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# About Us



## Vision

Safe and healthy workplaces free from incidents, injuries, illnesses, or fatalities.



## Mission

To be Ontario's trusted health and safety resource for effective sector-specific engagement, education, products, and services.

The **Infrastructure Health and Safety Association (IHSA)** is Ontario's trusted health and safety resource for those who work in the construction, transportation, and electrical utilities sectors. Our goal is to improve the lives of Ontario workers by providing the resources and training to **prevent workplace incidents, injuries, illnesses, and fatalities.**

We provide our members with the tools to **Work Safe for Life** by helping them identify health and safety hazards and develop strategies to control or eliminate them. For over 100 years, our association has maintained a **standard of excellence** that has helped make Ontario one of the safest places in the world to work.

As part of **Ontario's Health and Safety System**, we are recognized by the **Ministry of Labour, Training and Skills Development (MLTSD)**, the **Ministry of Transportation (MTO)**, the **Ministry of Colleges and Universities (MCU)**, and the **Workplace Safety and Insurance Board (WSIB)** as designated trainers and consultants. So, you can be sure that the training and information you receive from IHSA meets current regulatory requirements and compliance standards.



*We remain committed to providing our members with world-class service and the information they need to prevent occupational injury and illness.*



# About Us

## Ontario's Health and Safety System



Ministry of Labour, Training and Skills Development

Develops and enforces workplace health and safety legislation and implements strategies to prevent injuries and illnesses. Enforces employment standards and supports apprenticeships, skilled trades, and industry training.



Workplace Safety and Insurance Board

Provides compensation and return-to-work support for injured workers. Provides funding for the health and safety system through employer premiums.



Serves the construction, electrical utilities, and transportation sectors.



Serves the agricultural, manufacturing, and service sectors.



Provides training for workers, JHSC members, supervisors, and employers in every sector.



Serves the public service sector—health and community care, education and culture, municipal and provincial government, and public safety.



Serves the mining and forest products industries.



Detection, prevention, and elimination of occupational disease, injuries, and illnesses, and the promotion of physical, mental, and social well-being for all workers.

# Our Members



Total Member Firms

-5%\*

151,449 Firms<sup>†</sup>



Total Full-Time Equivalent Employees

+10%\*

771,836 FTEs<sup>‡</sup>

Companies in Ontario are required to register their business with Ontario’s **Workplace Safety and Insurance Board (WSIB)**, which helps them meet their occupational health and safety responsibilities and provides support to workers who experience a workplace illness or injury. This requirement also applies to independent contractors (with some exceptions).

Insurance premiums are determined by the amount of risk associated with the type of work being done by these companies and operators. IHSA represents those who work in many **high-risk sectors—construction, electrical utilities, and transportation.**

Employers who pay insurance premiums to the WSIB in one of the classifications served by IHSA automatically become members of IHSA. Members get access to our health and safety training, products, and services at no charge or at a reduced price.

In 2021, IHSA represented **over 150,000 firms** and **over 700,000 full-time equivalent employees** (FTEs) in Ontario.



\*Compared with 2020

<sup>†</sup>The total number of IHSA member firms includes independent operators, who typically report 0 FTE hours. Firms may be assigned to multiple WSIB subclasses because of the type of work they do. For the total number of firms, however, each firm is counted only once, according to the overall WSIB class.

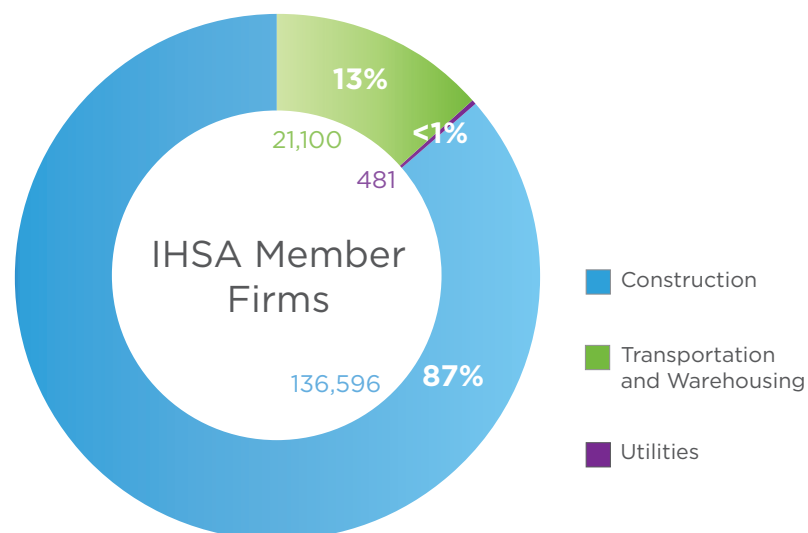
<sup>‡</sup>The number of full-time equivalent workers (FTEs) is an estimate based on the average hourly wage for the subclass and the insurable earnings for the calendar year. This supposes that a full-time employee works an average of 2,000 hours per year.

