

Program: Diploma in Occupational Health & Safety

Course: DOHS 4261 – Program Planning & Wellness in the Workplace

Instructor: Sue McLaren

Course Description:

Understanding the factors that influence workplace health provides a framework for the development of wellness programs, as many chronic conditions are preventable when the underlying causes of poor health are effectively addressed. An effective program can have a positive impact on employee turnover, absenteeism and productivity, which in turn lowers employee benefit costs. This course guides OHS professionals through a four-step program planning process: to establish a starting point and sense of direction, the course launches with strategies for conducting an employee health assessment; the planning and implementation sections provide critical content, as well as numerous examples of successful programs in action; the course then wraps up with techniques and tools for effective program evaluation. By the end of this course, participants should be able to develop their own workplace wellness program.

Learning Outcomes:

- Have an overview of some of the key factors that affect wellness are examined, including: health practices, personal resources and the environment
- Knowledge of a variety of wellness initiatives that are often a part of a comprehensive wellness program
- Understanding the four-step program planning process: assessment, planning, implementation and evaluation for the development of high-impact wellness programs
- A grasp on how to form an effective wellness program

- Familiarity with the different elements to successfully implement a wellness program
- Knowledge on how to share the results of the evaluation process and ensure their use in the modification of programs, procedures and/or policy in the efforts of continuous improvement

Course Outline:

Module 1: Introduction to Wellness

Module 2: Practices and Behaviours that Impact Worker Health

Module 3: Situational Workplace Assessment

Module 4: Forming an Effective Plan

Module 5: Implementing a Wellness Program

Module 6: Program Measurement and Evaluation

Academic Requirements:

- 1 reflection paper assignment worth 10%
- 1 final assignment (4-8 pages) worth 20%
- 1 cumulative Final Exam worth 70%