational medicine, will you require board certification in another medical specialty?

- Yes
- No

Q3b. If you expect to hire any physicians who are not 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
- No

Q4. In which of the following additional areas, if any, would you like for these professionals to also perform work?

*Mark all that apply*

- Occupational Safety
- Industrial Hygiene
- Occupational Health Nursing
- Occupational Ergonomics
- Occupational Health Physics
- Occupational Injury Prevention
- Occupational Epidemiology
- Occupational Health Psychology
- Other OS&H areas (specify):

[open entry box]

Q5. What are the three most important technical skills or knowledge areas that will you be looking for when hiring occupational medicine physicians over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q6. What are the three most important additional (nontechnical) skills or knowledge areas that will you be looking for when hiring occupational medicine physicians over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q7. Do you have any additional comments related to your expectations for future hiring of occupational medicine physicians? If so, please share them with us:

*[open entry box]*

## EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL HEALTH NURSES

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

\_\_\_\_\_

Q2. Of that number, please indicate the number of these nurses you expect to hire whose highest level of formal education in occupational health nursing (or a closely related field) is....

- a. A Bachelor's degree: \_\_\_\_\_
- b. A Master's degree: \_\_\_\_\_
- c. A Doctor of Philosophy (PhD): \_\_\_\_\_
- d. A Doctor of Nursing Science (DNSc): \_\_\_\_\_
- e. A Doctor of Nursing Practice (DNP): \_\_\_\_\_
- f. Some other degree (Specify – for \_\_\_\_\_  
*example, RN with no degree but*  
*coursework in occupational health nursing)*

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.

Q2a. 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
- Somewhat likely
- Somewhat unlikely
- Not at all likely
- Don't know

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

- Yes
- 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?

\_\_\_\_\_

Q4. In which of the following additional areas, if any, would you like for these professionals to also perform work?

*Mark all that apply*

- Occupational Safety
- Industrial Hygiene
- Occupational Health Nursing
- Occupational Ergonomics
- Occupational Health Physics
- Occupational Injury Prevention
- Occupational Epidemiology
- Occupational Health Psychology
- Other OS&H areas (specify):

*[open entry box]*

Q5. What are the three most important technical skills or knowledge areas that will you be looking for when hiring occupational health nurses over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q6. What are the three most important additional (nontechnical) skills or knowledge areas that will you be looking for when hiring occupational health nurses over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q7. Do you have any additional comments related to your expectations for future hiring of occupational health nurses? If so, please share them with us:

*[open entry box]*



## EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL ERGONOMICS PROFESSIONALS

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

\_\_\_\_\_

Q2. Of that number, please indicate the number of these professionals you expect to hire whose highest level of formal education in occupational ergonomics (or a closely related field) is...

- a. A Bachelor's degree: \_\_\_\_\_
- b. A Master's degree: \_\_\_\_\_
- c. A Doctoral degree: \_\_\_\_\_

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?

\_\_\_\_\_

Q4. In which of the following areas of occupational safety and health do you hope that these professionals will also perform work?

*Mark all that apply*

- Occupational Safety
- Industrial Hygiene
- Occupational Medicine
- Occupational Health Nursing
- Occupational Health Physics
- Occupational Injury Prevention
- Occupational Epidemiology
- Occupational Health Psychology
- Other OS&H areas (specify):

[open entry box]

Q5. What are the three most important technical skills or knowledge areas that will you be looking for when hiring occupational ergonomics professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q6. What are the three most important additional (nontechnical) skills or knowledge areas that will you be looking for when hiring occupational ergonomics professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q7. Do you have any additional comments related to your expectations for future hiring of occupational ergonomics professionals? If so, please share them with us:

*[open entry box]*

## EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL HEALTH PHYSICS PROFESSIONALS

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

\_\_\_\_\_

Q2. Of that number, please indicate the number of these professionals you expect to hire whose highest level of formal education in occupational health physics (or a closely related field) is...

- a. A Bachelor's degree: \_\_\_\_\_
- b. A Master's degree: \_\_\_\_\_
- c. A Doctoral degree: \_\_\_\_\_

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?

\_\_\_\_\_

Q4 In which of the following additional areas, if any, would you like for these professionals to also perform work?

