



## **Annual Report**

Reporting Period: April 1, 2024 – March 31, 2025

## **About the BC Fed Health & Safety Centre**

Since 2001, the BCFED Health and Safety Centre has been fighting for a future where workplaces are safe, and centering the expertise and knowledge of workers to keep them that way. Funded by WorkSafeBC, the Centre is mandated to deliver injury prevention education and consultation for BC workplaces in every sector and region, for both union and non-union worksites. Today, the Centre is one of the largest providers of prevention education in the province and will celebrate 25 years of the Centre's operations in fall 2026.

The Centre has three programming streams: OHS (Increasing Joint Committee Skills & OHS), Mental Health (Increasing Psychological Injury Prevention Skills & Mental Health) and Community Education.

### **Community Education (CE)**

This stream is designed for workers who face higher risks of workplace injury due to demographic and systemic factors and reached 29,269 participants this fiscal year through 259 individual sessions. The Centre's community education programs include OHS education for young workers through the Alive After 5 program and Employment Program. Since the inception of the programs in 2003, the program has reached hundreds of thousands of high school students and employment centre participants.

The Centre's migrant worker program continues to bring health and safety education to agricultural worksites and other difficult-to-access workplaces where employers can use the precarious status of workers to ignore their rights to safe work.

The English as an Additional Language (EAL) program combines accessible safety education with English language training principles and benchmarks in a multi-week format. And the Centre's employment program provides safety education to people outside the traditional highschool pathway, including workers accessing services offered by pre-employment programs.

All Community Education programs are delivered at no cost to participants, with full funding support from WorkSafeBC. By removing financial barriers, these courses remain accessible to those who need them most. This stream consistently exceeds participation targets, delivering strong value and broad impact across vulnerablized worker populations.

### **OHS**

The Centre's OHS programs include extensive training for safety advocates and members of joint health and safety committees. In this fiscal year, the Centre reached over 3,800 workers and supervisors with training on joint committees, including improving their effectiveness, incident investigations, ergonomics and many custom courses and workshops.

This programming stream is utilized by many large scale employers and subsidiaries, such as BC Ferries, FGL (Forzani Group Ltd.), Marks, and Pattison Food Group for their joint committee members. Feedback consistently shows improved and more meaningful participation in Joint Committees. We are also pleased that WorkSafeBC as an employer also regularly engages in our Joint Committee training.

Our two-part anchor courses, *Occupational Health and Safety Committee Part 1* and *Part 2*, are designed to meet and expand beyond the regulatory baseline. Part 2, in particular, responds to worker demand for more in-depth training following completion of Part 1. In addition to the foundational two-part committee courses, we offer sessions on improving committee effectiveness, conducting incident investigations, understanding and preventing ergonomic injuries through our Strains, Aches & Pains course, assessing and managing workplace risks

## **Mental Health**

The Centre's mental health programs include mental health first aid in a variety of formats; training to prevent violence, bullying and harassment; and education for employers and workers on how to build psychological safety systems using resources like the Canadian National Standard for psychologically healthy workplaces. So far in this first fiscal year we reached over 940 participants, complemented by extensive consultation at the request of employers and workers wanting to adopt a systemic approach to psychologically safe workplaces.

This programming stream is well respected for its clear hazard elimination approach to psychological injury prevention, which treats this category of injury with the same gravity and rigour of physical injury. Many of our program participants appreciate that content is grounded in a hazard elimination approach which stands out from other training programs which too-often focus on occupational mental health from the lens of wellness which disproportionately focus on worker behaviour and self-care over obligations to assess risk and eliminate hazardous worksite conditions.

## **Community Education Stream Achievements and Planning**

### **Program Overview and Reach**

Between April 1, 2024 and March 31, 2025, the Community Education (CE) Stream delivered over 100% of their annual target in all programs. The need and demand for this type of training consistently outpaces our ability to deliver.

### **Evidence of Impact**

Evaluation and feedback collected from CE sessions in this reporting period show consistent knowledge gains across course topics and audiences. Workers reported improved ability to

assess hazards, speak up about safety concerns, and support their coworkers' building safety solidarity cultures.

### **Participant Feedback and Learning Outcomes**

Course evaluations revealed strong outcomes in four core areas:

- **Accessibility and Ethical Registration Services:** Workers consistently reported feeling more confident identifying unsafe conditions and exercising their safety rights, especially amongst migrant workers as a result of our “access without fear” approach which protects participant data from employers and participation is open to all regardless of status.
- **Worker Bystander Empowerment:** Many participants – especially women in the construction trades and caregiving roles – expressed increased confidence in defending their own and their coworkers' health and safety rights. .

