



Advanced Ergonomics and Wellness Program Development Training Course

28 Sep - 02 Oct 2026

Milan

5900 € (Per Person)

Ref: #HSE7081_109901



Course Introduction / Overview:

This course provides a comprehensive framework for designing, implementing, and managing integrated ergonomics and workplace wellness programs. It moves beyond traditional safety compliance to a proactive, human-centered approach that enhances employee well-being, boosts productivity, and delivers a tangible return on investment. As noted by the renowned ergonomist Stephen Pheasant in his seminal work, "Bodyspace: Anthropometry, Ergonomics and the Design of Work," understanding the interaction between people and their work environment is fundamental to creating effective and safe systems. This principle is the cornerstone of our curriculum. Participants will delve into the science of human factors engineering, learning to identify and mitigate risks for musculoskeletal disorders (MSDs) and other occupational hazards. The program offered by BIG BEN Training Center uniquely bridges the gap between physical ergonomics and holistic wellness, addressing cognitive, organizational, and psychosocial factors that impact employee health. By mastering these concepts, attendees will be equipped to cultivate a robust culture of health and safety, transforming their workplaces into environments where employees can thrive both physically and mentally, leading to improved engagement and organizational success.

Target Audience / This training course is suitable for:

- Human Resources Managers and Professionals.
- Occupational Health and Safety (OHS) Officers.
- Facility Managers and Planners.
- Corporate Wellness Coordinators.
- Operations and Production Managers.
- Risk Management Specialists.
- Physical Therapists and Occupational Therapists in corporate settings.
- Ergonomics Committee Members.
- Line Supervisors and Team Leaders.

Target Sectors and Industries:

- Manufacturing and Industrial Production.
- Healthcare and Social Assistance.
- Information Technology and Office-Based Services.
- Logistics, Warehousing, and Transportation.



- Construction and Engineering.
- Governmental Agencies and Public Administration.
- Telecommunications and Customer Service Centers.
- Financial and Insurance Services.

Target Organizations Departments:

- Human Resources Department.
- Health, Safety, and Environment (HSE) Department.
- Operations Management.
- Facilities and Workplace Management.
- Corporate Wellness and Employee Engagement Teams.
- Training and Development.
- Risk Management and Compliance.
- Production and Assembly Line Management.

Course Offerings:

By the end of this course, the participants will have able to:

- Conduct comprehensive ergonomic risk assessments using established industry tools.
- Design and implement effective, data-driven workplace wellness programs.
- Develop proactive strategies to prevent musculoskeletal disorders (MSDs).
- Analyze the relationship between workplace design, employee well-being, and productivity.
- Create business cases and calculate the return on investment (ROI) for ergonomics and wellness initiatives.
- Integrate cognitive and organizational ergonomics into a holistic safety culture.
- Lead participatory ergonomics teams to foster employee involvement and ownership.
- Evaluate the effectiveness of implemented programs and drive continuous improvement.
- Ensure ergonomic and wellness programs align with organizational goals and legal requirements.

Course Methodology:

The training methodology for this course is designed to be highly interactive, practical, and engaging, ensuring that participants can immediately apply their learning in a real-world context. BIG BEN Training Center believes in an experiential learning approach that goes beyond traditional lectures. The course will utilize a blend of expert-led presentations, in-depth case study analyses of successful ergonomics and wellness programs, and collaborative group workshops. Participants will



work in teams to solve complex ergonomic challenges, design wellness initiatives, and present their solutions for peer and instructor feedback. Practical sessions will involve hands-on application of risk assessment tools and techniques. Video analysis of various work tasks will be used to sharpen observational skills in identifying ergonomic hazards. Interactive discussions and brainstorming sessions are woven throughout the five days to encourage knowledge sharing and diverse perspectives. This immersive and participatory environment ensures a deep understanding of the concepts and builds the confidence needed to lead impactful workplace improvement projects.

Course Agenda (Course Units):

Unit One: Foundations of Ergonomics and Workplace Wellness

- Introduction to Ergonomics and Human Factors Engineering.
- The Three Domains: Physical, Cognitive, and Organizational Ergonomics.
- The direct link between poor ergonomics and musculoskeletal disorders (MSDs).
- Principles of Anthropometry and Biomechanics in workplace design.
- The evolution and business case for corporate wellness programs.
- Integrating ergonomics into a holistic employee well-being strategy.
- Legal and regulatory frameworks for workplace health and safety.

Unit Two: Ergonomic Risk Assessment and Analysis

- Proactive vs. Reactive approaches to hazard identification.
- Conducting observational job hazard analysis (JHA).
- Utilizing ergonomic assessment tools (e.g., RULA, REBA, NIOSH Lifting Equation).
- Techniques for employee surveys, interviews, and feedback collection.
- Analyzing injury data and leading indicators to prioritize interventions.
- Assessing risks in office, industrial, and remote work environments.
- Documenting findings and creating a risk-prioritization matrix.

Unit Three: Designing Ergonomic Interventions and Solutions

- Principles of user-centered design for workstations and tools.



- Office Ergonomics: Seating, displays, input devices, and layout.
- Industrial Ergonomics: Manual material handling, tool design, and workflow optimization.
- Addressing cognitive ergonomics: workload, decision making, and human-computer interaction.
- Engineering controls, administrative controls, and personal protective equipment (PPE).
- Developing and implementing effective ergonomic training programs for employees.
- The role of participatory ergonomics in designing sustainable solutions.

Unit Four: Developing a Comprehensive Workplace Wellness Program

- Conducting a wellness needs assessment for your organization.
- Core components of a holistic wellness program: physical, mental, financial, and social health.
- Designing engaging wellness initiatives and challenges.
- Strategies for promoting mental health and stress management in the workplace.
- Building a communication plan to maximize program awareness and participation.
- Leveraging technology and wellness platforms effectively.
- Securing leadership buy-in and establishing a wellness committee.

Unit Five: Implementation, Management, and Evaluation

- Developing a strategic implementation plan with clear timelines and responsibilities.
- Change management principles for introducing new programs.
- Key performance indicators (KPIs) for ergonomics and wellness.
- Methods for measuring the Return on Investment (ROI) and Value of Investment (VOI).
- Conducting program audits and gathering participant feedback for continuous improvement.
- Creating a sustainable culture of health, safety, and well-being.
- Future trends in ergonomics and workplace wellness.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

As automation and AI reshape job roles, how must our approach to ergonomics and employee wellness evolve to address new cognitive and psychological stressors?



What unique qualities does this course offer compared to other courses?

This course distinguishes itself by providing a truly integrated and strategic perspective that connects the technical discipline of ergonomics directly to the broader, holistic goals of workplace wellness. Unlike programs that treat these as separate subjects, our curriculum is built on the premise that a truly healthy workplace is both physically safe and psychologically supportive. We move beyond a reactive, compliance-focused checklist approach to ergonomics. Instead, we empower participants with proactive, preventative strategies rooted in human-centered design and data analysis. The course emphasizes the critical skill of building a compelling business case, teaching attendees how to measure and articulate the return on investment (ROI) of their initiatives in terms of productivity, retention, and reduced healthcare costs. Furthermore, the content is uniquely focused on implementation and cultural change, providing practical frameworks for managing projects, securing leadership buy-in, and fostering a sustainable culture of well-being. Participants leave not just with theoretical knowledge, but with a strategic roadmap for transformative organizational change.