

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%