



2018 CURRICULUM VITAE



ALISON HELLER-ONO MSPT, CDA, CIE, CPE
Certified Management Consultant
170 17th Street, St. F, Pacific Grove, CA 93950

AREAS OF EXPERTISE: Ergonomics Process Development and Management, Ergonomics Program Education Specialist, Management Consulting on Ergonomics and Work Injury Prevention/Management, Ergonomic Worksite Analysis in biotechnology, manufacturing, office and hospitals; workers' compensation program strategies, ADA Title I and III cases for accommodation and accessibility; Return to Work Programs and individual cases; job analysis. Emphasis on macroergonomics, lean ergonomics, participatory and engaging ergonomics, quality impact, results oriented.

EDUCATION:

Arcadia University, Glenside, PA.: M.S. in Physical Therapy, Sept., 1987; B.A. in Biology, May 1984.
Master's Thesis: "A Student Physical Therapist's Perception of Industrial Physical Therapy".
Holland Study Program: Certificate of Completion from the International School of Physiotherapy, Nederland, 1990.
Management Training Program: Healthfocus, July 1990-July 1991.

LICENSE: CA. PT License PT-16890

CA. Certified Small Business: Certificate # 32256 (active)

PRODUCT DEVELOPMENT: Worksite International Chair Assessment System™; Worksite International Ergonomics Process™

EMPLOYMENT:

- Worksite International, Inc. President and CEO ,1993 to Present
- County of Monterey Ergonomics Manager, December 2007-February 2014

CERTIFICATIONS AND ACCREDITATIONS:

- Certified Chair Assessment Specialist (CASp), January 2016
- Certified Work@Health Trainer from CDC, May 2014
- Certified Professional Disability Manager (CPDM), DMEC and IEA, Aug. 2013-2016
- Certified Professional Ergonomist (CPE), Cert #1495, Board of Certified Professional Ergonomists, 1/2009
- Certified Disability Analyst (CDA), American Board of Disability Analysts, Cert. # 3207-199.
- Certified Industrial Ergonomist (CIE), Cert. # ORI-000-021096. Specialty as an **Ergonomics Education Program Specialist**.
- Certified Management Consultant (CMC) through Institute for Management Consultants, 2001-present.
- Recipient of the Oxford Research Institute's 5 Star Seal of Ergonomics Excellence for national "Ergonomics Training Program", 2001-2007.
- Professional Mentor for other rehab and safety professionals pursuing ergonomics as a profession, since 2002.

ALISON'S LIVE WORKSHOPS:

Alison Heller-Ono has researched, developed materials for, marketed and taught the following half-day, full day and multiple day workshops:

- Chair Assessment Masterclass; a Certification Program for Chair Assessment Specialist (CASp)
- "Do It Yourself" Train the Evaluator Ergonomics Training; a Certification Program for Certified Office Ergonomics Evaluators (COEE)
- There is a Method to the Ergonomics Madness: How Methodology and Consistency Assures a Successful Outcome in Ergonomics: ½ day
- Ergonomics 101: Half day.
- Facility Planning with Ergonomics: Full day.
- Workers' Compensation Management: Reducing Costs and Improving Outcomes: Half day.
- Train the Evaluator: 1-3 days (Level I and Level II-III Evaluators).
- Ergonomic Worksite Analysis: Theory and Practice for Growth and Profitability: 3.0 days, 2002- 2006
- Ergonomics Process Development with a Team Approach: 3 days.

ALISON'S WEBINARS and ONLINE WORKSHOPS:

- November 2018, "Chair Assessment Training", a 5- week online course in chair assessment and chair fitting
- May 2017, "Is Facility Management to Blame for Workplace Injuries?", for World FM Day, IFMA FM Consultants Council
- May 2017, "The Goldilocks Zone" for the Virtual Ergonomics Summit, American Posture Institute
- January 2017, "The Future of Productivity", Worksite International, Inc.
- September 2016, "Ergonomics for the Professional Organizer", NAPO
- July 2016, "Chair Assessment System Introductory Training", Worksite International, Inc.
- April 2016, "The Active Office: Stand Up for Your Health", ISE- Group and WI
- December 2015, " Ergonomics and Repetitive Motion Injury Claim Prevention", LORMAN Education Services
- October 2015, "Stand Up for your Health", Employers Insurance Group.
- May 2014, "The Future of Productivity: Total Absence Management Strategies", BLC Partners Webinar Series
- September 2012, " Workplace Accommodations for Your Aging Workforce", HR Web Advisor
- May 2012, "Ergonomic Strategies to Avoid RMI Claims", The Workers' Comp Group, ongoing.

