



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)

EMPLOYMENT:

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

CERTIFICATIONS AND ACCREDITATIONS:

- Certified Work@Health Trainer from CDC, May 2014
- Certified Professional Disability Manager, DMEC and IEA, Aug. 2013
- Certified Professional Ergonomist, Cert #1495, Board of Certified Professional Ergonomists, 1/2009
- Disability Analyst and Fellow, American Board of Disability Analysts, Cert. # 3207-199.
- Certified Industrial Ergonomist, Cert. # ORI-000-021096. Specialty as an **Ergonomics Education Program Specialist**.
- Certified Management Consultant 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.

PROFESSIONAL WORKSHOPS:

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

- 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.
- "Do It Yourself" Ergonomics Training for Employers: 1 day

WEBINARS:

- 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.

SPEAKING ENGAGEMENTS, SYMPOSIUMS AND KEYNOTES: (1996 TO PRESENT): * International Keynote Address

INTERNATIONAL:

- 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:

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.
November 1999 “Successful Outcomes of an Ergonomics Process”, National Workers’ Comp. Conference, Chicago, IL.
June 1999 “The Use of Customized Forearm Supports in a Microscopy Environment”, ErgoCon '99, San Jose, CA.
June 1999 “Successful Outcomes of an Ergonomics Process”, ErgoCon '99, San Jose, CA.
April 1999 “The Impact of the ADA on California Business”, Lormen Seminars, Seaside, CA.
March 1999 “Workers’ Compensation and Ergonomics Impact on the New PT Graduate”, UCSF, CA.
March 1999 “Cal-OSHA Regulation: A PT Ergonomist Perspective”, Bay Area Roundtable Meeting, Oakland, CA.
January 1999 “Ergonomics Practices” for Council on Education and Management (CEM), Nationwide.
January 1999 Worker Safety, Pesticide Applicators Professional Association, Salinas, CA.
November 1998 “Developing an Ergonomics Process” National Workers’ Compensation Conference, Chicago, IL.
July - December 1998 “California Ergonomics Practices” for CEM, Statewide.
June 1998 “3 Year Outcomes Of An Ergonomics Process” 13th Annual International Occupational Ergonomics and Safety Conference, Ypsilanti, Michigan.
February 1998 “Front Line Response to Managing Disabilities”, PRIMA, San Diego, CA.
November 1997 Ergonomics Training Panel, National Workers’ Compensation Conference, Chicago, IL.
October 1997 KCBA television interview.
October 1997 “Your Guide to Developing an Ergonomics Process”, ASSE , Sacramento, CA.
October 1997 “The High Cost of Seated Work”, Self-sponsored, Monterey, CA.
September 1997 “The Seeds of Ergonomics”, Hartnell College, Salinas, CA.
July 1997 “Cal-OSHA Ergonomics and You”, The Personnel Office, Carmel, CA.
May 1997 “The Physician’s Role in Ergonomics”, Stanford Pain Clinic, Stanford, CA.

March 1997 "Preserving Employability", MCCEPD, Monterey, CA.
November 1996 "Return to Work Panel" National Workers' Compensation and Disability Conference, Chicago, IL.
Additional events prior to November 1996 available upon request.

PUBLICATIONS:

January 2015- Present: WIN NEWS Blog, <http://www.worksiteinternational.com/wi-blog.html>
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 1999 TO PRESENT:

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

Alison Heller-Ono MSPT, CDA, CPDM, CIE, CPE & CMC 3

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12/2015

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
September 2007	UCSF Peripheral Nerve Anatomy and Physiology, San Francisco, CA
August 2007	PREMUS International Conference on the Prevention of Musculoskeletal Disorders, Boston, MA
June 2007	Cal-OSHA Safety Conference, Monterey, CA
March 2007	Measuring Performance for Safety Success, ASSE, Costa Mesa, CA
September 2006	Brougha Work Physiology Symposium, Salt Lake City, Utah
August 2006	Office Ergonomics and Facility Planning, Oakland, CA
July 2006	International Ergonomics Conference, Maastricht, Nederland's
June 2005	Organizational Development and Management, Maui, Hawaii
December 2004	National Ergonomics Conference and Exposition, Las Vegas, NV
March 2002	SEAK Workers Compensation and Occupational Health Conference, San Diego, CA
November 2001	National Workers' Compensation Conference, Chicago, IL
June 2001	APTA National Conference, Anaheim, CA
November 2000	National Ergonomics Conference, Las Vegas, Nev.
March 2000	Institute for Industrial Engineers, LA, CA
December 1999	National Ergonomics Conference, Anaheim, CA
November 1999	Ergonomic Guidelines for Engineers, Humantech, Newport Beach, CA
November 1999	National Workers' Compensation Conference, Chicago, IL
October 1999	CMC Confab, Reno, NV
June 1999	Ergo Con 99, San Jose, CA

CLINICAL BACKGROUND:

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

1996- Present	Vacation and Part time relief PT clinician at various local clinics
Jan. ,1995- Sept., 1996	Worksite International Clinical Services: 787 Munras Ave, Suite B, Monterey, CA 93950 ,
Jan., 1993- April 1994	Bay Physical Therapy, 787 Munras Ave, Suite B, Monterey, CA 93950
Oct., 1989- Nov., 1992	Rehability, Salinas, CA 93901
Sept., 1988- Oct., 1989	Pinecrest Rehabilitation Hospital, Delray Beach, FL.
Sept., 1987- July 1988	Crozer Chester Medical Center, Chester, PA.

COMMUNITY ACTIVITIES, APPOINTMENTS AND MEMBERSHIPS:

*Human Factors and Ergonomics Society, Member,	*Institute for Management Consultants, Member
*Bay Area Ergonomics Round Table, Member	*American Physical Therapy Association, Member
*Surfers' Medical Association Board of Directors (2015-)	* Jujitsu America- Chow-Hoon Tiger Award, 2012