

2025 HSA Initiatives Workplan Template

Condensed Version

As part of the ongoing effort in 2024 to revise the Health and Safety Associations (HSAs) funding process, WorkSafeBC will temporarily accept a condensed HSA initiatives Workplan Template for the 2025 funding year.

WorkSafeBC expects the HSA Initiatives Workplan will reflect the scope and cost of your initiatives and assist by assigning a dollar value against the HSA's overall budget. Workplans are not intended to include all activities or initiatives undertaken by your organization in the upcoming year. Rather, focus on your **"key initiatives" or activities** you will undertake to address and impact the primary trends within your industry. You will explain what you are going to emphasize in the coming year; in most cases, you will have two or three key initiatives and rarely will you have more than five.

The detailed HSA Initiatives Workplan must be submitted to WorkSafeBC and posted to your website prior to January 2025 for transparency to stakeholders, including applicable employers and members. The activities specified in the detailed HSA Initiatives Workplan, must align with the objectives, priorities, and initiatives provided below, as the abbreviated HSA Initiatives Workplan will be included in the HSA contracts.

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Section A: HSA Overview

HSA Name	go2HR
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HSA Vision
Our purpose is to drive strong workforces and safe workplaces that deliver world-class tourism and hospitality experiences in BC
HSA Mission
<p><i>Our mission is to empower employers to have a strong human resource and health & safety culture that supports strong business performance.</i></p> <ul style="list-style-type: none"> - <i>We offer programs, tools, information, and consulting services to elevate employers' human resources and health and safety practices</i> - <i>We educate and train the current and future workforces</i> - <i>We inform government, stakeholders and communities on labour market conditions and strategy</i>

Section B: Summary of Strategic Objectives and Initiatives

Based on the information from your strategic plan, please kindly indicate (at a high level) the strategic objectives/priorities of your organization for the upcoming year, and the **key initiatives** that your HSA has planned out under each objective/priority. In most cases, you will have two or three key initiatives and rarely will you have more than five. The **orange column** needs to be completed at the end of the fiscal year when all activities are completed.

Strategic Objective/Priority	Summary of Key Initiatives	Total Budget	KPIs & Targets	Actual Output
1) Help employers create, support, promote and maintain a psychologically healthy and safe workplace	Foster leadership commitment through psychological health and safety awareness building	\$0	Mental health webpage views (750) Mental health resource downloads (750)	

			<p>New leadership focused resources published (5)</p> <p>Stakeholder conferences & events, including presentations and attendance (4)</p> <p>Wellness fairs - employer engagement (4)</p> <p>Leadership focused webinars (4)</p> <p>Regional presentations and workshops (4)</p> <p>Social media posts (12)</p> <p>Eblasts (20)</p> <p>Articles/eblasts/newsletter content opportunities (12)</p> <p>Communications open rate above the industry baseline standard (>15%)</p> <p>New employer connections made (50)</p> <p>Employer case studies published (4)</p> <p>Employer Pulse Check surveys (20)</p>	
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	Develop supportive managers and supervisors	\$0	1:1 psychological health and safety consultations with employers (125) People Working Well manager/supervisor training course enrolments (250) Post training improvement in psychological health and safety knowledge (25%)	
	Promote worker participation in psychological health and safety	\$0	People Working Well worker training course enrolments (250) Wellness Fairs - worker engagement (4)	
2) Expand and increase industry participation in occupational health and safety	Expand employer and worker engagement in high priority topic areas	\$54,000	Priority topic landing page views (250) All health and safety webpage views (60,000) Articles/newsletter content opportunities (12) Health and safety resource downloads (18,000) Eblasts (20) Communications open rate above the industry baseline standard (>15%)	

			<p>1:1 consultations with employers on health and safety topics (125)</p> <p>Webinars (4)</p> <p>Social media posts (12)</p> <p>New employer connections made (50)</p> <p>Sponsorship of events and conferences (4)</p> <p>Utilize industry association and go2HR job board digital ad space to promote HSA program offerings (4)</p> <p>CASH participation at meetings (3 meetings)</p> <p>Active participation and constructive inputs offered by H&S advisory committee members (4 meetings)</p> <p>Safety Basics Assessment landing page views (1,300)</p> <p>Safety Basics Assessment Tool completions (80)</p> <p>Increased Indigenous tourism business connection and engagement (10)</p> <p>Regional presentations and workshops (4)</p>	
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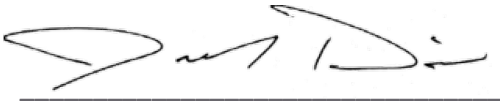
			<p>New worker resources (10)</p> <p>Worker focused eblasts, newsletters and content (6)</p> <p>Worker focused communications open rate above the industry baseline standard (>15%)</p> <p>Views of worker focused content on website (500)</p>	
3) Promote health and safety awareness and knowledge growth through health & safety training offerings	Expand training offerings to include two new health and safety courses (this initiative also supports initiative 1)	\$27,567	<p>New courses are launched (2)</p> <p>New course enrolments (100)</p>	
	Maintain ongoing delivery and quality of current suite of health and safety training courses to support enrolments	\$20,000	<p>Main training landing page views (2,500)</p> <p>Health and safety training course total enrolments (2,000)</p>	

WorkSafeBC Management Comments

Board Chair Approval

Jared Davis

Name



Signature

September 12, 2024

Date