- February 2011, “Controlling Workers’ Compensation Injuries as Your Workforce Ages”, LORMAN Education Services
- September 2010, “How to Save Millions in Claims through Ergonomics and Injury Prevention”, LORMAN Education Services.
- June 2008, “Introduction to Laboratory Ergonomics”, bioMerieux Webinar.
- January 2008 “Laboratory Ergonomics” Webinar, Laboratory Magazine.
- July 2007, “Preventing RMIs through Cost Saving Ergonomics and Workers’ Compensation Management Strategies”, LORMAN Education Services, Webinar.

NATIONAL AND INTERNATIONAL SPEAKING ENGAGEMENTS, SYMPOSIUMS AND KEYNOTES:

*** International Keynote Address**

INTERNATIONAL:

- August 2018, “ A CHAIR ASSESSMENT MODEL FOR ORGANIZATIONAL BENEFIT, SAFETY AND ASSET MANAGEMENT”, IEA, Florence, Italy
- August 2017, “ A CHAIR ASSESSMENT MODEL FOR ORGANIZATIONAL BENEFIT, SAFETY AND ASSET MANAGEMENT”, ACE, Banff, CANADA
- June 2017, “Ergonomic Chair Safety: A Forgotten Exposure”, International Society for Occupational Ergonomics and Safety, Seattle, WA.
- October 2014, “The Role of Ergonomics in Total Worker Health”, 1st Int’l Symposium to Advance Total Worker Health, NIOSH/CDC
- August 2014, “A Prospective Study of a Macroergonomics Process”, Nordic Ergo Society, Copenhagen, Denmark
- *February 2012, “Building a Safe and Healthy Work Culture through Participatory Ergonomics”, National WC Summit, Melbourne, AU.
- August 2007, “Preventive ergonomic strategies demonstrate substantial cost benefit for small to mid-size employers”, PREMUS, Boston, MA
- October 2006 “Surfer’s Whiplash”, Surfer’s Medical Association Medical Conference, Biarritz, France.
- July 2006 “Preventive ergonomic strategies demonstrate substantial cost benefit for small to mid-size employers”, International Ergonomics Association, Maastricht, Nederland’s.
- November 2001 “Successful Outcomes of an Ergonomics Process”, Ergonomics Society of Australia, Sydney, Australia.
- August 2000 “Successful Outcomes of an Ergonomics Process”, 14th Triennial Congress IEA/HFES, San Diego, CA.
- July 1997 “How to Develop an Ergonomics Task Force”, International Ergonomics Assoc., Tampere, Finland.

NATIONAL:

- June 2018, “Stand Up for Your Health”, Human Resources Silicon Valley, San Jose, CA.
- April 2018, “Ergonomic Worksite Analysis: Critical Link in Return to Work”, Alliance Occupational Medical, San Jose, CA.
- January 2018, “DIY Train the Evaluator” Workshop, Cupertino, CA.
- April 2017, “So, You Think Your Workplace is Ergonomic? Think Again!”, Alliance Occupational Medical, San Jose, CA.
- March 2017, “Enhancing Harvest Production Using Ergonomics Science”, AGSAFE, Monterey, CA.
- November 2016, “Facility Manager’s Role in Work Injury Prevention”, IFMA Sacramento Chapter Meeting
- March 2016, “Chair Fit or Misfit”, OM CAL Showroom, Cupertino, CA
- December 2015, “Ergonomics Madness Workshop”, Cupertino, CA.
- November 2015: “Fit or Failure: How to Assess for Chair Quality and Competency”, NECE Ergo Expo, Las Vegas, NV
- September 2015, “Chair Fit or Failure”, PIBA Conference, San Leandro, CA
- May 2015, “Half Truths and Flat Out Lies about Ergonomics”, CSOOC Annual Conference, Pacific Grove, CA
- May 2015, “Current Trends and Future Thoughts in Ergonomics”, Employers Insurance Group, Las Vegas, NV
- May 2015, “The Role of Ergonomics in Total Worker Health”, AOHP Chapter Meeting, Salinas, CA
- April 2015, “Ergonomic Risk Factors for Women in Today’s Workplace”, OMCAL Showroom, Cupertino, CA
- March 2015, “The Role of Ergonomics in Total Worker Health”, DMEC Chapter Meeting, Walnut Creek, CA
- March 2015, “Macroergonomics Saves Millions in Claim Avoidance”, Bay Area ASSE, San Ramon, CA
- December 2014, “Addressing Risk Factors for Women in the Workplace”, National Ergo Conf. And Expo, Las Vegas, NV.
- July 2014, “Being Reasonable in WC and the ADA”, Employer Advisory Council –Monterey Bay, Seaside, CA
- June 2014, “Chair Fit or Failure”, Office Relief Lunch and Learn, San Leandro, CA
- April 2014, “The Future of Productivity: Total Absence Management Strategies”, 2014 HR WEST, Oakland, CA
- September 2013, “County of Monterey Ergonomics Successes”, 2013 Santa Clara Safety Seminar, San Jose, CA
- March 2013, “Ergonomics is Reasonable under the ADA”, Applied Ergonomics Conference, Dallas, TX
- October 2012, “Innovative Workers’ Compensation Strategies”, BAESG, Palo Alto, CA.
- August 2012, “Controlling Workers’ Compensation Injuries as Your Workforce Ages” for BAER, APPLE, Cupertino, CA.
- February 2012, “Controlling Work Comp Injuries as your Workforce Ages”, PARMA, Monterey, CA
- September 2011, “Extraordinary Ergonomics: Strategies to Reduce Workers’ Compensation Costs and Claims”, CA WC and Risk, CA
- February 2010, “Strategic Partnerships and Strategies for Successful Outcomes in Ergonomics Process Management”, PARMA, Sac., CA.
- October 2009, “ 21st Century Ergonomics: A Lean Approach to Ergonomics Process Design and Management” HFES, San Antonio, TX
- February 2009, “Extraordinary Ergonomics: Strategies to Create a Return on Investment in Ergonomics”, PARMA, Rancho Mirage, CA
- December 2008, “Developing and Managing an Ergonomics Process”, National Ergonomics Conference, Las Vegas, NV
- December 2007, “Laboratory Ergonomics: Microscopes, Pipettes and Bio-Safety Hoods”, National Ergonomics Conference, Las Vegas, NV
- September 2007, “Mousing around the Keyboard and other Tales”, Office Master, Cupertino, CA
- July 2007, “Ergonomic Study of ID/AST Systems in the Microbiology Lab”, AACC, Sponsored by bioMerieux, San Diego, CA
- June 2006 “Disability Management Begins with Prevention”, Disability Management Employers Coalition, San Francisco, CA.
- May 2006 “Half Truths and Flat Out Lies about Ergonomics”, Disability Management Employers Coalition, San Jose, CA.
- May 2006 “Laboratory Ergonomics: Risks in the Biotech Marketplace”, BAER, Milpitas, CA.

March 2006 "Kaiser Labor/Management Partnership: The Role of Workplace Safety Teams", ORC Worldwide, Napa, CA.
 March 2005 "Integrating Alternative Sit/Stand Furniture for Improved Health and Productivity", NeoCon West, LA, CA.
 October 2004 "Ergonomics in an Office Environment", California Law Enforcement Records Administrators, Monterey, CA.
 February 2004 "Using the Strain Index in Laboratory Ergonomics", Bay Area Ergonomics Roundtable, San Jose, CA.
 November, 2003 "Return on Investment Through Proven Ergonomics Strategies", Risk and Insurance Management Soc., SF, CA.
 October, 2003 "Keeping a Lid on Expanding Disability Exposures", Business Insurance Workers' Comp Conf., Boston, MA.
 December 2002 "Laboratory Ergonomics" and "Quality Workers' Compensation Management", Nat'l Ergonomics Conf., NV.
 March 2002 "Developing an Effective Ergonomics Team-Making it Happen", SEAK, San Diego, CA.
 November 2001 "Ergonomics as a Quality Business Strategy", National Workers' Compensation Conference, Chicago, IL.
 October 2001 "Ergonomic Worksite Analysis: The Critical Link", CPTA, Santa Clara, CA.
 August 2001 "Ergonomic Challenges for Academic Institutions", CCEHSA, Monterey, CA.
 May 2001 "Physical Therapy and Ergonomics", San Jose District APTA, SJ, CA.
 April 2001 "Developing Ergonomics Teams for Small to Midsize Facilities", AAOHC, SF, CA.
 December 2000 "The Critical Link in Return to Work: Ergonomic Worksite Analysis", National Workers Comp., Chicago, IL.
 November 2000 "Successful Outcomes of an Ergonomics Process", National Ergonomics Conf., Las Vegas, CA.
 June 2000 "6 Year Outcomes of Ergonomics processing" Ergonomics Round Table, Intel, San Jose, CA.
 March 2000 "CTD Prevention in Laboratory Ergonomics" Inst. Industrial Engineers, LA, CA.