# Our Members

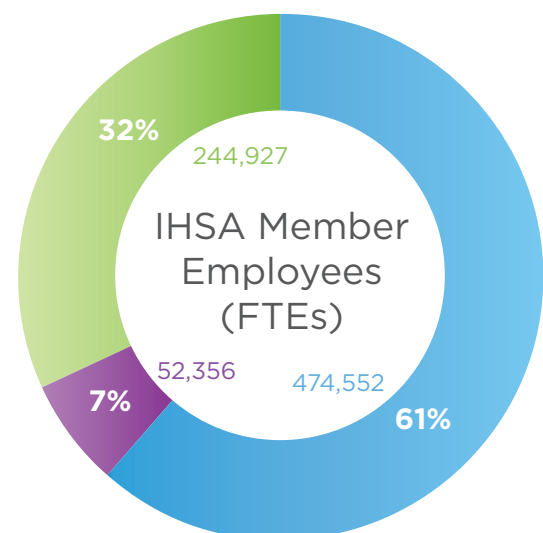
## New Classification Structure

In January 2020, the WSIB transitioned from a rate group classification system to the **North American Industry Classification System** (NAICS). IHSA member firms are now categorized as shown below.

IHSA Member Firms by WSIB Class 2021



IHSA Member FTEs by WSIB Class 2021



WSIB Class/Subclass	Member Firms in 2021*	Difference from 2020	FTEs in 2021	Difference from 2020
<b>Class G - Construction</b>	<b>136,596</b>	<b>+3.6%</b>	<b>474,552</b>	<b>+9.2%</b>
G1 - Building Construction	<b>5,523</b>	N/A†	<b>40,378</b>	N/A†
G1B - Residential Building Construction	<b>28,790</b>		<b>62,978</b>	
G2 - Infrastructure Construction	<b>2,789</b>	+2.6%	<b>52,095</b>	+5.2%
G3 - Foundation, Structure, and Building Exterior Construction	<b>26,932</b>	-4.4%	<b>79,720</b>	+11.4%
G4 - Building Equipment Construction	<b>27,846</b>	+0.8%	<b>138,488</b>	+5.2%
G5 - Specialty Trades Construction	<b>44,716</b>	-0.1%	<b>100,893</b>	+15.9%
<b>Class F - Transportation and Warehousing</b>	<b>21,100</b>	<b>+4.7%</b>	<b>244,927</b>	<b>+9.7%</b>
F1 - Rail, Water, Truck Transportation, and Postal Service	<b>13,299</b>	+3.4%	<b>77,164</b>	+8.8%
F2 - Air, Transit, Ground Passenger, Recreational and Pipeline Transportation, Courier Services, and Warehousing	<b>7,801</b>	-0.2%	<b>167,762</b>	+10.1%
<b>Class C - Utilities</b>	<b>481</b>	<b>+3.7%</b>	<b>52,356</b>	<b>+16.8%</b>

Source: WSIB/EIW March 31, 2022 Snapshot

\*The sum total of firms from Class G, F, and C is higher than the total number of firms on page 4 because a firm may be assigned to more than one WSIB subclass. For the total number of firms, each firm is counted only once, based on the overall class.

†G1B is a new subclass (i.e., it was previously part of G1), so comparing 2021 and 2020 G1 data may not be accurate.

# CEO & Board of Directors' Message



Enzo Garritano  
IHSAs President and CEO

## IHSAs Board of Directors Executive Committee



Glen Drewes  
IBEW Local Union 402



Michael Frolick  
TransPro Freight Systems Ltd.



Ivano Labricciosa  
Oshawa Power & Utilities Corp.



Tom Nicholls  
Power Workers' Union

Reflecting on the year 2021, two words come to mind—**CHALLENGE** and **OPPORTUNITY**. The pandemic gave us both in equal measure as we grappled with the uncertainty of COVID-19 and its then-emerging variants, while welcoming vaccines and efforts to “reopen” the province.

Every day, IHSAs staff met two industry-wide challenges head-on. The first was **to help essential businesses** continue to implement and modify health and safety policies and practices so they could keep functioning. The second was **to continue providing high-risk, in-person training**, which is critical to worker health and safety in the workplaces we serve. Our clients kept working during demanding times—and IHSAs stood with them to ensure their health and safety procedures were robust and flexible enough to handle any difficulties that arose.

While overcoming these challenges, we also had an opportunity to rethink and reshape some of our priorities (and recommit to others), in order to better serve our members. Our five-year strategic plan, *Supporting the Health and Safety Needs of Ontario's Employers and Workers*, reflects IHSAs's ongoing promise to our members in the construction, transportation, and electrical utilities industries—**to help workers return home safe and healthy at the end of each workday**.

Released in 2021, IHSAs's plan aligns with objectives set out by the MLTSD's *Prevention Works* strategy and is supported by Ontario's Chief Prevention Officer, Dr. Joel Moody. It will see IHSAs take a data-driven approach to improving health and safety outcomes by, among other things:

- **Evaluating the impact of our services** on health and safety outcomes
- **Increasing outreach and awareness** of our products and services among small businesses
- Continuing to help organizations adopt health and safety management systems through our **COR™ 2020** standard and participation in the WSIB's *Health and Safety Excellence program* (HSEp)
- Developing sector-specific resources for less-visible hazards such as **mental health** and **occupational illness**.

Mental health became a major priority for IHSAs in 2021. We brought on a full-time **mental health and wellness specialist** to design a holistic strategy for tackling a range of issues, including mental health stigma, opioid addiction, and racism. We raised awareness of these and other mental health issues through presentations and webinars delivered to external stakeholders.

