



**Universität  
Zürich**<sup>UZH</sup>

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Continuing Education

# Work+Health

**Diploma of Advanced Studies**

**Faculty of Medicine, University of Zurich,  
in Cooperation with  
Faculty of Biology and Medicine,  
University of Lausanne**

2020

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# Willkommen

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Monika Rettke, Sven Hoffmann, Holger Dressel, David Vernez, Laurie Kujawa(left to right)

Willkommen zu unserem interdisziplinären Nachdiplom-Studiengang in Arbeit+Gesundheit. Unser Programm umfasst die beiden Fachvertiefungen Arbeitsmedizin und Arbeitshygiene, als auch die Arbeitsergonomie.

Die Arbeit setzt die Arbeitenden zahlreichen Anforderungen und Gesundheitsgefahren aus – und doch bietet sie auch gleichzeitig wichtige Ressourcen für die Erhaltung der Gesundheit. Beiden Aspekten der Arbeit gerecht zu werden bedingt fundiertes Verständnis der physiologischen, psychologischen und sozialen Aspekte des Menschen. Diese verschiedenen Aspekte des Menschen am Arbeitsplatz werden sowohl durch das jeweilige Management der Arbeit, als auch umgebende organisationale und soziale Faktoren beeinflusst. Unser Nachdiplomstudiengang will Sie in die gegenwärtigen und zukünftigen Gesundheits-Bedürfnisse der arbeitenden Bevölkerung einführen. Ferner will es Ihnen die praktischen Fertigkeiten vermitteln, einerseits arbeitsbezogene Gesundheitsbeschwerden zu verhindern und andererseits die Gesundheit am Arbeitsplatz zu fördern.

Dieses interdisziplinäre und breit gefächerte Programm hat sich zum Ziel gesetzt, Sie zu einem dieser motivierten und gut qualifizierten Fachleute in Arbeit und Gesundheit auszubilden.

Um dieses Ziel zu erreichen, vermittelt dieses Programm sowohl die notwendigen theoretischen Grundlagen als auch die praktischen Fertigkeiten und Fähigkeiten nach neuestem internationalen Standard. Während der Grundlagen-Module werden einerseits Themen behandelt, die gleicherweise Arbeitsmediziner und Arbeitshygieniker betreffen, welche dann in den Fach-Modulen jeweils spezifisch vertieft werden. Die gemeinsame Bearbeitung von Fallstudien aus der Praxis und Gruppenarbeiten zu typischen Arbeitsplatzsituati-

onen sind dabei wichtige didaktische Lehrmittel, um erworbenes Wissen und Können zu erproben und zu festigen. Diese beständige Anwendung von erworbenem Wissen und Fachkompetenzen in der Praxis findet in der abschliessenden Projektarbeit seinen Höhepunkt und Erprobung. Während dieser Projektarbeit in interdisziplinären Kleingruppen beweisen Sie zum Abschluss Ihrer Ausbildung, dass Sie sowohl als eigenständige Spezialistin/eigenständiger Spezialist als auch im Team reale Problemstellungen im Bereich Arbeit und Gesundheit erfolgreich lösen.

Somit sind wir überzeugt, Ihnen mit diesem sehr interaktiven Weiterbildungsprogramm die rechte Kombination von angeleitetem Selbststudium, Präsenzunterricht, Erfahrungsaustausch und Exkursionen bei diversen Firmen zu vermitteln, um dann die komplexen Anforderungen der Praxis im Bereich Arbeit und Gesundheit erfolgreich meistern zu können.

Ihre Studiengangskommission,  
Prof. Dr. David Vernez, Universität Lausanne  
Prof. Dr. Holger Dressel und  
Sven Hoffmann, Universität Zürich  
DAS Arbeit+Gesundheit

# Bienvenue

Bienvenue dans notre programme d'enseignement postgrade interdisciplinaire en santé au travail. Celui-ci inclut deux voies de spécialisation à choix, en médecine du travail et en hygiène du travail, ainsi que l'ergonomie du poste de travail.

4 Le Travail expose les personnes actives à de nombreuses contraintes et dangers pour la santé, mais leur fournit également des possibilités d'épanouissement personnel. S'intéresser à ces deux aspects nécessite à la fois une compréhension de l'individu et des facteurs physiologiques, physiques et sociaux qui sont influencés par les pratiques managériales et une compréhension du contexte organisationnel et sociétal plus large. Notre programme a pour objectif de vous informer sur les besoins en santé actuels et futurs de la population active, de vous fournir les compétences pratiques qui permettront de prévenir les problèmes de santé liés au travail, et de promouvoir la santé au travail. Ce cursus vise à former la génération future de spécialistes hautement qualifiés en santé et sécurité au travail.

Pour atteindre cet objectif, le DAS Work+Health permet aux étudiants d'acquérir de solides connaissances académiques, et des compétences et outils de bonne pratique dans le domaine. Dans les modules communs aux deux spécialisations, les étudiants peuvent se familiariser avec les perspectives et procédures transversales. Ces acquis et réflexions sont ensuite approfondis dans les modules de spécialisation. Les échanges continus entre les étudiants et les intervenants des deux disciplines garantissent la mise en pratique des connaissances tout au long du programme. Ce transfert de savoir et de savoir-faire se concrétise tout particulièrement dans le

projet interdisciplinaire qui clôture le programme. Lors de ce projet qui prend la forme d'un travail de groupe, vous vous mettez en situation réelle d'analyse et de résolution d'une problématique de santé au travail, ce qui vous permettra de mettre en application les connaissances et compétences acquises dans le programme.

Nous sommes convaincus que le format d'enseignement offert par le DAS Work+Health, à savoir des cours magistraux interactifs associés à des travaux accompagnés à distance en e-learning, des enseignements dispensés par des experts dans leur domaine, et l'expérience professionnelle préalable des participants, offre un environnement de formation enrichissant, dynamisant et efficace. Nous vous invitons à rejoindre cette aventure intellectuelle et formatrice, que vous soyez novice dans le domaine de la santé au travail ou que vous en ayez déjà une certaine expérience. Rejoignez le DAS Work+Health et devenez un acteur majeur du réseau de santé et sécurité au travail.

Prof. Dr. David Vernez, Université de Lausanne;  
Prof. Dr. Holger Dressel et  
Sven Hoffmann, Université de Zurich  
Comité d'enseignement du DAS Work+Health

# Welcome

Welcome to our interdisciplinary postgraduate program in work and health. Our program integrates the two specializations Occupational Medicine and Occupational Hygiene, as well as workplace ergonomics.

Work exposes employees to numerous demands and health hazards – but at the same time provides an array of health-promoting resources. Addressing both requires an understanding of individuals and the physiological, psychological, and social aspects that are influenced by management practices and the broader organizational and societal context. Our program aims to introduce you to the current and future health needs of the working population as well as training practical skills to prevent work-related health problems and promote positive health at work. This broad-based education will create the next generation of dedicated, highly qualified work and health specialists.

To achieve this aim, the program provides students with both a strong academic foundation and best-practice skills and tools. During the joint modules, students will become acquainted with common perspectives and procedures across disciplines, complemented by in-depth knowledge in the specialization courses. Continuous mutual exchange among students and lecturers in the different specialization areas ensures an ongoing application of knowledge to practice throughout the program. This knowledge transfer culminates in a project assigned to small interdisciplinary groups of students at the end of the program. During this group work, you will demonstrate your acquired knowledge and skills in solving real-life work and health issues in the field.

Overall, we are convinced that the combination of highly interactive on-campus courses, complementary guided distance learning, expert lecturers and the participants' prior on-the-job experience will provide a fruitful and enriching learning environment. We welcome you to this learning experience – regardless of whether you are newly interested in work and health issues or already have experience in the field. Join the work and health postgraduate program and become an important player in the work and health community!

Yours sincerely,  
Prof. Dr. David Vernez, University of Lausanne;  
Prof. Dr. Holger Dressel and  
Sven Hoffmann, University of Zurich  
DAS Work+Health Program Commission

# Programmübersicht

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**Ziel** Der Diplomstudiengang DAS Arbeit+Gesundheit (DAS Work+Health) ist ein gemeinsames Weiterbildungsprogramm der Universität Zürich und der Université de Lausanne. Basierend auf mehr als 25 Jahren Erfahrung vermittelt der Studiengang fundierte theoretische und praktische Kenntnisse und Fähigkeiten in verschiedenen Bereichen der Arbeitsmedizin und Arbeitshygiene. Das vielfältige Programm umfasst ein breites Angebot an interdisziplinären Grundlagen im Bereich Arbeit und Gesundheit, sowie fachspezifische Kenntnisse und praktische Fertigkeiten im Bereich Arbeitsmedizin und Arbeitshygiene. Der durchwegs praxisorientierte Studiengang vermittelt sowohl fachliche Grundlagen nach aktuellen Erkenntnissen als auch fachspezifisch-praktische, methodische sowie soziale Kompetenzen. Er verbindet weiter die arbeitsbezogene Gesundheit mit Aspekten des Managements und der Arbeitsorganisation. Die fachübergreifende Zusammenarbeit wird durch ein vielfältiges Lehrangebot in modularem Aufbau und einer abschliessenden Gruppenarbeit gefördert.