*Mark all that apply*

- Occupational Safety
- Industrial Hygiene
- Occupational Medicine
- Occupational Health Nursing
- Occupational Ergonomics
- Occupational Injury Prevention
- Occupational Epidemiology
- Occupational Health Psychology
- Other OS&H areas (specify):

[open entry box]

Q5. What are the three most important technical skills or knowledge areas that will you be looking for when hiring occupational health physics professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q6. What are the three most important additional (nontechnical) skills or knowledge areas that will you be looking for when hiring occupational health physics professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q7. Do you have any additional comments related to your expectations for future hiring of occupational health physics professionals? If so, please share them with us:

*[open entry box]*

## EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL INJURY PREVENTION PROFESSIONALS

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

\_\_\_\_\_

Q2. Of that number, please indicate the number of these professionals you expect to hire whose highest level of formal education in occupational injury prevention (or a closely related field) is...

- a. A Bachelor's degree: \_\_\_\_\_
- b. A Master's degree: \_\_\_\_\_
- c. A Doctoral degree: \_\_\_\_\_

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

\_\_\_\_\_

Q4 In which of the following additional areas, if any, would you like for these professionals to also perform work?

*Mark all that apply*

- Occupational Safety
- Industrial Hygiene
- Occupational Medicine
- Occupational Health Nursing
- Occupational Ergonomics
- Occupational Health Physics
- Occupational Epidemiology
- Occupational Health Psychology
- Other OS&H areas (specify):

[open entry box]

Q5. What are the three most important technical skills or knowledge areas that will you be looking for when hiring occupational injury prevention professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q6. What are the three most important additional (nontechnical) skills or knowledge areas that will you be looking for when hiring occupational injury prevention professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q7. Do you have any additional comments related to your expectations for future hiring of occupational injury prevention professionals? If so, please share them with us:

*[open entry box]*

## EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL EPIDEMIOLOGY PROFESSIONALS

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

\_\_\_\_\_

Q2. Of that number, please indicate the number of these professionals you expect to hire whose highest level of formal education in occupational epidemiology (or a closely related field) is...

- a. A Bachelor's degree: \_\_\_\_\_
- b. A Master's degree: \_\_\_\_\_
- c. A Doctoral degree: \_\_\_\_\_

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

\_\_\_\_\_

Q4 In which of the following additional areas, if any, would you like for these professionals to also perform work?

*Mark all that apply*

- Occupational Safety
- Industrial Hygiene
- Occupational Medicine
- Occupational Health Nursing
- Occupational Ergonomics
- Occupational Health Physics
- Occupational Injury Prevention
- Occupational Health Psychology
- Other OS&H areas (specify):

[open entry box]

Q5. What are the three most important technical skills or knowledge areas that will you be looking for when hiring occupational epidemiology professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q6. What are the three most important additional (nontechnical) skills or knowledge areas that will you be looking for when hiring occupational epidemiology professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q7. Do you have any additional comments related to your expectations for future hiring of occupational epidemiology professionals? If so, please share them with us:

*[open entry box]*



## EXPECTATIONS FOR FUTURE HIRING OF OCCUPATIONAL HEALTH PSYCHOLOGY PROFESSIONALS

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

\_\_\_\_\_

Q2. Of that number, please indicate the number of these professionals you expect to hire whose highest level of formal education in occupational health psychology (or a closely related field) is...

- a. A Bachelor's degree: \_\_\_\_\_
- b. A Master's degree: \_\_\_\_\_
- c. A Doctoral degree: \_\_\_\_\_

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

\_\_\_\_\_

Q4 In which of the following additional areas, if any, would you like for these professionals to also perform work?

*Mark all that apply*

- Occupational Safety
- Industrial Hygiene
- Occupational Medicine
- Occupational Health Nursing
- Occupational Ergonomics
- Occupational Health Physics
- Occupational Injury Prevention
- Occupational Epidemiology
- Other OS&H areas (specify):

[open entry box]

Q5. What are the three most important technical skills or knowledge areas that will you be looking for when hiring occupational health psychology professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q6. What are the three most important additional (nontechnical) skills or knowledge areas that will you be looking for when hiring occupational health psychology professionals over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]*

Q7. Do you have any additional comments related to your expectations for future hiring of occupational health psychology professionals? If so, please share them with us:

*[open entry box]*

**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 Q7 on page 22*

Q1. How many professionals in [fill from Q7 on page 13] do you expect to hire to work onsite at this location within the next five years? Consider both new positions and positions to replace staff that leave.