*In each sector served by IHSAs, workers face particular mental health risks and hazards. We will continue to work with stakeholders to address these hazards in targeted, industry-specific ways.*

# CEO & Board of Directors' Message

And we successfully piloted a series of mental health safety talks with Bridging North America, the consortium that is building the Gordie Howe International Bridge in Windsor. This led to the development of many new products slated for release throughout 2022.

IHSA also worked to **strengthen our bonds with Indigenous communities** in Ontario. For the better part of a decade, we have helped to train hundreds of Indigenous youths as part of our Line Crew Ground Support program. In 2021, we took steps to further entrench that support, while acknowledging the mistakes and atrocities of the past. Through the First Nations University of Canada, we secured an online education program—**4 Seasons of Reconciliation**. All IHSA staff and board members benefitted from this training in early 2022.



In response to the shifting challenges of the pandemic, IHSA opened **four new training facilities** in 2021. This allowed us to provide uninterrupted service to our members, closer to where they live. At these new venues and other IHSA locations, our customer service staff and subject-matter experts created **safe, healthy learning environments** by diligently adhering to screening and sanitization procedures, physical distancing requirements, and other pandemic protocols.

In fact, IHSA delivered **more health and safety programs in 2021 than in 2019** (our last “normal” year of operations). We extended our reach by increasing our virtual programming, our training at client facilities, and our in-person training for apprentices with partners such as Cambrian College and others.

IHSA thanks our partners and stakeholders for their eagerness to meet virtually throughout 2021 to continue the work of **improving our products and services**. For example, we engaged with clients about their experiences with our COR™ 2020 program to help refine process efficiency and program consistency—and thus boost COR™ participants’ overall confidence in designing and implementing their health and safety management systems.

Like the year before, 2021 proved uniquely challenging for Ontario workers and employers. Those challenges, however, **reinforced the importance of workplace health and safety**. IHSA’s staff and board members worked with skill, ingenuity, and determination to ensure we could deliver the highest standard of health and safety resources and training. We thank them again for their ongoing efforts. In collaboration with our system partners, including the WSIB and MLTSD, we will continue to evolve our offerings to reflect the “new normal” of the industries we serve—while remaining steadfast in our commitment to support the **prevention of workplace incidents, injuries, illnesses, and fatalities**.

## IHSA Board of Directors

### Electrical Utilities

Glen Drewes IBEW Local Union 402	Tom Nicholls Power Workers' Union
Ivano Labricciosa Oshawa Power & Utilities Corp.	Danny Persaud InnPower Corporation

### Transportation

Michael Frolick TransPro Freight Systems Ltd.	Robin Dudley Unifor Mississauga Office
Donna Bisch Stericycle	Brad Reid Teamsters Canada (Local 91)

### Construction – Residential

Rick Baric  
Carpenters District  
Council

### Construction – General ICI

Tony DiMaria Brick and Allied Craft Union of Canada	Robert Love Alberici Contractors
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### Construction – Heavy Civil & Aggregate


Michael Dauncey Kiewit Construction	Sandro Pinto LIUNA Local 183 Training Centre
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### Construction – Mechanical


Blair Allin International Brotherhood of Boilermakers	Michael Leone Procon Constructors Inc.
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# Developing 2021-2026 Strategic Plan

## Four Objectives

**1** Build and use the best evidence to target initiatives and measure performance 

**2** Advocate for and deliver on additional CPO training standards 

**3** Lead firms to health and safety excellence with our COR™ and HSEp programs 

**4** Enable small businesses to achieve compliance 

In 2021, IHSA launched its revised five-year strategic plan, *Supporting the Health and Safety Needs of Ontario's Employers and Workers*. IHSA's five-year strategy was developed to align with the **four objectives** and **two areas of focus** in the Ministry of Labour, Training and Skills Development's (MLTSD) strategic plan, *Prevention Works*.




Over the next five years, IHSA will be developing and innovating the delivery of health and safety information and services in order to serve the changing needs of small business employers and the industries IHSA serves—in a manner that is cost-effective and maximizes utility. Additionally, IHSA will continue increasing small business awareness of its resources, expanding access to them, and better engaging all members in order to improve outcomes in the workplace.

IHSA's strategic plan also seeks to improve health and safety outcomes across the province by focusing on IHSA's **Certificate of Recognition program** (COR™) and the WSIB's **Health and Safety Excellence program** (HSEp). Showing companies the value and benefit of adopting occupational health and safety management systems can help them realize a path to excellence.

Addressing non-physical workplace hazards such as mental health, racism, occupational illness, and violence and harassment are equally important areas of focus for both IHSA and the MLTSD—they are essential components of both strategic plans. Continued engagement with stakeholders through established channels such as the Labour-Management Network and Fleet Safety Council will guide the development of tools and resources to support and assist employers and workers in addressing these non-physical hazards.

*Supporting the Health and Safety Needs of Ontario's Employers and Workers* ensures IHSA will continue to seek the most effective ways to serve the employers and workers who engage in high-hazard activities. IHSA's outreach for engagement, input, and collaboration with its stakeholders will be a critical part of achieving the desired outcomes within our strategic plan—as will evaluating the effectiveness of our actions and activities.

