

ATTACHMENT F
EMPLOYER QUESTIONNAIRE
(PHASES I AND II)

Employer Questionnaire – Paper Copy of Web Questionnaire

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:

ORGANIZATION NAME
SAMPLED ADDRESS SHOWN HERE

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 the User ID and password 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: xxxxxx@Westat.com).

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).

Overview

This page provides information about: *(each of these bullets will be bookmarked to the relevant section below)*

- What kinds of questions you'll be asked
- How to navigate through the survey
- When are your answers saved
- How to clear your answers
- How to print the survey and/or your responses
- The three ways to leave the survey: Exit, Timeout, and Submit
- Where you can get help if you have additional questions

What kinds of question will be asked?

There are three 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. On most pages, these buttons appear at both the top and the bottom 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 not 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.

How to print the survey and/or your responses

There are two ways to print the survey and/or your responses. To print the entire survey, including any answers you might have already entered, click on the “Print” button which appears at both the top and the bottom of most pages. To print just the page you are on, please use your browser’s print button.

Where you can get help if you have additional questions

If you have any questions, please email us at xxxxxxx@westat.com. 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 at this location (i.e. this worksite, building, plant, etc.) at the end of (MONTH), 2010. Please include only staff you directly employ. Be sure to count yourself (if applicable).

- By OS&H professional, we mean a person who meets each of the following three criteria: a) 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 not 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 [*definitions are shown on pages 28-29*].

[Occupational Safety](#)

[Occupational Health Physics](#)

[Industrial Hygiene](#)

[Occupational Injury Prevention](#)

[Occupational Medicine](#)

[Occupational Epidemiology](#)

[Occupational Health Nursing](#)

[Occupational Health Psychology](#)

[Occupational Ergonomics](#)

Check one:

- Yes, OS&H professionals were employed at this location at the end of (MONTH), 2010
- No OS&H professionals were employed at this location at the end of (MONTH), 2010 → Skip to Question 2.

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

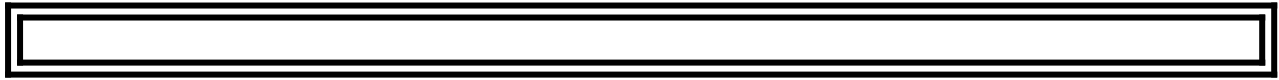
Q2. Does this location expect to hire any OS&H professionals to work onsite within the next five years? Consider both new positions and positions to replace staff that leave.

- Yes,
- No
- Not Sure

Respondents who answer "Yes" to Q1 will go to the Matrix of OSH Professionals (next page)

Respondents who answer "No" to Q1 but "Yes" to Q2 will go to Future Hires Section (page 28)

Respondents who answer "No" to both Q1 and Q2 will go to "About this Location" (page 51)



YOUR OCCUPATIONAL SAFETY AND HEALTH (OS&H) PROFESSIONALS [Screen 1]

We have several questions about each of the occupational safety and health (OS&H) professionals at this location. The table below allows for up to eight OS&H professionals – if you have more than eight OS&H professionals, please select eight by [*sampling method still being finalized*]

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 onsite at this location? | Q4. What percentage of this person's time at this location is spent working in activities related to OS&H? |
|----------|--|---|---|
| 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 (OS&H) PROFESSIONALS [Screen 2]

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 at this location 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 at this location is spent working in their secondary OS&H field? |
|----------|--|---|---|--|---|
| 1 | <i>[carried over from Screen 1]</i> | <i>[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.]</i> | <i>[Each row in this column will a drop-down menu showing percentages in increments of 5, i.e., 5%, 10%, ...100%]</i> | <i>[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.]</i> | <i>[Each row in this column will a drop-down menu showing percentages in increments of 5, i.e., 5%, 10%, ...100%]</i> |
| 2 | <i>[carried over from Screen 1]</i> | | | | |
| 3 | <i>[carried over from Screen 1]</i> | | | | |
| 4 | <i>[carried over from Screen 1]</i> | | | | |
| 5 | <i>[carried over from Screen 1]</i> | | | | |
| 6 | <i>[carried over from Screen 1]</i> | | | | |
| 7 | <i>[carried over from Screen 1]</i> | | | | |
| 8 | <i>[carried over from Screen 1]</i> | | | | |

YOUR OCCUPATIONAL HEALTH AND SAFETY (OS&H) PROFESSIONALS [Screen 3]

| | Person Identifier | Q6. What is the highest level of education this person has completed in their primary OS&H (or closely related field)? | 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) | Q8. Which of the following age categories applies to this person? | Q9. Do you think that this person is 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 Q7 will be: <input type="radio"/> Bachelor's degree <input type="radio"/> Master's degree <input type="radio"/> Doctoral degree For Occupational Medicine: <input type="radio"/> M.D. with residency training in occupational medicine <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 |
| 4 | [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 |
| 5 | [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 |
| 6 | [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 |
| 7 | [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 |
| 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

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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If 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

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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If 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

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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If 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

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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. 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]

TRAINING NEEDS OF YOUR OCCUPATIONAL HEALTH PHYSICS 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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. 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]

TRAINING NEEDS OF YOUR OCCUPATIONAL ERGONOMICS 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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If 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

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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. 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]

TRAINING NEEDS OF YOUR OCCUPATIONAL EPIDEMIOLOGY 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 epidemiology professionals could benefit from additional training? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If 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

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 health psychology professionals could benefit from additional training? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. 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]

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

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?

