



Associate Degree in Occupational Health and Safety (AOHS) Program Learning Objectives

Graduates with an associate degree in occupational safety and health will be prepared to attain the following aims and objectives in the occupational safety and health (OHS) profession in both the private and public sectors.

Program Educational Objectives:

- I. Prepare students for a career in OHS by developing their knowledge, understanding, and the application of practical and professional skills necessary for future practice, and by doing so develop an informed, critical, and imaginative attitude towards professional OHS practice.
- II. Facilitate the development of core OHS competencies through alignment with professional standards in OHS, including those of professional OHS organizations such as the Board of Canadian Registered Safety Professionals (BCRSP) and equivalents internationally.
- III. Provide students with an understanding of the fundamental aspects of OHS education that will enable them to achieve the academic requirements to qualify for professional certification and membership in the OHS profession.
- IV. Develop a holistic understanding of the scientific, legislative, policy, technical, and managerial skills that will enable future competence in the field of occupational safety and health.
- V. Develop a critical understanding of external and internal drivers for improving safety and health in students; create safety cultures; encourage active communication; manage and lead for health and safety; and promote risk-based management and methods, including enhanced skills in critically evaluating risk in a variety of complex situations, as well as the ability to design and implement management solutions.
- VI. To provide AOHS graduates with a solid educational foundation that will enable them to pursue careers in the OHS field as well as pursue higher education at the bachelor's, master's, or other professional degree levels.

Student Learning Objectives includes OHS knowledge and understanding, and skills:

A. Knowledge and understanding

On completion of the AOHS program the successful graduates will have knowledge and understanding of, but not limited to:

1. Risk management process that takes into account hazard analysis, risk assessment, risk modeling, risk acceptability, and risk decision-making.
2. Occupational hazards, including chemical, physical, and biological hazards, and their combined potential to negatively impact health and safety.
3. A wide range of management strategies, methods, and techniques are used to develop, implement, review, and maintain safe systems of work practices.
4. Legislation, regulations, and regulatory approaches used in OHS, environmental management systems, fire safety management, and occupational hygiene.
5. Communicate effectively with a wide range of people they will encounter at work regarding health and safety information, ideas, problems, and solutions.
6. Methods and processes involved in conducting evidence-based research in order to gain insights into occupational health and safety.

B. Skills

On completion of the AOHS program the successful graduates will be able to:

1. Select or design, apply and evaluate, autonomously, a range of inspection, auditing and investigation techniques and be able to develop action plans and programs for safety and health improvement.
2. Apply the Plan-Do-Check-Act (PDCA) model at a higher level when designing, implementing, monitoring, or continuously improving the OHSMS.
3. Critically appraise OHS guidance, legislation and complex data and success fully communicate their implications to a wide range of stakeholders and management personnel.
4. Make evidence-based decisions, recommendations and articulate solutions on a proposed course of action in relation to OHS problems to managers, safety representatives and regulatory/compliance bodies in a professional manner.
5. Reflect on own professional practice and select from a range of options, the best methods and mechanisms to manage OHS and influence others to achieve best practice.
6. Problem-solve, prioritize and communicate solutions at both an individual problem level and within the context of a range of problems.
7. Critically appraise risk perception influences of human and organizational behaviour, risk management and risk analysis.
8. Anticipate, recognize, evaluate, and control hazards and exposures impacting people, property and the environment.
9. Work with diverse range of stakeholders in the workplace to problem solve and improve health and safety culture.
10. Understand ethical and professional responsibilities and the impact of technical and/or scientific solutions in global, commercial, environmental, and societal contexts.

The AOHS curriculum map relating Program learning objectives and student learning objectives to respective course modules.

This section contains information about all the learning outcomes of the AOHS program and the courses where they will be achieved.

Knowledge and understanding		Skills	
A1	Risk management process that takes into account hazard analysis, risk assessment, risk modeling, risk acceptability, and risk decision-making.	B1	Select or design, apply and evaluate, autonomously, a range of inspection, auditing and investigation techniques and be able to develop action plans and programs for safety and health improvement.
A2	Occupational hazards, including chemical, physical, and biological hazards, and their combined potential to negatively impact health and safety.	B2	Apply the Plan-Do-Check-Act (PDCA) model at a higher level when designing, implementing, monitoring, or continuously improving the OHSMS.
A3	A wide range of management strategies, methods, and techniques are used to develop, implement, review, and maintain safe systems of work practices.	B3	Critically appraise OHS guidance, legislation and complex data and successfully communicate their implications to a wide range of stakeholders and management personnel.
A4	Legislation, regulations, and regulatory approaches used in OHS, environmental management systems, fire safety management, and occupational hygiene.	B4	Make evidence-based decisions, recommendations and articulate solutions on a proposed course of action in relation to OHS problems to managers, safety representatives and regulatory/compliance bodies in a professional manner.