## Two Areas of Focus

**1** Occupational illness 

**2** Mental health & workplace violence and harassment 

*IHSA is looking forward to the opportunities that will see us grow our outreach and connections with employers and workers across the province—especially at smaller workplaces. We are committed to identifying new methods and means as well as bolstering existing resources in order to support our sectors and help those businesses achieve and go beyond compliance.*

— Enzo Garritano  
President and CEO

# Opening New Training Centres

The COVID-19 pandemic forced many organizations to rethink the way they do business—especially where and how they engage with their clients. For IHSA, this meant opening four new training centres to better serve our members throughout Ontario.

In 2021, IHSA launched dedicated training facilities in:

- **Bowmanville\***
- **Kenora**
- **Sudbury**
- **Timmins**

Previously, training in these cities was offered at third-party locations. Pandemic regulations, however, meant that access to these sites became severely limited. By opening our own centres, IHSA was able to continue offering essential health and safety training and services—from Working at Heights to Confined Space Entry—ultimately at a reduced overall cost to IHSA. According to our estimates, we were able to offer **54% more training in 2021** because of these new facilities.



*IHSA's New Training Centre in Sudbury*



*IHSA's regional locations allow us to offer a broader range of training opportunities to our clients and industry members throughout the province. Their value was on full display last year—despite the pandemic, we were able to continue providing essential training and consulting services to help ensure workers returned home to their loved ones.*

— Jennifer McKenzie  
Regional Manager, North & East Operations

It also allowed us to host industry gatherings, such as:

- Labour-Management Committee meetings
- Fleet Safety Council meetings
- Risk-assessment workshops.

IHSA's new facilities in Northern Ontario, in particular, made it possible to accommodate smaller groups and, in some cases, on-demand classes. This ensured that members in more **remote communities** could access **industry-recognized training** when and where they needed it. These new facilities added to IHSA's existing complement of training and skills development centres in **Etobicoke, Mississauga, Kingston, Ottawa,** and **Thunder Bay,** as well as the association's mobile classroom.

## 2021 Training Highlights

# 54%

More Training Offered  
Due to New Facilities<sup>†</sup>

Inside IHSA's New Training  
Centre in Timmins



*Equipment for  
Working at Heights  
Training*

\* Officially opened in Dec 2020.

<sup>†</sup> Compared to 2019, before pandemic-related business disruptions

# Working with **Indigenous Communities**

## 2021 LCGS Highlights by the Numbers

# 55

### Total Participants in IHSA's LCGS Program

LCGS Training in Ottawa



***IHSA declares its support for the recommendations of the Truth and Reconciliation Commission of Canada.***

*IHSA is privileged to collaborate with Indigenous clients, stakeholders, and communities throughout the various territories. We would like to recognize the **importance of the land**, which we each call home. We do this to reaffirm our commitment and responsibility to improve relationships between nations and advance our understanding of local Indigenous peoples and their cultures.*



*We recognize that IHSA's services—including training, consulting, and stakeholder engagement—are carried out across the province on **lands that were originally inhabited by Indigenous Peoples**. We acknowledge that there are 46 treaties and other agreements that cover the territory we call Ontario. From coast to coast to coast, we **acknowledge the ancestral and unceded territory of all the Inuit, Métis, and First Nations people** who call this land home.*

*IHSA's Provincial Head Office is located in Toronto (Etobicoke) and on the traditional territory of many nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples. It is now the home to many diverse First Nations, Inuit, and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 signed with the Mississaugas of the Credit, and by the Williams Treaties signed with multiple Mississaugas and Chippewa bands.*

*Acknowledging traditional Indigenous territories is one way to recognize the contemporary and historical Indigenous presence and land rights. It is a small step towards dismantling the continued impacts of colonialism and undoing the attempted erasure of the contributions made by Indigenous people and culture in our everyday lives. Let us admit the harms and mistakes of the past and try to move forward in a spirit of reconciliation and collaboration.*

## Line Crew Ground Support (LCGS)

IHSA has provided training in or near northern and Indigenous communities for several years, assisting in their transition to renewable, sustainable, and affordable sources of energy. In 2021, IHSA continued to support Indigenous workers throughout Ontario by providing our **Line Crew Ground Support (LCGS)** training program in Thunder Bay, Sudbury, Walpole Island First Nation, Fort William First Nation, Tyendinaga, and Ottawa.

LCGS is a 15-week **job readiness program** intended for Indigenous youth. It prepares individuals for employment opportunities in the powerline and construction sector. As new power grids and infrastructure projects are being developed across Canada, the need for skilled workers in these industries is increasing.

# Working with Indigenous Communities

LCGS students gain **practical, hands-on experience as well as theoretical knowledge** in topics such as electrical safety, confined spaces, and fall protection. LCGS graduates are mentored by IHSA trainers, and they complete the program with a long list of training certificates, including WHMIS, Traffic Control, Defensive Driving, Mobile Crane Operator, Working at Heights, Ladder Handling, and Rescue Practices. In this way, they become desirable to companies seeking safety-conscious, well-trained, and ready-to-work employees.

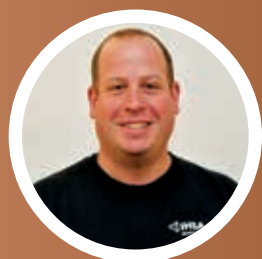
In 2021, IHSA had **55 LGCS participants** in five separate programs. This was slightly lower than usual as COVID measures and physical distancing requirements varied according to which training rooms and facilities were used.