\_\_\_\_\_

Q2. Of that number, please indicate the number of these professionals you expect to hire whose highest level of formal education in a relevant field is...

- a. A Bachelor's degree: \_\_\_\_\_
- b. A Master's degree: \_\_\_\_\_
- c. A Doctoral degree: \_\_\_\_\_

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?

\_\_\_\_\_

Q4. In which of the following additional areas, if any, would you like for these professionals to also perform work?

*Mark all that apply*

- Occupational Safety
- Industrial Hygiene
- Occupational Medicine
- Occupational Health Nursing
- Occupational Ergonomics
- Occupational Health Physics
- Occupational Injury Prevention
- Occupational Epidemiology
- Occupational Health Psychology
- Other OS&H areas (specify):

[open entry box]

Q5. What are the three most important technical skills or knowledge areas that will you be looking for when hiring professionals in other areas of occupational safety and health over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q6. What are the three most important additional (nontechnical) skills or knowledge areas that will you be looking for when hiring professionals in other areas of occupational safety and health over the next five years? (If you would like to hear some examples, let me know)

[EXAMPLE LIST]

- 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]

Q7. Do you have any additional comments related to your expectations for future hiring of these professionals? If so, please share them with us:

[open entry box]

## ABOUT THIS LOCATION

We are almost finished. We have just a few more questions about occupational safety and health at this location.

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

- Yes
- No → Skip to Question 2

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

\_\_\_\_\_

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

- Paying for tuition
- Paying for travel
- Allowing time off for attendance

Q2a. Are there any new occupational safety and health courses or topics that you would like to see introduced in OSH Continuing Education within the next few years?

- Yes → What are they?: \_\_\_\_\_
- No

Q3. Does this location receive OSH services from other locations within your organization?

- Yes
- No → Skip to Question 4
- We have no other locations → Skip to Question 4

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

Mark all that Apply

- Occupational Safety
- Industrial Hygiene
- Occupational Medicine
- Occupational Health Nursing
- Occupational Ergonomics
- Occupational Health Physics
- Occupational Injury Prevention
- Occupational Epidemiology
- Occupational Health Psychology
- Other OSH areas (please specify):

\_\_\_\_\_

Q3b. Approximately what percent of the [OS&H field] activity at this location is performed by the services you obtain from other locations of your organization? [REPEAT FOR EACH OS&H FIELD MENTIONED IN Q3A]

OS&H field..      \_\_\_\_\_ Percent  
.....                      \_\_\_\_\_ Percent

Q4. Does this location receive OSH services from contractors or consultants?

- Yes
- No → Skip to Question 5

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

- Occupational Safety
- Industrial Hygiene
- Occupational Medicine
- Occupational Health Nursing
- Occupational Ergonomics
- Occupational Health Physics
- Occupational Injury Prevention
- Occupational Epidemiology
- Occupational Health Psychology
- Other OS&H areas (please specify):

\_\_\_\_\_

Q4b. Approximately what percent of the [OS&H FIELD] activity at this location is performed by contractors or consultants? [REPEAT FOR EACH OS&H FIELD MENTIONED IN Q4A]

OS&H field..        \_\_\_\_\_ Percent  
.....                \_\_\_\_\_ Percent

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?

\_\_\_\_\_

*Respondents who report they expect to hire in two or more OS&H fields over the next 5 years will be asked Q5. All other respondents will skip to Q6*

Q5. Earlier you told us that this location expects to hire professional staff over the next five years in the OS&H fields of [\_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_]. Please rank the priority that you expect this location to give each OS&H area with respect to future hiring. Which do you think will be your first priority? Second priority? (Third priority?...)

OS&H field..        ----  
OS&H field..        ----  
.....                ----



Q6. I'm going to read the several areas of occupational safety and health again. For each area, just tell me how much difficulty this location has experienced in recruiting and hiring qualified persons in that category over the last 2 years. If you have not tried to hire persons in the category, just let me know that. [READ FIRST CATEGORY] Would you say no difficulty, some difficulty, a lot of difficulty, or that you were unable to hire qualified people?

	Have not tried to hire persons in this category	No difficulty	Some difficulty	A lot of difficulty	We were unable to hire qualified persons
Occupational Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Industrial Hygiene	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Medicine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Health Nursing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Ergonomics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Health Physics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Injury Prevention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Epidemiology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Health Psychology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other OS&H areas (please specify) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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 → How many? \_\_\_\_\_
- 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]*

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]