**Beschreibung** Das fachübergreifende Weiterbildungsprogramm vermittelt Ihnen fundierte theoretische und praktische Kenntnisse und Fähigkeiten in verschiedenen Bereichen der Arbeitsmedizin und Arbeitshygiene. Das Lehrangebot umfasst ein breites Angebot an Grundlagen, welche die erfolgreiche Umsetzung von Arbeitssicherheit und Gesundheitsschutz im Unternehmen sichern, wie z.B. Prävention von berufsbezogenen Erkrankungen, Management von arbeitsbezogenen Expositionen oder dem interdisziplinären Gesundheitsschutz am Arbeitsplatz. Der DAS Arbeit+Gesundheit ist eine berufsbegleitende universitäre Weiterbildung, welches einem durchschnittlichen Zeitbedarf von ca. 20 bis 30 Stellen-Prozenten entspricht.

**Zielgruppe** Der DAS Arbeit+Gesundheit richtet sich an alle an Arbeit und Gesundheit interessierte Personen, die ihre Fachkenntnisse und praktischen Kompetenzen in einem interdisziplinären Umfeld erweitern und vertiefen möchten. Um den universitären Abschluss erlangen zu können, sollten Sie über eine hochschulbasierte Ausbildung im Bereich Medizin, Naturwissenschaften oder verwandte Gebiete, sowie über Berufserfahrung verfügen.

**Zulassungskriterien** Die Studierenden verfügen über einen Hochschulabschluss auf Masterstufe sowie Berufserfahrung. In Ausnahmefällen können Personen mit einem Hochschul-Bachelor sowie spezifischer Berufserfahrung oder einer gleichwertigen Qualifikation zugelassen werden. Die Studiengangkommission kann die Zulassung von einem erfolgreichem Aufnahmegespräch abhängig machen.

**Sprache** Die Unterrichtssprache ist in der Regel Englisch. Gruppenarbeiten und Diskussionen können zusätzlich auch gern in den Schweizer Landessprachen geführt werden. Die interdisziplinäre Abschlussarbeit wird in der Geschäftssprache des jeweiligen beauftragenden Unternehmens verfasst.

<b>Abschluss/ECTS Credits</b>	Diploma of Advanced Studies UZH/UNIL in Work+Health (30 ECTS)
<b>Promotionsordnung</b>	Jedes Modul besteht in der Regel aus einer vorbereitenden Hausaufgabe, der Modul-Phase und einer Modulprüfung.
<b>Akkreditierung</b>	Anerkennung durch die Schweizerische Gesellschaft für Medizin (FMH), die Schweizerische Gesellschaft für Arbeitsmedizin (SGARM) und die Schweizerische Gesellschaft für Arbeitshygiene (SGAH) für die Facharztausbildung Arbeitsmedizin respektive die Ausbildung zum Arbeitshygieniker. Der Studiengang wird turnusmässig vom BAG auditiert und akkreditiert und erfüllt die Voraussetzungen, um Ärzte, Ingenieure und Naturwissenschaftler zu ASA-Spezialisten auszubilden. Der Studiengang ist ferner bei der internationalen Gesellschaft für Arbeitshygiene-Ausbildung (OHTA), sowie der Britischen Fachgesellschaft für Arbeitshygiene (BOHS) akkreditiert. Ferner ist der DAS Arbeit+Gesundheit akkreditiertes Mitglied des Verbundes Swiss School of Public Health (SSPH+).
<b>Trägerschaft</b>	Universität Zürich, Medizinische Fakultät, Prof. Dr. Holger Dressel und Prof. Dr. Milo Puhan; und Universität Lausanne, Faculté de Biologie et Médecine, Prof. Dr. David Vernez
<b>Leitender Ausschuss</b>	Prof. Dr. Milo Puhan, Universität Zürich; Prof. Dr. Holger Dressel, Universität Zürich; Prof. Dr. Georg Bauer, Universität Zürich; Prof. Dr. David Vernez, Universität Lausanne; Dr. Claudia Pletscher, SUVA
<b>Beirat</b>	Expertinnen und Experten aus dem Bereich Arbeit und Gesundheit, bzw. Vertreterinnen und Vertreter der schweizerischen Berufsverbände für Arbeitsmedizin (SGARM, SGAH, SwissErgo), der schweizerischen Unfallversicherung (SUVA) und der Eidgenössischen Koordinationskommission für Arbeitssicherheit (EKAS). Zusätzlich Delegierte der beteiligten Hochschulen.
<b>Daten</b>	10. Februar 2020 bis Februar 2022 (4 Semester). Die Module dauern 2 bis 10 Tage und werden grundsätzlich von Montag bis Freitag durchgeführt.
<b>Kursort</b>	Zentrum für Weiterbildung in Zürich-Oerlikon ( <a href="http://www.zwb.uzh.ch">www.zwb.uzh.ch</a> ) und Unisanté in Epalinges-Lausanne. Zusätzlich werden Firmenbesichtigungen und begleitende Projekte in verschiedenen Betrieben in der Schweiz durchgeführt.
<b>Kosten</b>	CHF 22 000.– (CHF 680.– pro Tag für einzelne Kurse/Module)
<b>Anmeldung/Website</b>	<a href="http://www.mas-workandhealth.uzh.ch">www.mas-workandhealth.uzh.ch</a>
<b>Administration</b>	– Sven Hoffmann, Programmleiter, <a href="mailto:sven.hoffmann@uzh.ch">sven.hoffmann@uzh.ch</a> – Monika Rettke, Administration UZH, <a href="mailto:monika.rettke@uzh.ch">monika.rettke@uzh.ch</a> – Laurie Kujawa, Administration UNIL, <a href="mailto:laurie.kujawa@unisante.ch">laurie.kujawa@unisante.ch</a>

# Présentation du programme

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<b>But</b>	Le Diploma of Advanced Studies Work+Health (DAS - Diplôme de formation continue universitaire en santé au travail) est un programme de formation postgrade organisé conjointement par l'Université de Zurich et l'Université de Lausanne. Fort de vingt-cinq ans d'expérience dans le domaine de la santé et sécurité au travail, ce programme offre un enseignement académique de haut niveau en médecine du travail, en hygiène du travail et sur les thématiques associées. Les participants se familiarisent avec les perspectives et approches transversales aux deux disciplines dans des modules communs qui favorisent la collaboration interdisciplinaire. Le DAS Work+Health permet d'acquérir un savoir-faire pratique et approfondi avec la mise en application des acquis en situation réelle.
<b>Objectif</b>	Ce programme interdisciplinaire permet d'acquérir de solides connaissances et compétences en santé et sécurité au travail. Il permet de développer les qualifications nécessaires pour diagnostiquer, gérer et supprimer les risques professionnels, et promouvoir la santé au travail. Le cursus complet nécessite une présence en classe à temps partiel et un investissement supplémentaire de 20 à 30% sur le temps de travail.
<b>Public cible</b>	Les études DAS Work+Health s'adressent aux personnes intéressées par la santé au travail avec une formation académique en médecine, sciences naturelles, psychologie ou dans un domaine similaire, et avec de l'expérience professionnelle.
<b>Conditions d'admission</b>	Les candidats doivent être titulaires d'un diplôme de Master et avoir une expérience professionnelle confirmée. Dans des cas exceptionnels, les candidats avec un diplôme de Bachelor et une expérience professionnelle pertinente peuvent être admis. Certains candidats avec des qualifications équivalentes peuvent être admis sur dossier, au cas par cas. La décision d'admission est soumise à la direction du programme.
<b>Langues</b>	Les cours sont enseignés en anglais. Néanmoins, les étudiants peuvent utiliser les langues officielles suisses durant les cours lors des travaux de groupe et des discussions. Le rapport du projet de fin d'étude doit être rédigé dans la langue officielle de l'entreprise dans laquelle se déroule le projet.
<b>Diplôme délivré/Crédits ECTS</b>	«Diploma of Advanced Studies in Work+Health/Diplôme de formation continue en santé au travail», délivré par les Universités de Zurich et de Lausanne. Le DAS Work+Health permet l'octroi de 30 crédits ECTS, qui correspondent à 900 heures de formation environ (enseignements et travaux personnels) sur 4 semestres.
<b>Conditions d'évaluation</b>	Chaque module comprend généralement un travail préparatoire à réaliser chez soi (pre-assignment), des cours en classe et un examen final.