In addition, IHSA worked with a number of Indigenous-led organizations to provide our LGCS training program:

- In **Thunder Bay**, IHSA led an **all-women LCGS program** in partnership with **Opiikapawiin Services LP** and **Wataynikaneyap Power**.
- In **Tyendinaga**, IHSA worked with the **Aboriginal Labour Force Development Circle**.
- IHSA worked with **Walpole Island First Nation Employment and Training** and the **Aboriginal Apprenticeship Board of Ontario**.
- In **Sudbury**, IHSA continued its long association with **Gezhtoojig Employment & Training**.
- In **Ottawa**, IHSA worked with **Kagita Mikam Aboriginal Employment & Training Inc.**



LCGS Graduates in Tyendinaga



*Through projects such as the LCGS program, IHSA hopes not only to provide services to groups who have not traditionally been able to access or participate in the type of work IHSA members conduct, but also to foster an even stronger knowledge of health and safety practices in the wider community.*

— Alain Leger  
Manager, Powerline Apprenticeship and Training

## 2021 LCGS Highlights



All-Women LCGS Graduating Class in Thunder Bay



Summer 2021 LCGS Graduating Class in Tyendinaga



IHSA Powerline Technician Apprenticeship and Training Consultant David Burns at Kagita Mikam in Ottawa

# Target Initiatives & Measure Performance



## Message from the VP

The launch of IHSA’s new Strategic Plan in 2021 has given us the navigational tools by which to steer. Our first objective is how to employ the best evidence to target initiatives and measure performance.



IHSA’s focus on evidence and evaluation involved commissioning the Partnership for Work, Health and Safety at the University of British Columbia (UBC) to lead a study **evaluating the effectiveness of the Certificate of Recognition (COR™) program**. Having studied four other jurisdictions across Canada, the group was able to create a consistent research method.

By comparing COR™ firms with non-COR™ firms, they found similar positive outcomes regarding improvements in workplace performance. For Ontario, the results showed that COR™ firms experienced a **28% reduction in lost-time injury (LTI) rates** and a **20% reduction in high-hazard injuries** when compared with firms not in the program.

Besides our ability to tout the proven benefits of our COR™ program, IHSA will be looking to **evaluate the efficacy of our training programs**. We want to better understand the factors that contribute to successful training outcomes. Staff members have worked to research software that is able to collect and collate feedback data from course participants in order to pinpoint areas of improvement.

IHSA hopes to work beyond levels one and two of **Kirkpatrick’s Four-Level Training Evaluation Model**, which has been employed by the organization for many years. The ultimate goal is to determine not only whether course participants enjoy the training and retain the knowledge, but also if they employ the techniques they have learned in the classroom to real-world situations.

### Kirkpatrick’s Four-Level Training Evaluation Model

- Level 1: Reaction
- Level 2: Learning
- Level 3: Behaviour
- Level 4: Results

In addition, IHSA will work on several priority hazard areas faced by workers in our member industries. We will continue to conduct **root cause workshops** in order to better understand the underlying causes for certain injuries and incidents. And we will keep analyzing **injury, illness, and fatality statistics**. These kinds of evaluations will help us funnel our efforts into **awareness and prevention initiatives** that will make the greatest impact.

Much of this work will be accomplished by leveraging the expertise and reach of our stakeholders, especially through our **Labour-Management Network**, and making the most of our marketing and communication vehicles. These include **social media platforms**, the **IHSA.ca website**, and publications such as **IHSA.ca Magazine**, **2-Minute News**, and health and safety **products**. In 2021, we started the **IHSA Safety Podcast**, which has proven to be a very popular and effective way to communicate with our members.

— Paul Casey  
VP, Programs & Strategic Development

## Proven Benefits of the COR™ Program\*

28%

Reduction in LTI Rates

20%

Reduction in Serious Injuries

\*Based on the results of a study conducted by UBC’s Partnership for Work, Health and Safety.

# Target Initiatives & Measure Performance

## Root Cause Workshops

Over the past few years, IHSA has partnered with the MLTSD and a variety of labour and management representatives from IHSA member industries to conduct a series of root cause workshops on some of the main hazards in the sectors we serve. The **perspectives of workers, supervisors, and employers** were considered and a **list of causal factors** were compiled.

The focus of workshops in 2021 included Underground Strikes and various hazards faced by workers in the Residential Trades (Roofers, Outside Finishing, Rough Framing/Carpentry, and Masonry/Bricklayers).

The analysis of **roofer injuries and fatalities** in the residential sector led to the development of the top ten reasons why workers fall from heights. This information was put into a brochure that was sent out to **95,000 Ontario homeowners**, as well as an article in *IHSA.ca Magazine* and a downloadable product—**Top 10 Causes of Workers Falling from Heights in Residential Construction** (W208).

