



# Annual Report

# Annual Report

September 1, 2023 - March 31, 2024

## Overview

The annual report for the seven month period from September 1, 2023 - March 31, 2024 shows growth and organization change since our last twelve month report covering the period of [September 2022 - August 2023](#).

The pillars of the BCFED Health & Safety Centre's approach are worker-centric, evidence based practice to prevention education and consultation. Organizational work during this period has focused on readiness to return to a fully funded multi year operation by focusing on:

- Changing workplace psychological and physical safety solidarity culture.
- Building sustained knowledge practices and infrastructure
- Removing participation barriers in alignment with shifts in public service delivery across BC

This year the Centre developed a new staffing model for the Alive After 5 program focusing on young worker safety. This new model allowed us to be innovative in our delivery model, reaching well over our target for participant reach. Continued growth in our ability to plan, and measure financial performance indicators have contributed to a surplus that will be reinvested into our operations.

## Achievements by Programming Stream - Community Education

The Community Education Stream reached 19,675 participants in all of its activities combined out of a combined target of 12,920. This programming stream is made up of Alive After Five, English as an Additional Language, Migrant Worker Program, and the Employment Program. All programming in this stream are provided free to participants.

**Alive After Five** is a successful program that provides free health and safety presentations to high school students across BC. The presentation focuses on empowering young workers to identify hazards as well as understand worker and employer responsibilities. It also promotes four fundamental health and safety rights: the right to refuse unsafe work; the right to participate; the right to know; and, the right to be protected from prohibited actions.

**English as an Additional Language**, is a multi-week program for English language learners that combines language literacy skill building with health and safety training. The program's goals is to build the confidence of workers who speak English as an additional language to improve skills in pronunciation, grammar, conversation, listening comprehension, writing, document use, and vocabulary development in the area of occupational health and safety.

The **Migrant Worker Program**, works to empower informed participation in worksite safety. Because of the precarious nature of migrant work, organizing these sessions requires thoughtfulness and care to ensure we do not jeopardize their employment.

The **Employment Program** of the Centre seeks to reach those people who are outside of the traditional or formal education system. The program concentrates its efforts and resources to empower those people facing barriers to employment and learning. Often these participants are youth who are deemed to be 'at-risk' and - rather than being in a traditional high school setting - are participating in services offered by learning centers or pre-employment programs.

Key achievements in this programming stream included thoughtful redesign of the staffing and scheduling model for Alive After Five and the Employment Program as well as concentrated outreach efforts in the Migrant Worker Program which allowed us to exceed targeted participant reach.

## Achievements by Programming Stream - Mental Health

The Mental Health Stream reached 894 participants in all of its mental health courses and consultation activities out of a target of 1,435. This programming stream is made up of custom psychological injury prevention consultation and the following courses:

- Prevention of Violence in the Workplace
- K-12 Toolkit: Prevention of Violence in the Workplace
- Bullying & Harassment (Provincial)
- Psychologically Healthy & Safe Workplaces through the CSA (National Standard)
- Mental Health First Aid Basic (2 day in-person)
- Mental Health First Aid Standard Virtual/Blended - (2 hours of pre-work plus 1 day online)

- Mental Health First Aid Standard In Person/Blended - (2 hours of pre-work plus 1 day in-person)
- Mental Health First Aid For Adults Who Interact With Youth (2 day in-person)
- Mental Health First Aid Supporting Youth (2 hours of pre-work plus 1 day online)

## Achievements by Programming Stream - OHS

The OHS Stream reached 2,495 participants in all of its courses and consultation activities out of its target of 2,809. This programming stream is made up of custom joint committee consultation and the following courses:

- Occupational Health & Safety Committee Part 1
- Occupational Health & Safety Committee Part 2
- Improving Committee Effectiveness
- Incident Investigations
- Strains, Aches & Pains (Ergonomics)
- Understanding & Conducting Risk Assessments
- Improving Return to Work Outcomes
- Supervisor OH&S Responsibilities Part 1
- Supervisor OH&S Responsibilities Part 2
- Hazardous Occurrence Investigations (Federal)

## Target Outputs & Further Information

### Increasing Occupational Health and Safety Knowledge

ACTIVITY	OUTPUT	Sep 2023 to Mar 2024
	2,809 participants	2,495 participants 8 custom workshops 0 hour of consultation or coaching

### Improving Mental Health in the Workplace

ACTIVITY	OUTPUT	Sep 2023 to Mar 2024
	1,435 participants	894 participants 0 custom workshops 33 hours of consultation or coaching

## Community Education

ACTIVITY	OUTPUT	Sep 2023 to Mar 2024
Alive After Five	11,600 participants	17,397 participants
EAL	20 participants	23 participants
Migrant Worker Program	500 participants	1,054 participants
Employment Program	800 participants	1,201 participants

For Specific achievements by stream, see Appendix A, B & C.