A6	Methods and processes involved in conducting evidence-based research in order to gain insights into occupational health and safety.	B6	Problem-solve, prioritize and communicate solutions at both an individual problem level and within the context of a range of problems.
		B7	Critically appraise risk perception influences of human and organizational behaviour, risk management and risk analysis.
		B8	Anticipate, recognize, evaluate, and control hazards and exposures impacting people, property and the environment.
		B9	Work with diverse range of stakeholders in the workplace to problem solve and improve health and safety culture.
		B10	Understand ethical and professional responsibilities and the impact of technical and/or scientific solutions in global, commercial, environmental, and societal contexts.

AOHS Course title	Course code	I		II		III		IV		V		VI					
		Student Learning Objectives															
		A1	A2	A3	A4	A5	A6	B1	B2	B3	B4	B5	B6	B7	B8	B9	B10
Introduction to OHS	OHS 1002	X		X	X		X			X				X			X
Introduction to Communications for OHS	COMM 1303		X	X		X	X	X	X		X	X	X			X	X
Introduction to Math and Statistics	MATH 1103			X			X			X			X	X			X
Introduction to Chemistry and Biology	SCI 1003		X	X			X			X			X		X		
Organizational Behaviour I for OHS	MGMT 1212			X		X	X		X			X				X	X
Incident Investigation and Response	OHS 1532	X			X	X	X	X		X	X		X			X	
Safety Training: An Introduction to the Fundamental Principles	OHS 1213		X	X		X	X	X	X				X	X		X	X
Safety Management Systems	OHS 1613	X		X		X	X		X	X			X	X			
Hazard Identification, Risk Assessment, and Controls	OHS 1513	X	X	X			X	X	X		X		X	X	X		

AOHS Course title	Course code	I		II		III		IV		V		VI						
		Student Learning Objectives																
		A1	A2	A3	A4	A5	A6	B1	B2	B3	B4	B5	B6	B7	B8	B9	B10	
Industrial/Occupational Hygiene	OHS 1433		X	X	X		X	X	X		X			X	X		X	
Environmental Management	OHS 1313	X		X		X	X		X	X			X		X		X	
Guided Practicum	OHS 1993		X		X		X	X	X	X	X	X	X	X	X	X	X	
Year 2																		
Law and Ethics	BUSI 1813					X	X			X						X	X	
Organizational Behaviour II for OHS	MGMT 1222			X		X	X	X				X	X	X				
Safety Management Systems and Measurement Systems II	OHS 2623			X	X	X	X	X	X	X	X			X		X		
Hazard Identification, Risk Assessment, and Control II	OHS 2523	X	X	X					X			X		X	X	X		
Industrial/Occupational Hygiene II	OHS 2443	X			X		X	X		X					X		X	
Environmental Management II	OHS 2323			X	X	X	X		X		X				X	X	X	

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		Student Learning Objectives																
		A1	A2	A3	A4	A5	A6	B1	B2	B3	B4	B5	B6	B7	B8	B9	B10	
Applied Practicum	OHS 2996	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Electives	2 elective courses required																	
Fire Management	OHS 1703	X	X	X	X		X	X		X	X		X		X			
Fundamentals of Auditing	1503 OHS			X	X	X			X		X			X		X	X	
Training II	OHS 2223		X	X		X		X	X							X	X	
Introduction to Disability Management	DISM 1103			X		X	X		X		X	X	X			X		
Disability Management Essential Program Elements	DISM 1113			X	X	X	X			X				X	X	X	X	

Snapshot of the University of Fredericton Associate Degree in Occupational Health and Safety Program

The University of Fredericton began officially offering the AOHS program in 2021. As such, current students are still moving through the program towards completion. Below is a snapshot of students currently enrolled in the AOHS program.

Academic Year Sept 1 - August 31	Enrollment Year (s)					Total Undergraduates	Degrees Awarded
	2021	2022	2023	2024	2025		Associates
Full-time students (FT)	78	75	62	64	42	321	70
Part-time students (PT)	33	37	73	78	61	282	