## Driver Fatigue and Yard Safety

Although root cause workshops on Driver Fatigue and Yard Safety began in 2020, the results were not released until 2021:

- **Top 10 Root Causes of Incidents in Truck Yards** article was published in *IHSA.ca Magazine* (Volume 21, Issue 2) and a technical paper was produced.
- **Root Causes of Driver Fatigue among Professional Truck Drivers** article was published in *IHSA.ca Magazine* (Vol 21, Issue 1) and advertorials were placed in other magazines (i.e., *Canadian Occupational Safety*, *Today's Trucking*, *Road Today*, and *Private Motor Carrier* magazines).
- A **Driver Fatigue eToolkit** was developed and information was used in IHSA's *Sharing the Road with Commercial Vehicles* marketing campaign.
- A new **Truck Yard Safety web page** was added to the IHSA.ca website and promoted through social media.
- Presentations were provided to the Fleet Safety Council.



Visit [ihsa.ca/yardsafety](https://ihsa.ca/yardsafety)

The results of these workshops were also shared by Dr. Sujoy Dey from the MLTSD and Michelle Roberts from IHSA when they presented at the XXII World Congress on Safety and Health at Work in September 2020.

## Root Cause Workshops 2021 Highlights

*Top 10 Causes of Workers Falling from Heights in Residential Construction*



# 95,000

Brochures Mailed to Homeowners



W208

# 2,262

Views on Website



# +15,500

*IHSA.ca Magazine* Issues Mailed Out

**298 Total Downloads of Magazine and Article**

# Target Initiatives & Measure Performance

## Social Media Highlights by the Numbers

+17%\*

10,755



Total LinkedIn Followers

+3%\*

5,653



Total Twitter Followers

+18%\*

1,839



Total Instagram Followers

+10%\*

90,699

Total App Installs

2,378

New Subscribers to 2-Minute News

## Social Media

The need to continue to communicate with IHSA membership without face-to-face meetings continued in 2021. The pandemic was a factor, but finding new ways to **connect to people across the province** has long been part of IHSA's mandate.

IHSA's social media channels continued to act as a link for workers, business owners, industry associations, and other stakeholders to receive up-to-date health and safety information from a trusted source. This included health and safety news related to COVID-19, as well as resources on common hazards and other important issues.

Our social media platforms continued to increase in popularity. By the end of 2021, we had **10,755** followers on **LinkedIn**, **5,653** followers on **Twitter**, and **1,839** followers on **Instagram**.

Our **Construction Health and Safety Legislation App**, which was developed in partnership with the Canadian Centre for Occupational Health and Safety (CCOHS), had **7,895 new installs** in 2021. That brings the total number of installs to **90,699** since its release in 2017.



Each month, IHSA's **2-Minute News** newsletter is emailed to more than **10,000 readers**. It contains the latest information IHSA had to offer. In 2021, the newsletter gained **2,378 new subscribers**.

## IHSA.ca Website

IHSA's resource-rich website provides a wealth of free resources, product information, and online training registration. It attracts visitors from all over the world who are looking for a source of reliable health and safety information.



Product offerings range from highly detailed technical manuals to short, concise safety talks. Many of these products are available to download from our website at no cost.

The number of visits to our website continues to increase steadily every year. In 2021, we had over **400,000 visitors**, over **700,000 sessions**, and over **7 million pageviews**. Users visited an average of 10 web pages per session.

While most of these visitors came from Ontario (49%) or Canada (62%), we had a large number visiting from other countries, such as the U.S. (12%), the Philippines (7%), and India (3%).

\*Compared with 2020

# Target Initiatives & Measure Performance

The **Top 10 web pages visited** and the **Top 10 documents downloaded** at IHSA.ca are shown below:

IHSA.ca Top Ten  
Web Page Visits 2021

Web Pages	Pageviews
Training Course List	378,500
Training Services	375,590
IHSA Safety Talks	228,414
IHSA Products List	166,413
eLearning Page	127,249
Working at Heights Course	105,071
Basics of Supervising Course	102,484
COR™ Home Page	95,513
Policy and Program Templates – Safe Work Practices/Job Procedures	92,943
COR™ 2020	82,758

IHSA.ca Top Ten  
Downloads 2021

Document Title	Downloads
Safety Talks and JSAs	4,905
Safety Talk – Eye Protection	4,791
COR™ 2020 Program Guideline	3,755
Safety Talk – Hand Protection	3,341
Safety Talk – Housekeeping	3,307
Safety Talk – Responsibilities	2,994
Safety Talk – Back Care: Lifting	2,885
NCSO™ Checklist	2,863
Safety Talk – Working Alone	2,797
Safety Talk – Hearing Protection	2,712

Source: Google Analytics

## IHSA Safety Podcast

In 2021, IHSA launched a new method of sharing valuable insights into relevant health and safety topics—the **IHSA Safety Podcast**.

Each episode explores best practices, resources, and training to control and eliminate safety hazards in work environments involving high-risk activities in the industries that IHSA serves.



In 2021, we launched **23 episodes** of the podcast and had **2,563 clip downloads**. Some of our most popular episodes included:

- A series of interviews with Ontario's outgoing Chief Prevention Officer, Ron Kelusky
- An interview with the new Chief Prevention Officer, Dr. Joel Moody
- A multi-part series on the importance of competent supervisors with various IHSA staff as well as Jody Young, Assistant Deputy Minister of the MLTSD, and Bruce Christianson, Ontario Director of the Federal Labour Program
- A multi-part series focusing on IHSA's COR™ program
- Information on winter driving and sharing the roads safely with large trucks.