PUBLICATIONS: (1994- Present)

January 2018, "Ergonomic Principles Every Business Needs to Know: for Office and Material Handling Success", self-published e-Book.
 January 2017, "Sitting Pretty, Sitting Healthy: A Guide to Office Chair Selection and Use", self-published e-Book.
 WIN NEWS blog, ongoing 2015- <https://www.worksiteinternational.com/blog>
 August 2017, "A CHAIR ASSESSMENT MODEL FOR ORGANIZATIONAL BENEFIT, SAFETY AND ASSET MANAGEMENT", ACE conference proceeds
 February 2016, "When a Chair is on its Last Legs", Canadian Facility Management and Design.
 May 2014, White Paper. "A Prospective Study of a Macroergonomics Process over Five Years Demonstrates Significant Prevention of Workers' Compensation Claims Resulting in Projected Savings.", NES/ODAM proceeds
 1996-2007, 2014- WIN NEWS: Worksite International Newsletter, self-published by Alison Heller-Ono for Employers and Rehab Professionals.
 November 2010, "PT as Ergonomist: A model for 21st Century Healthcare", Orthopaedic Physical Therapy Practice, Vol. 22, No. 4, 2010.
 October 2009, White Paper: "21st Century Ergonomics: A Lean Approach to Ergonomics Process Design and Management" HFES Conference Proceeds.
 June 2008, White paper "Ergonomic Analysis Comparison of Four ID/AST Systems for Workflow Efficiency and the Likelihood of Distal Upper Extremity Strain", published Advance for Medical Laboratory Professionals, June 2 2008.
 August 2007, "Preventive ergonomics strategies demonstrate substantial cost benefit for small to mid-size employers", PREMUS conference proceeds.
 July 2007, Abstract for bioMerieux, "Ergonomic Analysis Comparison of Four ID/AST Systems for Workflow Efficiency and the Likelihood of Distal Upper Extremity Strain", <http://www.biomerieux-usa.com/pressreleases>
 June, 2006 "Innovations in the Clinic", Webnews, National Association of Occupational Health Providers.
 March, 2006 "Preventive ergonomics strategies demonstrate substantial cost benefit for small to mid-size employers" International Ergonomics Conference proceed.
 March, 2006, "Ergo investments foster safety, lower comp rates", CTD News Vol. 15, No. 3.
 February, 2006, "Careful planning, attention to detail ease ergonomic pitfalls", CTD News Vol. 15, No. 2.
 April 2005, "Ergonomics and the Entrepreneur" Ergo Solutions Magazine.
 January 2004, "Ergonomics and Quality", Ergo Solutions Magazine.
 November 2003, "Quality in Workers' Compensation Management", Ergo Solutions Magazine.
 October, 2003, "A Quality-Driven Ergo Purchasing Process", Ergo Solutions Magazine.
 January 2002, Worksite International Ergonomic Analysis and Training System CDROM and Handbook.
 March 2002 Office and Industrial Vendor Directory, Self-Published by Worksite International.
 November 2001 "An Ounce of Prevention", Rehab Management Magazine.
 September 2001 Point of View: The failing of Fed OSHA Ergonomics; Workplace Ergonomics, Stevens Publishing.
 March/April 2001 Federal Ergonomics Standard: Dead but not Buried" ", PT Advance, King of Prussia, PA.
 November 2000 "Becoming a Board Certified Ergonomist", PT Advance, King of Prussia, PA.
 March/April 2000 "Homework", Nature Home, Loveland, CO 80537.
 January 2000 "Laboratory Ergonomics", Self-published by Worksite International.
 October 1999 "Hitting the Injury Iceberg", Occupational Health and Safety, Stephens Publishing.
 September 1999 "On-the-Job Safety Starts at the Top", Business and Health Magazine.
 June 1999 "Successful Outcomes of an Ergonomics Process using an Ergonomics Task Force", Ergo-Con 99.
 March 1999 Quoted in CTD news article "CTDSTANDARDS".
 February 1999 Ergonomic Worksite Analysis " Ergonomics Encyclopedia, University of Cincinnati, Ohio.
 January 1999 "Facility Design with Ergonomics in the 21st Century, San Jose Business Journal, San Jose, CA.
 July 1998 Your Guide to Developing an Ergonomics Process including "How to Develop an Ergonomics Task Force", Taylor and Francis, 1998
 June 1998 "Three Year Follow-Up Results to Developing an Ergonomics Process Using an Ergonomics Task Force", Advances in Occupational Ergonomics and Safety 2, IOS Press, Inc., Burke, VA.