<b>Accréditation/reconnaissance</b>	Les modules du DAS Work+Health sont reconnus par l'Institut Suisse pour la Formation Médicale postgraduée et continue (ISFM-FMH) pour l'obtention du titre de spécialiste en médecine du travail, et par la Société Suisse d'Hygiène du Travail (SSHT/SGAH) pour l'obtention du titre d'hygiéniste du travail SSHT. Le programme est également accrédité par l'International Occupational Hygiene Training Association (OHTA), et la British Occupational Hygiene Association (BOHS). Pour les médecins, ingénieurs et experts en sciences naturelles, le DAS Work+Health remplit les critères de formation pour devenir spécialiste de la sécurité et de la santé au travail en Suisse. Enfin, la Fédération Suisse des Psychologues (FSP) accrédite les modules du DAS Work+Health comme module de formation continue pour les psychologues.
<b>Gouvernance</b>	Université de Zurich, Faculté de Médecine, Prof. Dr. Holger Dressel et Prof. Dr. Milo Puhan; Université de Lausanne, Faculté de Biologie et de Médecine, Prof. Dr. David Vernez
<b>Conseil d'administration</b>	Prof. Dr. Holger Dressel, Prof. Dr. Milo Puhan et Prof. Dr. Georg Bauer, Université de Zurich; Prof. Dr. David Vernez, Université de Lausanne; Dr. Claudia Pletscher, Suva
<b>Conseil consultatif</b>	Le conseil consultatif est composé de spécialistes en santé et sécurité au travail, dont des représentants des universités partenaires, des associations professionnelles de santé et sécurité au travail (SGARM/SSMT, SGAH/SSHT, SwissErgo), de la Caisse nationale suisse d'assurance en cas d'accidents (Suva), et de la Commission Fédérale de coordination pour la Sécurité au Travail (CFST).
<b>Dates</b>	Le DAS Work+Health débute le 10 février 2020 et se termine en février 2022 (4 semestres). Les modules durent de 2 à 10 jours et se déroulent du lundi au vendredi. Toutefois des changements de dates peuvent avoir lieu.
<b>Lieux des cours</b>	Les cours ont lieu au Centre de Formation Continue de Zurich-Oerlikon ( <a href="http://www.zwb.uzh.ch">www.zwb.uzh.ch</a> ) et à Unisanté à Epalinges-Lausanne. Les visites de poste et les projets associés au programme, peuvent cependant se dérouler dans différents lieux en Suisse.
<b>Frais d'inscription</b>	CHF 22 000.– Frais d'inscription par module suivi individuellement: CHF 680.– par jour
<b>Inscription/Website</b>	<a href="http://www.mas-workandhealth.uzh.ch">www.mas-workandhealth.uzh.ch</a>
<b>Administration</b>	– Sven Hoffmann, Program Manager, <a href="mailto:sven.hoffmann@uzh.ch">sven.hoffmann@uzh.ch</a> – Monika Rettke, Administration UZH, <a href="mailto:monika.rettke@uzh.ch">monika.rettke@uzh.ch</a> – Laurie Kujawa, Administration UNIL, <a href="mailto:laurie.kujawa@unisante.ch">laurie.kujawa@unisante.ch</a>

# Program Overview

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**Aim** The Diploma of Advanced Studies (DAS) Work+Health is a joint program of the University of Zurich and the University of Lausanne. Based on 25 years of training experience in the field, the DAS Work+Health offers firm theoretical knowledge and profound practical skills in Occupational Medicine and Occupational Hygiene, as well as related topics. The comprehensive, interdisciplinary program conveys common knowledge and perspectives as well as specialized, transfer-oriented approaches to work and health. DAS Work+Health combines high scientific academic standards and best-practice methods with practical implementation in work settings. It links occupational health issues to management practices and the broader organizational context. Interdisciplinary collaboration is fostered by a broad range of shared modules and a final, interdisciplinary group project.

**Objective** This interdisciplinary postgraduate program provides you with profound work and health knowledge and skills. It fosters competences in diagnosing, managing, and eliminating work-related health hazards and promoting health at work. The entire study program requires part-time on-campus presence, allowing an overall additional workload of 70–80%.

**Target group** DAS Work+Health aims at persons interested in work and health with an academic background in medicine, natural sciences, and related fields with professional experience, who aim to extend their professional competencies in an interdisciplinary learning environment.

**Admission** Admission to the program requires a Master's degree and professional experience. In exceptional cases, applicants with a Bachelor's degree and specific professional experience may be admitted. Admission may also be granted on the basis of an individual case review during which applicants demonstrate qualifications equivalent to the admission criteria mentioned above. The program's Leading Board decides on the admission of students.

**Language** The program is taught generally on English. However, Swiss languages may be used by students for small group work, discussions and questions & answers during the lectures. The final interdisciplinary project work will be written in the official language of the individual company hosting the project work.

**Degree/ECTS Credits** Diploma of Advanced Studies UZH and UNIL in Work+Health. DAS Work+Health comprises 30 ECTS Credits, equaling a workload of approx. 900 hours of total study time, to be spent during the 4 semesters of the program.

**Assessment regulations** Each module typically comprises preparatory homework (pre-assignment), a campus phase and the practical application of both phases in a final assessment (exam).

<b>Accreditation</b>	The entire program as well as the modules of DAS Work+Health are recognized by the Swiss Medical Association (FMH) for accreditation as Occupational Medicine FMH and the Swiss Society of Occupational Hygiene (SGAH) for national accreditation as Occupational Hygienist SGAH. The program is further acknowledged by the international Occupational Hygiene Training Association (OHTA), as well as the British Occupational Hygiene Association (BOHS). For physicians, engineers and natural scientists, the DAS meets the requirements for recognition as an ASA specialist in Switzerland (ASA=Arbeitsärztinnen/Arbeitsärzte und andere Spezialistinnen/Spezialisten der Arbeitssicherheit). Furthermore, the DAS Work+Health is accredited member of the Swiss School of Public Health (SSPH+).
<b>Governance</b>	University of Zurich, Faculty of Medicine, Prof. Dr. Holger Dressel and Prof. Dr. Milo Puhan; and University of Lausanne, Faculty of Biology and Medicine, Prof. Dr. David Vernez
<b>Leading Board</b>	Prof. Dr. Milo Puhan, University of Zurich; Prof. Dr. Holger Dressel, University of Zurich; Prof. Dr. Georg Bauer, University of Zurich; Prof. Dr. David Vernez, University of Lausanne; Dr. Claudia Pletscher, SUVA
<b>Advisory Board</b>	The Advisory Board consists of work and health specialists, e.g. delegates from the professional work and health associations (SGARM, SGAH, Swiss-Ergo), the Swiss occupational accidents insurance company (SUVA), and the Federal Coordination Commission for Occupational Safety (EKAS). In addition, delegates from the cooperating universities will contribute to our advisory board.
<b>Dates</b>	DAS Work+Health begins on 10 February 2020 and ends in February 2022 (4 semesters). The modules take 2 to 10 days and are held from Monday to Friday. Please note that dates may change.
<b>Location</b>	Campus lectures will be held at the Center for Continuing Education in Zurich-Oerlikon ( <a href="http://www.zwb.uzh.ch">www.zwb.uzh.ch</a> ) and at Unisanté in Epalinges-Lausanne. In addition, site visits and accompanying projects may take place at different sites in Switzerland.
<b>Costs</b>	CHF 22 000.– Single module fee: generally CHF 680.– per day
<b>Application/Website</b>	<a href="http://www.mas-workandhealth.uzh.ch">www.mas-workandhealth.uzh.ch</a>
<b>Administration</b>	– Sven Hoffmann, Program Manager, <a href="mailto:sven.hoffmann@uzh.ch">sven.hoffmann@uzh.ch</a> – Monika Rettke, Administration UZH, <a href="mailto:monika.rettke@uzh.ch">monika.rettke@uzh.ch</a> – Laurie Kujawa, Administration UNIL, <a href="mailto:laurie.kujawa@unisante.ch">laurie.kujawa@unisante.ch</a>

# Curriculum Overview

**Overview** The Diploma of Advanced Studies (DAS) in Work+Health integrates the two specializations Occupational Medicine (OM) and Occupational Hygiene (OH), as well as workplace ergonomics. The interdisciplinary DAS Work+Health program consists of both common modules and specialization modules. Please select one of these specializations on the basis of your educational and professional background, and personal interest. As a DAS Work+Health student you have the privilege of taking up to 2 additional modules of the other specializations without additional cost.