### **Looking Forward**

This programming stream will continue to build on successes partnering with WorkSafeBC staff within our programs to amplify the presence and positive affiliation with WorkSafeBC as a regulator as well as with a network of trusted community-embedded partners. One of these key achievements we will build on is co-organizing multiple regional health and safety fairs in partnership with community organizations and with the support of WorkSafeBC.

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## **Mental Health Stream**

### **Program Overview and Reach**

The Mental Health Stream achieved significant success this past year, engaging 940 participants through 67 impactful sessions. This represents 58% of our participation target and nearly half (49%) of our session target, demonstrating strong participant engagement and expanding access to vital mental health support.

Our dedicated outreach efforts further extended our reach, connecting with an additional 470 individuals and exceeding 474 contact hours in crucial consultations and follow-up. This proactive engagement helped ensure support reached those most in need.

We continue to prioritize data-driven insights, collecting 82 new responses across our four key courses this fiscal year. This ongoing collection of Key Performance Indicators (KPIs) is crucial for continuous program improvement and demonstrating outcomes.

## Evidence of Impact

We collected 82 evaluation responses across four key mental health courses. Results showed consistent learning gains in each area:

- **Bullying & Harassment:** 96% of respondents reported medium or high confidence in identifying inappropriate behaviours and understanding their role in prevention and resolution.
- **Workplace Violence Prevention:** Participants demonstrated improved understanding of risk assessments, legal requirements, and prevention strategies.
- **Psychologically Healthy Workplaces (CSA Standard):** Learners gained knowledge of psychosocial hazards and tools to support workplace mental health.
- **Mental Health First Aid:** Though limited by national evaluation policies, pre/post survey data showed improvements across all learning outcomes.

## Participant Feedback and Organizational Influence

Participant feedback pointed to three major areas of impact:

- **Empowerment:** Workers felt better equipped to support coworkers, use trauma-informed approaches, and advocate for mental health resources.
- **Knowledge Sharing:** Many planned to bring course materials to joint health and safety committees or use them to train coworkers.
- **Organizational Change:** Participants initiated or planned improvements such as revising reporting systems and enhancing policies.

Identified barriers to implementation included low leadership buy-in and difficulty accessing decision-makers. Participants suggested practical solutions such as engaging champions, leveraging training data to build business cases, and increasing follow-up through team meetings.

## Program Leadership and Capacity Building

The return of our permanent Mental Health Coordinator in February 2025 restored core leadership capacity following a planned leave. A new full-time Coordinator role is being recruited to support both the Mental Health and OHS streams, ensuring future service continuity and growth.

## Looking Ahead

Priority for the coming year is:

- Converting high-demand consultation topics into updated core course offerings to ensure curriculum remains evidence-informed and responsive to meet year 2 workplan targets.
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## Occupational Health & Safety Stream

### Program Overview and Reach

The Occupational Health & Safety (OHS) Stream delivered a total of 259 sessions covering more than 16 different courses to 3,896 participants. Additionally, OHS facilitators conducted outreach to 296 individuals, contributing 342 contact hours in the form of consultations, coaching, and post-training support.

### Evidence of Impact

Evaluation findings of training impact included:

- Improved ability to conduct risk assessments and participate in workplace inspections.
- Stronger understanding of employer and worker responsibilities, including supervisory responsibilities, especially in situations where job titles may not include a “supervisor” designation.

Courses tailored to joint committees and supervisors also saw high uptake, with many reporting greater confidence in addressing work refusals and participating in investigations.

### Participant Feedback and Learning Application

Feedback from participants emphasized:

- **Practical Application:** Many attendees reported applying what they learned to improve existing safety practices.
- **Leadership Development:** Training supported newer supervisors and joint committee members in exercising safety leadership.
- **Worker-Centred Perspective:** Participants valued the program’s emphasis on listening to worker concerns and centering lived experience in hazard identification.

### Program Leadership and Capacity Building

The OHS Stream maintained a strong facilitation team throughout the year. Cross-training among staff allowed for continuity of service delivery even during periods of high demand or limited availability. Coordinators also collaborated with the Mental Health Stream to share resources and align best practices. We have updated all course files this year, reviewed 4

courses for content updates and developed 2 customized courses based on employer needs assessments.

### **Looking Ahead**

In the upcoming year, the OHS Stream will:

- Use strong business analytics to streamline OHS schedule offering with demand and facilitator availability.
- Continue revising course materials to reflect recent regulatory updates and priority areas identified by WorkSafeBC.

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Please refer to Appendix A, B & C for detailed reporting