[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? (For examples, click [here](#))

[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. If 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

For each area of occupational safety and health shown below, 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 (e.g., medicine, nursing, hygiene, safety) may also be formally certified by a professional body that has established competency standards. However, certification is not required for being counted in this survey.

Q1. 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
- No
- Not sure

Q2. 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

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

- Yes
- No
- Not sure

(continued on next page)

Q7. 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
- No
- Not sure

Q8. 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

Q9. 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

Q10. Other areas of Occupational Health and Safety

If Yes, please 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 go to Page 51

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 the number you reported in question 1, 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...

Bachelor's degree: _____

Master's degree: _____

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 (please specify below):

[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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If you have any additional comments related to your expectations for future hiring of occupational safety professionals, 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 the number you reported in question 1, 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....

Bachelor's degree: _____

Master's degree: _____

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 (please specify below):

[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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If you have any additional comments related to your expectations for future hiring of industrial hygiene professionals, 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 the number you reported in question 1, 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 (please specify below):

[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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If you have any additional comments related to your expectations for future hiring of occupational medicine physicians, 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 the number you reported in question 1, 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...

| | |
|--|-------|
| Bachelor's degree: | _____ |
| Master's degree: | _____ |
| Doctor of Philosophy (PhD): | _____ |
| Doctor of Nursing Science (DNSc): | _____ |
| Doctor of Nursing Practice (DNP): | _____ |
| Other (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 (please specify below):

[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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If you have any additional comments related to your expectations for future hiring of occupational health nurses, 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 the number you reported in question 1, 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....

Bachelor's degree: _____

Master's degree: _____

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 (please specify below):

[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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If you have any additional comments related to your expectations for future hiring of occupational ergonomics professionals, 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 the number you reported in question 1, 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....

Bachelor's degree: _____

Master's degree: _____

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 (please specify below):

[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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If you have any additional comments related to your expectations for future hiring of occupational health physics professionals, 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 the number you reported in question 1, 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...

Bachelor's degree: _____

Master's degree: _____

Doctoral degree: _____

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?

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 Ergonomics
- Occupational Epidemiology
- Occupational Health Psychology
- Other OS&H areas (please specify below):

[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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If you have any additional comments related to your expectations for future hiring of occupational injury prevention professionals, 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 the number you reported in question 1, 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....

Bachelor's degree: _____

Master's degree: _____

Doctoral degree: _____

Q3. How many of these occupational epidemiology professionals will be required to have an active professional certification, 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 Ergonomics
- Occupational Injury Prevention
- Occupational Health Psychology
- Other OS&H areas (please specify below):

[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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If you have any additional comments related to your expectations for future hiring of occupational epidemiology professionals, 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 the number you reported in question 1, 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....

Bachelor's degree: _____

Master's degree: _____

Doctoral degree: _____

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?

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 Ergonomics
- Occupational Injury Prevention
- Occupational Epidemiology
- Other OS&H areas (please specify below):

[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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[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. If you have any additional comments related to your expectations for future hiring of occupational health psychology professionals, 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 the number you reported in question 1, please indicate the number of these professionals you expect to hire whose highest level of formal education in a relevant field is....

Bachelor's degree: _____

Master's degree: _____

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 (please specify below):

[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? (For examples, click [here](#))

[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? (For examples, click [here](#))

[open entry box]

Q7. If you have any additional comments related to your expectations for future hiring of professionals in other areas of occupational safety and health, please share them with us:

[open entry box]

ABOUT 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 (OS&H) Continuing Education for your employees? *Mark all that apply.*

- We pay for tuition
- We pay for travel
- We allow time off for attendance
- We do not provide any support for OS&H Continuing Education

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 → Please specify: _____
- No

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

- 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): _____

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? [SCREEN WILL SHOW OS&H FIELDS MARKED IN Q3a]

| | | |
|--------------|-------|---------|
| OS&H field.. | _____ | Percent |
| | _____ | Percent |

Q4. Does this location receive occupational safety and health 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. Within each OS&H area you marked above, approximately what percent of the activity at this location is performed by contractors or consultants? [SCREEN WILL SHOW OS&H FIELDS MARKED 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? [SCREEN WILL SHOW OS&H FIELDS MARKED IN Q4a]

OS&H field.. _____
 _____

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 shown below. Please rank the priority 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.

OS&H field.. _____
 _____

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 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"/> |
| | <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]