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**Interdisciplinary modules (C1 to C10)** Topics and practical approaches of work and health which affect both specializations are introduced in the interdisciplinary modules. The DAS Work+Health program emphasizes that you learn from, and share your skills and knowledge with, your colleagues through interdisciplinary group work, discussion rounds, and case studies

**Specialization modules** In these modules, beside lectures and group work, you visit work sites in different companies to deepen your specific knowledge and train practical skills. The specializations of DAS Work+Health are:

- Occupational Medicine (OM1 to OM5)
- Occupational Hygiene (OH1 to OH5)

**Group project (C11)** In the concluding interdisciplinary group work of C11, you work independently with colleagues on a given project in the industry. Within this project you demonstrate readiness to take on work and health specialists' responsibilities and work efficiently in interdisciplinary teams.

**Supported and sponsored by EKAS**



Schweizerische Eidgenossenschaft  
Confédération suisse  
Confederazione Svizzera  
Confederaziun svizra

Swiss Confederation

**Federal Coordination Commission  
of Occupational Safety FCOS**

**Member of SSPH+**



<b>C1: Introduction to the field of work and health (1 ECTS) 10.–12.2.2020</b>		<b>Page 14</b>
<b>C2: Determinants of occupational diseases and work-related health problems (2 ECTS) 16.–19.3.2020</b>		<b>15</b>
<b>OM1: Occupational diseases and work-related health problems (3 ECTS) 27.–29.4. and 11.–13.5.2020</b>	<b>OH1: Exposure-related health effects (2 ECTS) 4.–8.5.2020</b>	<b>16</b>
<b>C3: Occupational Toxicology (2 ECTS) 8.–11.6.2020 and 16.–17.6.2020</b>		<b>18</b>
<b>C4: Human factors and ergonomics (2 ECTS) 31.8.–3.9.2020</b>		<b>17</b>
<b>C5: Occupational health in the context of organizations and society (1 ECTS) 28.–29.9.2020</b>		<b>18</b>
<b>C6: Human factors and analysis of health risks (1 ECTS) 26.–29.10.2020</b>		<b>19</b>
<b>OM2: Work ability and return to work (2 ECTS) 30.11.–3.12.2020</b>	<b>OH2: Exposure assessment and hazard recognition (3 ECTS) 23.–27.11. and 7.–11.12.2020</b>	<b>27 33</b>
<b>C7: Occupational health interventions (2 ECTS) 1.–4.2.2021</b>		<b>20</b>
<b>C8: Targeted communication in the context of work and health (2 ECTS) 1.–4.3.2021</b>		<b>21</b>
<b>OM3: Prevention and control of occupational risks and diseases (2 ECTS) 26.–29.4.2021</b>	<b>OH3: Control of the occupational environment (2 ECTS) 3.–6.5.2021</b>	<b>28 34</b>
<b>OM4: Interdisciplinary disaster management (1 ECTS) 7.–10.6.2021</b>	<b>OH4: Interdisciplinary disaster management (1 ECTS) 7.–10.6.2021</b>	<b>29 35</b>
<b>C9: Biosafety 11.6.2021</b>		<b>22</b>
<b>C10: Evaluation of occupational health interventions (1 ECTS) 30.–31.8.2021</b>		<b>23</b>
<b>OM5: Management of health in organizations (2 ECTS) 27.–30.9.2021</b>	<b>OH5: Risk policy, management, and communication (2 ECTS) 4.–7.10.2021</b>	<b>30 36</b>
<b>C11: Interdisciplinary project work (5 ECTS) 25. –26.10.2021 and until mid-February 2022</b>		<b>24</b>

# Introduction to the field of work and health

## C1



David Vernez

Holger Dressel

14

<b>Aim</b>	<p>Become acquainted with the class, program road map, and work and health issues from different perspectives.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Contribute actively to the learning process and use the learning platform</li> <li>• Distinguish levels of analysis and perspectives of various work and health disciplines</li> <li>• Define work and health problems drawing on an interdisciplinary approach</li> <li>• Describe the network of actors in the field of work and health</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Introduction to DAS Work+Health</li> <li>• Structure, goals, and learning principles of the interdisciplinary study program</li> <li>• History of the field and evolution of key concepts such as health and work</li> <li>• Work and health policy (in Switzerland and Europe) and stakeholders</li> <li>• Multidisciplinary perspectives (medicine, psychology, sociology, engineering, etc.)</li> <li>• Role of different actors and professions in the field of work and health</li> <li>• Models of health (physical, mental, social health) and diseases</li> </ul>
<b>Methods</b>	Lectures; Group work; Discussion round
<b>ECTS credits</b>	1 ECTS credit = approx. 30 hours of workload including 24 hours of on-campus lectures and 7 hours of module 's exam
<b>Target audience</b>	Students in the DAS Work+Health program only
<b>Module manager</b>	<ul style="list-style-type: none"> <li>• Prof. Dr. Holger Dressel; University of Zurich, Epidemiology, Biostatistics and Prevention Institute</li> <li>• Prof. Dr. David Vernez; University of Lausanne, Unisanté, Département Santé au Travail et Environnement</li> </ul>
<b>Administration</b>	Laurie Kujawa; laurie.kujawa@unisanté.ch and Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	10–12 February 2020 in Zurich
<b>Fee</b>	Only for DAS W+H students
<b>Registration deadline</b>	9 January 2020

# Determinants of occupational diseases and work-related health problems

C2



Irina Guseva Canu

15

<b>Aim</b>	<p>Occupational diseases have a wide variety of phenotypes and sometimes only become apparent several decades after actual exposure. In other cases, the association between work-related exposure and the development of clinical symptoms and diseases is not obvious at first glance. In this module, students learn to identify and describe the evidence and relevance of work-caused and work-associated health problems. They also acquire the skills necessary to find and analyze the relevant literature concerning occupational health problems.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Understand the main determinants of occupational and work-related diseases as well as the individual and organizational health resources</li> <li>• Conduct effective literature research and identify the relevant publications</li> <li>• Describe evidence of an occupational health problem in terms of frequency and relevance across populations</li> <li>• Write a simple review</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Occupational health problem classification</li> <li>• Risk and resource approach</li> <li>• Concept of causality</li> <li>• Research and study design</li> <li>• Epidemiology of selected occupational health problems</li> <li>• Literature search, quality of studies, systematic reviews</li> </ul>
<b>Methods</b>	Lectures; Group work; Discussion round
<b>ECTS credits</b>	2 ECTS credits = approx. 60 hours of workload including 32 hours of on-campus lectures and 28 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Occupational medics, occupational hygienists, psychologists</li> <li>• Healthcare providers and other persons interested in work and health</li> </ul>
<b>Module manager</b>	Prof. Dr. Irina Guseva Canu, University of Lausanne, Unisanté, Département Santé au Travail et Environnement
<b>Administration</b>	Laurie Kujawa; laurie.kujawa@unisanté.ch
<b>Dates and location</b>	16–19 March 2020 in Lausanne
<b>Fee</b>	CHF 2720.–
<b>Registration deadline</b>	10 February 2020

# Occupational toxicology

C3



Myriam Borgatta



Sven Hoffmann

16

<b>Aim</b>	<p>This module is fundamentals of toxicology and is divided in two parts: acute toxicity (part I: Hazardous materials training) and chronic toxicity of chemicals used at work. This module focus on how contaminants enter the human body (absorption), behave inside the body (distribution), are transformed (metabolism), and are eliminated.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Explain the concepts of absorption, distribution, metabolism and elimination (ADME), and the parameters influencing ADME</li> <li>• Retrieve and link absorption to metabolite formation and internal dose</li> <li>• Understand organ toxicity such as neurotoxicity, hematotoxicity, hepatotoxicity, pulmonary toxicity and reprotoxicity</li> <li>• Give examples common chemicals used at the workplace and their organ toxicities.</li> <li>• Treatment of acute intoxications in first aid settings</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Basic principles of toxicology</li> <li>• Source of exposure and effects of the main toxic agents in the workplace in Switzerland</li> <li>• Carcinogenic, mutagenic and reprotoxic chemicals</li> <li>• Principles of regulatory toxicology</li> <li>• Toxicological data bases for work and health specialist</li> <li>• Official hazmat life support course, including international certification</li> <li>• Poisoning treatment paradigm, including specific Antidotes</li> </ul>
<b>Methods</b>	Lectures; Group work; Practical exercise
<b>ECTS credits</b>	2 ECTS credits= approx. 60 hours of workload including 47 hours of on-campus lectures and 13 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Occupational physicians and occupational hygienists</li> <li>• Other occupational health specialists interested in toxicology and hazmat life support</li> </ul>
<b>Module manager</b>	<ul style="list-style-type: none"> <li>• Dr. Myriam Borgatta; University of Lausanne, Unisanté, Département Santé au Travail et Environnement</li> <li>• Sven Hoffmann ; University of Zurich, Epidemiology, Biostatistics and Prevention Institute</li> </ul>
<b>Administration</b>	Part 1: Laurie Kujawa; laurie.kujawa@unisanté.ch. Part 2: Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	Part 1: 8–11 June 2020 in Lausanne Part 2: 16–17 June 2020 in Schwarzenburg (AHL course)
<b>Fee</b>	CHF 4 250.–
<b>Registration deadline</b>	30 March 2020