## 2021 Website Highlights by the Numbers

+3%\*

# 433,070

Visitors

+1%\*

# 728,408

Sessions

# 7,070,742

Pageviews

## 2021 Podcast Highlights by the Numbers

# 23

Episodes

# 2,563

Clips Downloaded

# Target Initiatives & Measure Performance

## 2021 Product Highlights by the Numbers



**3,887**

Purchases of *Supervisor Log Book* (RF008)



**6,507**

Pageviews of *Fall Prevention Toolkit* (W016)



**15,724**

Total Subscriptions to *IHSA.ca Magazine*

## Products

IHSA provides a variety of products for all of the industries it serves. The high-voltage electrical and utility sector relies on IHSA for Utility Work Protection Code (UWPC) tags. These are by far the most popular products purchased (over 300,000 in 2021). The construction trades take advantage of IHSA's many posters and technical manuals, as shown below.

### Top Products Purchased 2021

Products	Purchases
Supervisor Log Book (RF008)	3,887
Construction Health and Safety Manual (M029)	3,854
OHSA and Construction Regulations (Q005)	3,405
Handbook for Construction Traffic Control Persons (B016)	2,091
Danger Due To Poster (P022)	1,662
Hoisting and Rigging Safety Manual (M035)	1,358
Personal Protective Equipment Poster (P031)	1,349
Safety Talks Manual (V005)	1,230
Emergency Response Poster (P103)	1,135
Mobile Crane Log Book (RF005)	1,123

## New Products

Each year, IHSA develops new products and resources and updates some of our older material to make sure they align with changes to health and safety legislation or industry best practices. New and revised products for 2021 included:

- Health and Safety Manual: Refrigeration and Air Conditioning Trade (M074)
- 2021 Edition of the Fall Prevention Toolkit (W016) to promote the fourth annual Falls Awareness Week
- Guidance for Winter Considerations during COVID-19
- IHSA Bulletin: Workplace Harassment and Anti-Black Racism
- Resources on preventing racial discrimination (safety talk, magazine article, etc.).

## IHSA.ca Magazine

*IHSA.ca Magazine* is produced regularly throughout the year. Each issue contains valuable information such as injury prevention tips, regulation changes, root cause analyses, and interviews with stakeholders and health and safety professionals. By the end of 2021, IHSA had **15,724 magazines** being sent via subscription. Fewer in-person events during the pandemic meant that fewer magazines were printed in 2021.

# Target Initiatives & Measure Performance

## Labour-Management Network



IHSA's Labour-Management Network brings together labour and management representatives from the sectors we serve to formulate committees, foster ideas, and tackle critical health and safety issues. For more than five decades, the network has helped make Ontario one of the safest places to work in North America.

More than **800 volunteers** from businesses, unions, and trade associations, as well as representatives from the MLTSD, serve on **43 committees**. These partnerships provide IHSA members and stakeholders with a venue to exchange opinions, encourage discussion, and make real change for Ontario workers. Our two Provincial Committees (PLMSC and PLMHSC) serve as advisory committees to the MLTSD (as per Section 21 of the OHS) and our Construction Legislative Review Committee (CLRC) is a powerful voice for recommending regulation changes.

### Labour-Management Network Structure



In 2021, the health and safety committees that make up the network ensured that their upcoming projects and activities aligned with the strategic goals of the MLTSD. Projects included developing new products, webinars, and presentations to address specific health and safety issues, and creating needs analysis documents for future legislative improvements.



*IHSA's ability to bring labour and management together and focus on the health and safety of Ontario workers is second to none. As a participant, I rely on IHSA to provide the information I need to support residential builders across Ontario. In addition, the informal discussions, connections, and culture to open and consensus-building discussions has proven to be an invaluable resource.*

— Andrew Pariser  
Residential Construction Council of Ontario (RESCON)  
Member of IHSA's Residential L-M Committee and the PLMHSC

## 2021 Labour-Management Network Highlights



**27**

Trade/Sector Committees

**16**

Regional Committees

**800**

Committee Volunteers

# Target Initiatives & Measure Performance

## 2021 Labour-Management Network Highlights

### New Web Page



First steps on a jobsite  
(What to post on site)

[ihsa.ca/small-business/first-steps](https://ihsa.ca/small-business/first-steps)

### New Products



Refrigeration and Air  
Conditioning Trade  
Manual (M074)

Guideline for Working  
near Overhead Wires  
(W802)

Highlights for the Labour-Management Network in 2021 included:

- Acoustical/Drywall Trade Committee – Best practices for drywall sanding and working at heights
- Concrete Floor Committee – Manual on carbon monoxide hazards and winner of the Gil Samson Award (see page 32)
- Masonry Trade Committee – Mast climber best practices
- Refrigeration/Air Conditioning Committee – [Refrigeration and Air Conditioning Trade Health and Safety Manual \(M074\)](#)
- Commercial Diving Committee – Needs analysis to include scientific diving in the OHS regulations
- Demolition Committee – Awareness about silica hazards
- Hamilton Committee – [What to post on site](#) web page
- Niagara Committee – Resources for the STEP health and safety awareness program for high school students
- Toronto Committee – Health & Safety Leadership webinars.

The [Provincial Labour-Management Health and Safety Committee for Construction \(PLMHSC\)](#) and the [Provincial Labour-Management Safety Committee for Electrical Utilities \(PLMSC\)](#) meet each month to discuss health and safety issues relevant to their industries and workforces.