March/April 1998 "California Ergonomics Standard is New Growth Factor" Work Injury Management Digest.
 September 1997 Your Guide to Office Ergonomic Furniture and Accessories, Alison Heller, MS., P.T., CIE, Self-Published.
 June 1997 "How to Developing an Ergonomics Task Force", Strategies for Success: Disability Management in the Workplace, National Institute of Disability Management and Research, BC, Canada.
 June/July 1997 "Preserving Employability", California Workers' Compensation Enquirer and The Self-Insurer Magazine.
 July/Aug. 1996 "Growing a Consulting Business: Lessons in Patience and Persistence," Work Injury Management Digest..
 January 1996 "Resolving to Manage Our Health", Agric. Personnel Management Assoc. Newsletter.
 August 1995 "Ergonomic Jobsite Analysis: The Critical Link in Return-to-Work", California Workers' Compensation Enquirer.
 September 1994 "The CA Ergonomics Standard: Setting a Precedent for Federal Action.", Work Injury Management Digest.

CONTINUING EDUCATION 2008 TO PRESENT:

August 2017	Association for Canadian Ergonomists, Banff, Canada
June 2017	International Society for Occupational Ergonomics and Safety, Seattle, WA.
May 2017	ADA Accommodation Strategies, Shaw HR Consulting, Oakland, CA
October 2016	CPTA Annual Conference, Santa Clara, CA
October 2016	Brougha Work Physiology Symposium, Anaheim, CA
June 2016	ErgoX, Anaheim, CA
November 2015	NECE Las Vegas, NV
June 2015	ErgoX, Anaheim, CA
November 2014	NECE, Las Vegas, NV
October 2014	1 st International Symposium to Advance Total Worker Health" NIOSH/CDC, Bethesda, Maryland
August 2014	Nordic Ergonomics Society, Copenhagen, Denmark
February 2014	FMLA and ADA Update, DMEC, Washington, DC
March 2013	Applied Ergonomics Conference, Dallas, Tx
December 2012	Masters ADA Series, San Francisco, CA
August 2012	Update on Office Ergonomics Research, San Francisco, CA
February 2012	National WC Conference, Melbourne, Australia
May 2011	Liberty Mutual Behavior Based Safety Program, Pleasanton, CA
February 2011	PARMA, Anaheim, CA
December 2010	UCSF and UM Conference on Musculoskeletal Fatigue, Oakland, CA
CPTA 2010	California Physical Therapy Assoc, Oakland, CA
February 2010	PARMA, Sacramento, CA
October 2009	HFES, San Antonio, CA
February 2009	PARMA, Rancho Mirage, CA
December 2008	National Ergonomics Conference, Las Vegas, NV
May 2008	N. CA Workers' Compensation Forum, Council on Education, Monterey, CA.
February 2008	PARMA Annual Public Risk Management Conference, Anaheim, CA

PHYSICAL THERAPY CLINICAL BACKGROUND (1987-1996):

*Specialties: work injury and chronic pain management, work analysis, orthopedics, patient education, manual therapy, work capacity assessments.
 Experience in spinal cord and stroke rehabilitation.*

COMMUNITY ACTIVITIES, APPOINTMENTS AND MEMBERSHIPS:

Human Factors and Ergonomics Society, Member,
 Bay Area Ergonomics Round Table, Member
 Institute for Management Consultants, Member
 CPTA/APTA member
 Jujitsu America- Chow-Hoon Tiger Award, 2012