# Human factors and ergonomics

## C4



Sven Hoffmann

<b>Aim</b>	<p>The field of workplace ergonomics evaluates the characteristics of human beings, their resources, and demands in respect of their working tasks, working environment, and working organization. The field further aims to evaluate work-associated risk factors and possible health hazards. It fosters healthy workspaces, e.g. through developing and optimizing human-machine interfaces, enhancing the usability of tools, and eliminating obstacles in working systems.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Understand and apply main human physiological and psychological functioning and limitations</li> <li>• Analyze work tasks, tools, and working environments</li> <li>• Assess ergonomic risk factors at work in standard situations</li> <li>• Evaluate individual balances of work demands and resources</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Introduction to work physiology</li> <li>• Ergonomic assessment tools and checklists</li> <li>• Concepts of hazard, health risk, health resource, stress and strain</li> <li>• Practical training in ergonomic risk assessment</li> <li>• Introduction to design of work and working environments</li> </ul>
<b>Methods</b>	Case studies; Lectures; Group work; Discussion round
<b>ECTS credits</b>	2 ECTS credits = approx. 60 hours of workload including 40 hours of on-campus lectures and 20 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Future and current work and health specialists</li> <li>• Healthcare providers and other persons interested in work and health</li> </ul>
<b>Module manager</b>	Sven Hoffmann; University of Zurich, Epidemiology, Biostatistics and Prevention Institute
<b>Administration</b>	Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	31 August – 3 September 2020 in Zurich
<b>Fee</b>	CHF 2720.–
<b>Registration deadline</b>	30 June 2020

# Occupational health in context of organizations and society

## C5



Georg Bauer



Jacques Cotting

18

<b>Aim</b>	<p>Organizational and societal factors have an impact on health at work. Understanding, evaluating, and influencing these factors constitutes an important approach to promoting health at work and in organizations.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Apply relevant laws and ordinances correctly in occupational health practice</li> <li>• Evaluate specific work-associated health problems across population subgroups, sectors, industries, and countries</li> <li>• Evaluate organizational functioning in order to integrate and develop occupational health activities</li> <li>• Monitor and deal with technological, legal, political, economic, environmental, and social developments</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Public health relevance of work-associated health problems</li> <li>• Inequality of health and disadvantaged socio-economic and socio-cultural groups</li> <li>• Health economics of selected health problems</li> <li>• Evidence-based argumentation and policy-making process</li> <li>• Involvement of stakeholders' perspectives in organizational change</li> <li>• Ethics in work and health</li> <li>• Concepts of organizations and implications for organizational change processes</li> <li>• Role of management and leadership in organizations</li> <li>• Actors and players, laws and regulations (Switzerland, international)</li> </ul>
<b>Methods</b>	Lectures; Group work; Discussion rounds; Case studies
<b>ECTS credits</b>	1 ECTS credit = approx. 30 hours of workload including 15 hours of on-campus lectures and 15 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Future and current work and health specialists</li> <li>• Healthcare providers and other persons interested in work and health</li> </ul>
<b>Module manager</b>	<ul style="list-style-type: none"> <li>• Prof. Dr. Georg Bauer; University of Zurich, Epidemiology, Biostatistics and Prevention Institute</li> <li>• Dr. phil. nat. Jacques Cotting, MBA, Federal Department of Economic Affairs, Education and Research, State Secretariat for Economic Affairs SECO, Federal Labour Inspectorate</li> </ul>
<b>Administration</b>	Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	28–29 September 2020 in Zurich
<b>Fee</b>	CHF 1360.–
<b>Registration deadline</b>	24 August 2020

# Human factors and analysis of health risks

## C6



Sven Hoffmann

19

<b>Aim</b>	<p>Employees have to deal with a large variety of working demands and work-related exposures. Furthermore, technical systems and human-machine interfaces and interaction are subject to constant and sometimes rapid change. To keep people healthy and safe at work, human factors have to be assessed and managed.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Perform ergonomic risk assessments</li> <li>• Evaluate individual balances of work demands and resources</li> <li>• Understand and apply concepts of human reliability and human error</li> <li>• Assess human-related risk factors at work</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Ergonomic risk assessment on complex systems</li> <li>• Ergonomic workplace interventions</li> <li>• Human-machine interaction</li> <li>• Basics of human reliability and human error</li> <li>• Concepts of risk perception and risk behavior</li> <li>• Introduction to Indoor Air</li> </ul>
<b>Methods</b>	Lectures; Group work; Discussion round; Site visit
<b>ECTS credits</b>	2 ECTS credits = approx. 60 hours of workload including 31 hours of on-campus lectures and 15 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Future and current work and health specialists</li> <li>• Healthcare providers and other persons interested in work and health</li> </ul>
<b>Module manager</b>	Sven Hoffmann; University of Zurich, Epidemiology, Biostatistics and Prevention Institute
<b>Administration</b>	Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	26–29 October 2020 in Zurich
<b>Fee</b>	CHF 2720.–
<b>Registration deadline</b>	16 September 2020

# Occupational health interventions

C7



Georg Bauer



Brigitta Danuser

20

<b>Aim</b>	<p>After evaluating the major social and organizational sources of health problems, students will design, implement, and evaluate effective interventions as a continuous change process.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Evaluate the overall evidence on the effectiveness of specific interventions</li> <li>• Access, analyze, and evaluate the methodological quality of publications</li> <li>• Clarify value base and define goals of an intervention with key stakeholders</li> <li>• Select or design occupational health interventions</li> <li>• Plan participatory implementation of occupational health interventions</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Scientific evidence on the effectiveness of interventions and relevant publication formats; article critique</li> <li>• Overview of intervention strategies, intervention principles, and levels of change applied by key occupational health disciplines</li> <li>• Participatory priority setting, action planning, and reflection of values in interventions</li> <li>• Aims and implementation of health circle approach</li> <li>• Individual change principles and key principles of linking individual and organizational change</li> <li>• Planning models and success factors of occupational health interventions</li> </ul>
<b>Methods</b>	Lectures; Group work; Discussion round; Case studies
<b>ECTS credits</b>	2 ECTS credits = approx. 60 hours of workload including 32 hours of on-campus lectures and 28 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Future and current work and health specialists</li> <li>• Psychologists and other persons interested in work and health</li> </ul>
<b>Module manager</b>	<ul style="list-style-type: none"> <li>• Prof. Dr. Georg Bauer; University of Zurich, Epidemiology, Biostatistics and Prevention Institute</li> <li>• Prof. Dr. Brigitta Danuser; University of Lausanne</li> </ul>
<b>Administration</b>	Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	1–4 February 2021 in Zurich
<b>Fee</b>	CHF 2720.–
<b>Registration deadline</b>	7 December 2020

# Targeted communication in the context of work and health

C8



Peter J. Schulz

21

<b>Aim</b>	<p>Familiarize yourself with the most important concepts of targeted communication in the context of work and health. We address the specific aims and objectives that communicators have; the particular challenges that they face; the types of messages and channels they have at their disposal; as well as different ways of reconstructing, analyzing, evaluating, and designing effective messages. In doing so, we will apply insights from, amongst others, (health) communication theories, argumentation and persuasion research, and media communication.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Identify the fundamental concepts of communication in the context of health</li> <li>• Communicate occupational or organizational health topics to different stakeholders</li> <li>• Understand the essential drivers of behavior change</li> <li>• Recognize and implement effective, persuasive communication strategies</li> <li>• Distinguish between successful and unsuccessful argumentation and negotiation</li> <li>• Develop goal- and target-specific communication materials</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Fundamentals of communication and communication processes</li> <li>• Drivers of behavior change</li> <li>• Principles of negotiation, dispute resolution, and argumentation</li> <li>• Strategic persuasion strategies</li> <li>• Targeting and tailoring communication to stakeholders</li> <li>• Risk communication</li> <li>• Communication design</li> <li>• Source, message, and recipient factors</li> </ul>
<b>Methods</b>	Lectures; Interactive discussions; Group work; Practical exercises
<b>ECTS credits</b>	2 ECTS credits = approx. 60 hours of workload including 32 hours of on-campus lectures and 28 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Future and current work and health specialists</li> <li>• Healthcare providers and other persons interested in work and health</li> </ul>
<b>Module manager</b>	Prof. Dr. Peter J. Schulz; University of Lugano, Institute of Communication & Health
<b>Administration</b>	Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	1–4 March 2021 in Zurich
<b>Fee</b>	CHF 2720.–
<b>Registration deadline</b>	20 January 2021

# Biosafety

## C9



Sven Hoffmann

22

<b>Aim</b>	<p>This course is equivalent to the official Biosafety level I course.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Work as a biosafety officer on level I</li> <li>• Instruct lab workers on biosafety issues</li> <li>• Manage contagious waste</li> <li>• Manage contagious lab spills</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Fundamentals of biosafety and biosecurity</li> <li>• BSO tasks in lab environments</li> <li>• Working safely in a biosafety lab</li> <li>• Sterilization and decontamination</li> <li>• Personal protective equipment</li> <li>• Biohazards and lab spills</li> </ul>
<b>Methods</b>	Instructional presentations; PPE exercises; Lab spill exercise; Interdisciplinary collaboration; Group discussions
<b>ECTS credits</b>	No ECTS credits granted; participants get certificate of attendance. This course is equivalent to the Biosafety officer level I training.
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Occupational hygienists, safety engineers, lab officers</li> <li>• Occupational physicians, occupational health nurses</li> </ul>
<b>Module manager</b>	Sven Hoffmann; University of Zurich, Epidemiology, Biostatistics and Prevention Institute
<b>Administration</b>	Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	11 June 2021 at IVI, Mittelhäusern/BE
<b>Fee</b>	CHF 680.–
<b>Registration deadline</b>	9 May 2021

# Evaluation of occupational health interventions

C10



Gregor Jenny

23

<b>Aim</b>	<p>To assure effectiveness, occupational health interventions need to be subjected to evaluation. Considering the original concept of the intervention, students will analyze, evaluate, and report on the context, process, and outcomes of implemented interventions.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Define the scope, intended uses and primary users of evaluation results</li> <li>• Design an evaluation project, select appropriate methods, and specify data sources</li> <li>• Collect, analyze, and interpret data</li> <li>• Draw conclusions based on evaluation data and develop recommendations</li> <li>• Communicate evaluation results to the stakeholders (incl. reporting) and induce follow-up activities</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Purposes of evaluation, stakeholders, and usage of evaluation results</li> <li>• Evaluation of concept, context, process, and outcomes</li> <li>• Evaluation designs and data-collection methods</li> <li>• Evaluation standards</li> <li>• Evaluation reports</li> <li>• Communication of evaluation results and their usage</li> <li>• Evaluation as integral part of improvement cycles</li> <li>• Case studies on office and industrial workplaces</li> </ul>
<b>Methods</b>	Lectures; Group work; Discussion round
<b>ECTS credits</b>	1 ECTS credit = approx. 30 hours of workload including 16 hours of on-campus lectures and 14 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Future and current work and health specialists</li> <li>• Psychologists and other persons interested in work and health</li> </ul>
<b>Module manager</b>	• Dr. Gregor Jenny; University of Zurich, Epidemiology, Biostatistics and Prevention Institute
<b>Administration</b>	Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	30–31 August 2021 in Zurich
<b>Fee</b>	CHF 1360.–
<b>Registration deadline</b>	21 June 2021

# Interdisciplinary group project

## C11



Sven Hoffmann

24

<b>Aim</b>	<p>You will investigate and work on a real-practice problem together with your colleagues from the other two DAS Work+Health specializations and the company's project owner. In this module, you will apply all you have learned so far, incorporating it into your interdisciplinary project. You will establish roles and responsibilities in your project group, and make your project a success for you and the company concerned.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Translate customer needs and orders into a structured workplace analysis</li> <li>• Foster interdisciplinary cooperation and teamwork among occupational health specialists</li> <li>• Communicate assessment results and recommendations to different target groups and individuals</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Introduction to interdisciplinary team work</li> <li>• Ethics and legal boundaries</li> <li>• Mindsets, skills, and approaches of different teams</li> <li>• Team cooperation, coordination and leadership</li> <li>• Team-customer relationships and customer expectations</li> <li>• Development of project strategies</li> <li>• Practical independent group field work, communication, and reporting</li> </ul>
<b>Methods</b>	Lectures; Site visits; Interdisciplinary group work; Communication of project work results and recommendations
<b>ECTS credits</b>	5 ECTS credits = approx. 150 hours of workload
<b>Target audience</b>	Students in the DAS Work+Health program only
<b>Module manager</b>	Sven Hoffmann; University of Zurich, Epidemiology, Biostatistics and Prevention Institute
<b>Administration</b>	Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	25–26 October 2021 in Berne; project work lasts until mid–February 2022
<b>Fee</b>	Included in the DAS Work+Health fee
<b>Registration deadline</b>	n/a

# Occupational Medicine (OM)

## Introduction



<p><b>Welcome</b></p>	<p>Welcome to the DAS Work+Health specialization of occupational medicine (OM). This specialization is dedicated to all colleagues with a background in human medicine and an interest in contributing to health at work. Participating in our DAS Work+Health will train you as a work and health specialist and give you skills you can share and apply with other work and health specialists for the benefit of the entire workplace.</p>
<p><b>What is Occupational Medicine?</b></p>	<p>Occupational medicine is a medical specialty with the mission of preventing harm caused by work and promoting health at work with both a population-wide and an individual approach. The aim is to keep people healthy at work – physically and mentally.</p>
<p><b>This includes</b></p>	<ul style="list-style-type: none"> <li>• Evaluating and diagnosing health hazards in the workplace</li> <li>• Advising companies and organizations on improving workplace safety and preventing occupational injuries and diseases</li> <li>• Recommending appropriate interventions and adjustments in the workplace to help people with health problems stay at work</li> <li>• Ensuring compliance with health and safety regulations, including minimizing and eliminating work-related health hazards</li> <li>• Engaging in target-orientated interdisciplinary cooperation with other specialists in the field of work and health</li> </ul>
<p><b>What are our DAS Work+Health graduates able to do after successful completion of the course?</b></p>	<ul style="list-style-type: none"> <li>• Survey the occurrence of, and reasons for occupational diseases and work-related health problems</li> <li>• Detect work-related health hazards and propose, organize, and evaluate appropriate interventions</li> <li>• Advise individuals and organizations in the prevention of work-related health problems</li> <li>• Work together with other specialists in the field of work and health as an interdisciplinary team, e.g. with occupational hygienists, occupational health managers, occupational nurses.</li> </ul>
<p><b>Our aim</b></p>	<ul style="list-style-type: none"> <li>• Keep people healthy at work</li> <li>• Make occupational medicine services accessible to all workers who need it</li> <li>• Detect and eliminate injuries and health problems caused or aggravated by work</li> <li>• Improve and maintain health at work by forming a team of occupational physicians and other work and health specialists, including workers and employers</li> </ul>
<p><b>Our mission</b></p>	<p>Calling on practitioners to join an interdisciplinary team to study work and health, share skills and expertise, and form a life-long partnership and network in the evaluation and prevention of occupational health hazards.</p>

# Occupational diseases and work-related health problems

## OM1



Holger Dressel

26

<b>Aim</b>	<p>Occupational diseases have a large variety of phenotypes and sometimes only become apparent several decades after actual exposure. In other cases, the association of work-related exposure and the development of clinical symptoms and diseases are not obvious at first glance. In this module, students learn to diagnose occupational diseases and recognize work-related health problems of individuals and groups.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Diagnose frequent occupational diseases</li> <li>• Know and apply the tools for determining occupational diseases and work-related health problems</li> <li>• Deal with complex cases concerning occupational diseases and work-related health problems in individuals and groups</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Legal definitions</li> <li>• Insurance conditions</li> <li>• Making a diagnosis</li> <li>• Most important occupational diseases</li> <li>• Methods and instruments for data collection on health outcomes and exposure</li> <li>• Outline and elements of written reports</li> </ul>
<b>Methods</b>	Lectures; Group work; Case studies; Site visits
<b>ECTS credits</b>	3 ECTS credits = approx. 90 hours of workload including 48 hours of on-campus lectures and 42 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Occupational physicians</li> <li>• Physicians interested in occupational medicine</li> </ul>
<b>Module manager</b>	Prof. Dr. med. Holger Dressel; University of Zurich, Epidemiology, Biostatistics and Prevention Institute
<b>Administration</b>	Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	27–29 April and 11–13 May 2020 in Zurich
<b>Fee</b>	CHF 4 080.–
<b>Registration deadline</b>	16 March 2020

# Work ability and return to work

## OM2



Holger Dressel

<b>Aim</b>	<p>In this module, students learn to assess and improve or maintain the ability and aptitude for work of individuals and special groups.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Examine, document, and analyze the data on biopsychosocial work demands and the biopsychosocial work capacity of an individual</li> <li>• Select and adapt effective interventions with the aim of maintaining or regaining an individual's work ability</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Work ability methods and instruments</li> <li>• Assessment of work capacity and work demands</li> <li>• Case approach</li> <li>• Return to work</li> <li>• Legal, ethical and insurance framework</li> </ul>
<b>Methods</b>	Lectures; Group work; Case studies; Site visits
<b>ECTS credits</b>	2 ECTS credits = approx. 60 hours of workload including 32 hours of on-campus lectures and 28 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Occupational physicians</li> <li>• Occupational health nurses</li> </ul>
<b>Module manager</b>	Prof. Dr. med. Holger Dressel; University of Zurich, Epidemiology, Biostatistics and Prevention Institute
<b>Administration</b>	Laurie Kujawa; laurie.kujawa@unisant.ch
<b>Dates and location</b>	30 November–3 December 2020 in Lausanne
<b>Fee</b>	CHF 2720.–
<b>Registration deadline</b>	19 October 2020

# Prevention and control of occupational risks and diseases

## OM3



Holger Dressel

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<b>Aim</b>	<p>This module will prepare you to prevent and control common occupational risks at the workplace.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Perform Biomonitoring</li> <li>• Interpret risk analyses</li> <li>• Develop programs to minimize and control risks</li> <li>• Plan and perform the examination of specific risk groups, applying knowledge and best practice</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Biomonitoring</li> <li>• Evaluation of driving ability</li> <li>• Addiction</li> <li>• Medical risk control and prevention measures</li> <li>• Implementation of preventive and risk control measures</li> <li>• Special groups (e.g. night and shift work, pregnant women, aging workers, travelers)</li> </ul>
<b>Methods</b>	Lectures; Site visits; Group work, group discussions, practical exercise in different scenarios
<b>ECTS credits</b>	2 ECTS credits = approx. 60 hours of workload including 32 hours of on-campus lectures and 28 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Occupational physicians</li> <li>• Occupational health nurses</li> </ul>
<b>Module manager</b>	Prof. Dr. med. Holger Dressel; University of Zurich, Epidemiology, Biostatistics and Prevention Institute
<b>Administration</b>	Laurie Kujawa; laurie.kujawa@unisant.ch
<b>Dates and location</b>	26–29 April 2021 in Lausanne
<b>Fee</b>	CHF 2 720.–
<b>Registration deadline</b>	17 March 2021

# Disaster Management

## OM4 and OH4



Sven Hoffmann

Tom Hofmann

<b>Aim</b>	<p>Practical interdisciplinary disaster management. Students will learn and practice controlling and managing mid- to large-scale industrial accidents in collaboration with external partners.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Select and properly use the suitable PPE</li> <li>• Select, mobilize and cooperate with external partners, e.g. fire brigade troops, rescue troops, police, state government</li> <li>• Evaluate personal contamination and perform decontamination</li> <li>• Manage contagious lab spills</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Personal protective equipment (PPE) including ventilation</li> <li>• Roles, resources and objectives of in- and external partners in managing industrial accidents</li> <li>• ABC hazards</li> <li>• Practical staff exercises on managing industrial accidents</li> <li>• Practical interdisciplinary exercises on responding to industrial accidents</li> <li>• Contamination and decontamination</li> <li>• Biohazards and lab spills</li> </ul>
<b>Methods</b>	Instructional presentations; PPE exercises, staff exercises; plant exercise, interdisciplinary collaboration, group discussions
<b>ECTS credits</b>	1 ECTS credits = approx. 38 hours of workload including daily practical exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Occupational hygienists, safety engineers, disaster managers</li> <li>• Occupational physicians, occupational health nurses</li> </ul>
<b>Module manager</b>	<ul style="list-style-type: none"> <li>• Sven Hoffmann; University of Zurich, Epidemiology, Biostatistics and Prevention Institute</li> <li>• Tom Hofmann, ZHAW, Life Sciences und Facility Management</li> </ul>
<b>Administration</b>	Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	7–10 June 2021, location to be specified
<b>Fee</b>	CHF 2 720.–
<b>Registration deadline</b>	19 April 2021

# Management of health in organizations

## OM5



Holger Dressel

30

<b>Aim</b>	<p>In this module, students learn to manage work and health activities and define key health indicators.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Select and implement an absence and case management system</li> <li>• Design and implement a health campaign/event to foster individual health behavior change</li> <li>• Write a health report for an organization</li> <li>• Integrate organizational health as a central value in the culture of an organization</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Management of absences, presenteeism</li> <li>• Case management</li> <li>• Approaches to changing individual health behavior, health promotion campaigns</li> <li>• Quality criteria, success factors and sources for health campaigns</li> <li>• Stress management approaches</li> <li>• Development of health-related mission statements</li> <li>• Outline and elements of a health report for an organization</li> <li>• Management of an occupational health service</li> </ul>
<b>Methods</b>	Lectures; Group work; Discussion of case studies
<b>ECTS credits</b>	2 ECTS credits = approx. 60 hours of workload including 32 hours of on-campus lectures and 28 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Psychologists</li> <li>• Current and future work and health specialists</li> <li>• Healthcare providers and others interested in work and health</li> </ul>
<b>Module manager</b>	Prof. Dr. med. Holger Dressel; University of Zurich, Epidemiology, Biostatistics and Prevention Institute
<b>Administration</b>	Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	27–30 September 2021 in Zurich
<b>Fee</b>	CHF 2 720.–
<b>Registration deadline</b>	16 August 2021

# Occupational Hygiene (OH)

## Introduction



Prof. Dr. David Vernez, University of Lausanne

<p><b>Welcome</b></p>	<p>Welcome to the DAS Work+Health specialization of occupational hygiene. This specialization is dedicated to all colleagues with a background in natural sciences and an interest in making work healthier and keeping health risks away from workers. Participating in our DAS Work+Health course will train you as a work and health specialist and give you skills you can share and apply with other work and health specialists for the benefit of the entire workplace.</p>
<p><b>What is Occupational Hygiene?</b></p>	<p>Occupational hygiene is the science of detecting and managing work-related health hazards. To be effective, the occupational hygienist is required to co-work with other specialists in the field of work and health, e.g. occupational physicians, toxicologists, and safety engineers. Common to all hygienists is a strategic, pragmatic, and goal-oriented approach in evaluation and intervention to manage health risks at work.</p>
<p><b>This includes</b></p>	<ul style="list-style-type: none"> <li>• Surveying and monitoring new substances and deriving possible occupational health risks and safety procedures</li> <li>• Assessing actual exposures in employees' daily work and taking proper action</li> <li>• Ensuring compliance with health and safety regulations, including minimizing and eliminating work-related health hazards</li> <li>• Working together with other specialists in the field of work and health to maintain worker health</li> </ul>
<p><b>What are our DAS Work+Health graduates able to do after successful completion of the course?</b></p>	<ul style="list-style-type: none"> <li>• Detect work-related health hazards and make required interventions</li> <li>• Assess the exposure to chemical, biological, and physical risk factors by on-site measurements and theoretical modeling</li> <li>• Control airborne hazards, evaluate ventilation systems, and develop effective ventilation and containment strategies</li> <li>• Assess chemical risks, initiate and conduct substitution processes</li> <li>• Work together with other specialists in the field of work and health, e.g. occupational physicians, occupational health managers, occupational nurses</li> </ul>
<p><b>Our aim</b></p>	<ul style="list-style-type: none"> <li>• Keep health hazards away from workers</li> <li>• Substitute safe materials for hazardous substances wherever possible</li> <li>• Occupational hygienists, along with other work and health specialists, workers, and employers, working as a team to maintain and improve health at work</li> </ul>
<p><b>Our mission</b></p>	<p>Calling practitioners to join an interdisciplinary team to study work and health, share skills and expertise, and form a life-long partnership and network in the evaluation and prevention of occupational health hazards and work-related health problems.</p>

# Exposure-related health effects

## OH1



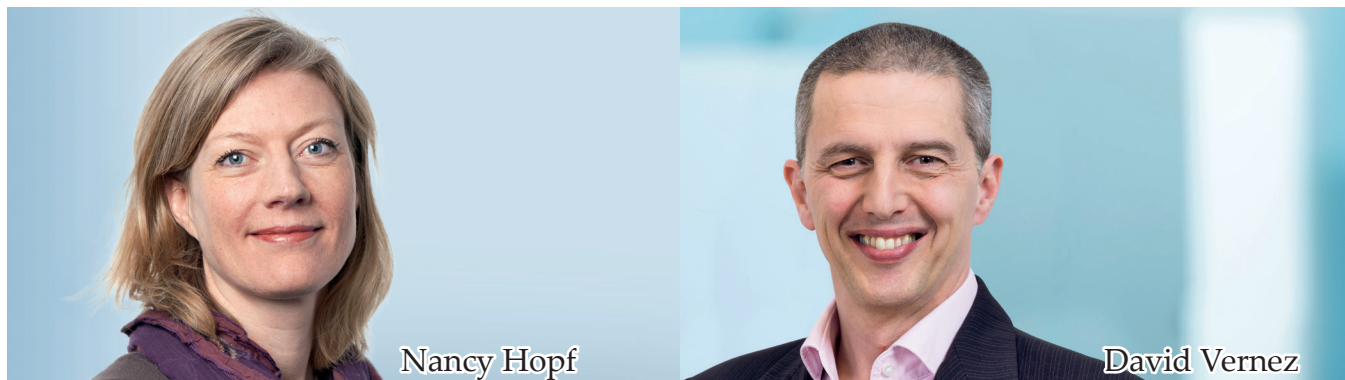
Aurélie Berthet

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<b>Aim</b>	<p>People may be exposed to various contaminants in the workplace. A sound understanding of how people come in contact with these contaminants, how these substances enter the human body, and what effects they have is the essential basis for the daily work of occupational hygienists. In this module, students learn to evaluate health risks at the workplace.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Find relevant information in literature and websites</li> <li>• Determine where a biomonitoring survey is required</li> <li>• Evaluate potential hazards and risks of known and unknown contaminants</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Exposure routes</li> <li>• Health effects related to specific occupational exposures</li> <li>• Dermal and respiratory health effects</li> <li>• Biomonitoring</li> <li>• Identification of relevant literature and databases</li> </ul>
<b>Methods</b>	Lectures; Group work; Case studies
<b>ECTS credits</b>	2 ECTS credits = approx. 60 hours of workload including 40 hours of on-campus lectures and 20 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Occupational hygienists</li> <li>• Occupational physicians</li> <li>• Safety engineers and labour inspectors</li> <li>• Interested individuals with a Master's degree in natural sciences</li> </ul>
<b>Module manager</b>	Dr. Aurélie Berthet; University of Lausanne, Unisanté, Département Santé au Travail et Environnement
<b>Administration</b>	Laurie Kujawa; laurie.kujawa@unisanté.ch
<b>Dates and location</b>	4–8 May 2020 in Lausanne
<b>Fee</b>	CHF 3 400.–
<b>Registration deadline</b>	30 March 2020

# Exposure assessment and hazard recognition

## OH2



Nancy Hopf

David Vernez

<b>Aim</b>	<p>You will learn how to anticipate, recognize, evaluate, and control hazards and exposures at work that may affect workers health.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Evaluate the work environment based on identified exposures</li> <li>• Identify exposure hazards</li> <li>• Develop appropriate sampling strategies</li> <li>• Analyze and interpret measurement results</li> <li>• Critically discuss results and draw conclusions</li> <li>• Write occupational hygiene reports</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Fundamentals of occupational hygiene and occupational hazards</li> <li>• Inhalation exposures such as gas, vapors, particles (chemical and biological)</li> <li>• Skin exposures (chemical)</li> <li>• Exposures to physical agents (noise, vibration, light, thermal stress, radiation, atmospheric pressure)</li> <li>• Development of workplace measurement strategies and sampling</li> </ul>
<b>Methods</b>	Lectures; Group work; Case studies; Site visits
<b>ECTS credits</b>	3 ECTS credits = approx. 90 hours of workload including 80 hours of on-campus lectures and 10 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Occupational hygienists</li> <li>• Current work and health specialists</li> </ul>
<b>Module manager</b>	<ul style="list-style-type: none"> <li>• PD Dr. Nancy Hopf; University of Lausanne, Unisanté Département Santé au Travail et Environnement</li> <li>• Prof. Dr. David Vernez; University of Lausanne, Unisanté Département Santé au Travail et Environnement</li> </ul>
<b>Administration</b>	Laurie Kujawa; laurie.kujawa@unisanté.ch
<b>Dates and location</b>	23–27 November and 7–11 December 2020 in Lausanne
<b>Fee</b>	CHF 6 800.–
<b>Registration deadline</b>	5 October 2020

# Control of the occupational environment

## OH3



Guillaume Suarez

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<b>Aim</b>	<p>The focus is on airborne contaminants. Students will acquire a sound understanding and practical skills in the relevant technical and organizational measures.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Evaluate and manage ventilation</li> <li>• Manage airborne contaminants in various situations to reduce risk</li> <li>• Evaluate and manage ventilation and containment</li> <li>• Evaluate substitution as an option in exposure management</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Approach to controlling exposure and selection of control strategies</li> <li>• Substitution</li> <li>• Technical strategy with principles of ventilation and containment</li> <li>• Ultra cleanliness concept and technology</li> <li>• Practical exercises with tracer gas and flow rate measurements</li> <li>• Organization: overview of the strategy and impact</li> </ul>
<b>Methods</b>	Lectures; Lab work; Group work; Group discussions
<b>ECTS credits</b>	2 ECTS credits = approx. 60 hours of workload including 32 hours of on-campus lectures and 28 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Occupational hygienists</li> <li>• Work and health specialists with a background in natural sciences</li> </ul>
<b>Module manager</b>	Dr Guillaume Suarez; University of Lausanne, Unisanté Département Santé au Travail et Environnement
<b>Administration</b>	Laurie Kujawa; laurie.kujawa@unisanté.ch
<b>Dates and location</b>	3–6 May 2021 in Lausanne
<b>Fee</b>	CHF 2 720.–
<b>Registration deadline</b>	22 March 2021

# Disaster Management

## OH4 and OM4



<b>Aim</b>	<p>Practical interdisciplinary disaster management. Students will learn and practice controlling and managing mid- to large-scale industrial accidents in collaboration with external partners.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Select and properly use the suitable PPE</li> <li>• Select, mobilize and cooperate with external partners, e.g. fire brigade troops, rescue troops, police, state government</li> <li>• Evaluate personal contamination and perform decontamination</li> <li>• Manage contagious lab spills</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Personal protective equipment (PPE) including ventilation</li> <li>• Roles, resources and objectives of in- and external partners in managing industrial accidents</li> <li>• ABC hazards</li> <li>• Practical staff exercises on managing industrial accidents</li> <li>• Practical interdisciplinary exercises on responding to industrial accidents</li> <li>• Contamination and decontamination</li> <li>• Biohazards and lab spills</li> </ul>
<b>Methods</b>	Instructional presentations; PPE exercises, staff exercises; plant exercise, interdisciplinary collaboration, group discussions
<b>ECTS credits</b>	1 ECTS credits = approx. 38 hours of workload including daily practical exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Occupational hygienists, safety engineers, disaster managers</li> <li>• Occupational physicians, occupational health nurses</li> </ul>
<b>Module manager</b>	<ul style="list-style-type: none"> <li>• Sven Hoffmann; University of Zurich, Epidemiology, Biostatistics and Prevention Institute</li> <li>• Tom Hofmann, ZHAW, Life Sciences und Facility Management</li> </ul>
<b>Administration</b>	Monika Rettke; monika.rettke@uzh.ch
<b>Dates and location</b>	7–10 June 2021, location to be specified
<b>Fee</b>	CHF 2 720.–
<b>Registration deadline</b>	19 April 2021

# Risk policy, management, and communication

## OH5



David Vernez

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<b>Aim</b>	<p>Occupational hygiene specialists should understand human risk perception and risk behavior, legal boundary conditions for chemicals handling, and risk management. This course will introduce students to human risk perception, the applications of Swiss legal framework in work and health, and the training of workers in the application of safety rules.</p> <p>Upon completion of the course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Apply current national and international regulatory systems (e.g. REACH, MSDS)</li> <li>• Apply OEL values and substance documentation for further interpretation of measurement data</li> <li>• Write risk assessment reports according to recipients' expectations and regulations</li> <li>• Communicate critical results to organizations and community («breaking bad news»)</li> </ul>
<b>Contents</b>	<ul style="list-style-type: none"> <li>• Human risk perception and risk behavior</li> <li>• Occupational safety legislation and compliance control</li> <li>• Implications of OEL values and substance documentation</li> <li>• Principles and legislation of risk assessment reports</li> <li>• Communication and reporting</li> </ul>
<b>Methods</b>	Lectures; Group work; Discussion rounds with external experts
<b>ECTS credits</b>	2 ECTS credits = approx. 60 hours of workload including 32 hours of on-campus lectures and 28 hours of pre-assignment and exam
<b>Target audience</b>	<ul style="list-style-type: none"> <li>• Students in the DAS Work+Health program</li> <li>• Occupational hygienists</li> <li>• Future and current occupational hygiene and work safety specialists</li> <li>• Others interested in safety at work</li> </ul>
<b>Module manager</b>	Prof. Dr. David Vernez; University of Lausanne, Unisanté Département Santé au Travail et Environnement
<b>Administration</b>	Laurie Kujawa; laurie.kujawa@unisanté.ch
<b>Dates and location</b>	4–7 October 2021 in Lausanne
<b>Fee</b>	CHF 2720.–
<b>Registration deadline</b>	30 August 2021



# Graduate Studies at the University of Zurich – Where research and scholarship shape your career

Even when only a few years have passed since graduation from a course of study, a degree may lose some of its value due to knowledge attrition and new developments in the field. Regular further studies work against this and foster an above-average competitive skills/knowledge portfolio.

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