In 2021, the PLMSC put together a Working Group to develop a product that would help protect workers from electrical hazards near low-voltage powerlines. The resulting [Guideline for Working near Overhead Electrical Wires and Equipment on Construction Projects \(W802\)](#) was published in 2022 and can be downloaded from the [IHSA.ca](https://ihsa.ca) website.

In 2021, the [Construction Legislative Review Committee \(CLRC\)](#) had several active working groups putting together proposals on:

- Updating section 30 of the OHS re: Designated Substances
- Updating various sections of the Construction Projects regulation (213/91), including those dealing with:
  - Skylights, Knots in Lifelines, and Fall Protection Work Plans
  - Traffic Signs and Traffic Control Persons
  - Excavations
  - Tunneling
  - Narrow Frame Scaffolds
  - Scientific Diving.

The [Transportation Advisory Council](#) consists of representatives from labour and management in commercial transportation and school bus industries. It meets four times per year and reviews IHSA transportation programs and initiatives as well as issues affecting the sector across the province. Representatives from the MLTSD, WSIB, and the Ministry of Transportation (MTO) also attend meetings as required. In 2021, all council meetings were held virtually. Highlights included reviewing IHSA's [Yard Safety Root Cause Analysis](#) and updating their Terms of Reference.

# Target Initiatives & Measure Performance

## Injury and Fatality Statistics

Each year in IHSA's Annual Report, we provide statistics collected by Ontario's Workplace Safety and Insurance Board (WSIB) on **traumatic injuries and traumatic fatalities**. The hope is that making our members more aware about these types of incidents will help prevent them. To put this data in better perspective, we would compare the current year to previous years. However, the WSIB changed from a rate group classification system to the new North American Industry Classification System (NAICS) in 2020, so we can only compare the data from 2020 and 2021.

Tables 1 to 9 show the injury and fatality data for the three WSIB NAICS classes that IHSA serves:

- **Class G - Construction**
- **Class F - Transportation and Warehousing**
- **Class C - Utilities.**

Table 1: Overall Injury Performance by WSIB Class 2021

Measure	All IHSA Firms		Class G - Construction		Class F - Transportation		Class C - Utilities	
	2021	2020	2021	2020	2021	2020	2021	2020
Total Injury Rate*	<b>3.67</b>	3.60	<b>3.84</b>	3.95	<b>3.79</b>	3.25	<b>1.58</b>	1.92
Total Injury Count†	<b>28,348</b>	25,306	<b>18,230</b>	17,176	<b>9,293</b>	7,267	<b>825</b>	863
Allowed Non-Lost-Time Injury (NLTi) Rate	<b>2.46</b>	2.56	<b>2.78</b>	2.96	<b>2.11</b>	1.96	<b>1.18</b>	1.57
Allowed NLTi Count	<b>18,986</b>	17,968	<b>13,209</b>	12,886	<b>5,161</b>	4,378	<b>616</b>	704
Allowed Lost-time Injury (LTI) Rate‡	<b>1.21</b>	1.04	<b>1.06</b>	0.99	<b>1.69</b>	1.29	<b>0.40</b>	0.35
Allowed LTI Count	<b>9,362</b>	7,338	<b>5,021</b>	4,290	<b>4,132</b>	2,889	<b>209</b>	159
Traumatic Fatalities Count	<b>40</b>	32	<b>24</b>	20	<b>15</b>	10	<b>1</b>	2
Full-time Equivalent Workers (FTEs)	<b>771,836</b>	702,826	<b>474,552</b>	434,625	<b>244,927</b>	223,359	<b>52,356</b>	44,842

\*Total Injury Rate = (LTIs + NLTIs + Traumatic Fatalities / FTEs) \* 100

†Total Injury Count = LTIs + NLTIs + Traumatic Fatalities + Disease Fatalities

‡LTI Rate = (LTIs/FTEs) \* 100

Source: WSIB/EIW March 31, 2022 Snapshot

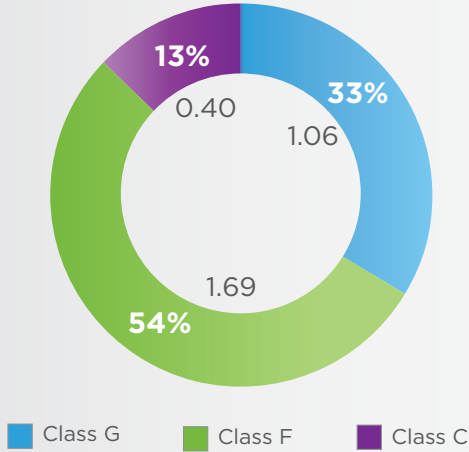
### NOTES:

- Table 1 shows that injuries went up overall for IHSA firms in 2021 when compared with 2020, with the exception of the rate of Non-Lost-Time Injuries (NLTIs).
- In the Construction class, the Total Injury Rate and NLTi rate for 2021 went down slightly, but the LTI rate went up. Since the total counts all went up in 2021, the rate decreases can be attributed to an increase in the FTEs for 2021.
- In the Transportation and Warehousing class, the 2021 numbers went up in every category when compared with 2020. That was especially true for the LTI count, which increased by 43% (from 2,889 to 4,132).
- In the Utilities class, the 2021 numbers decreased in every category except for the LTI rate and count and the FTEs.

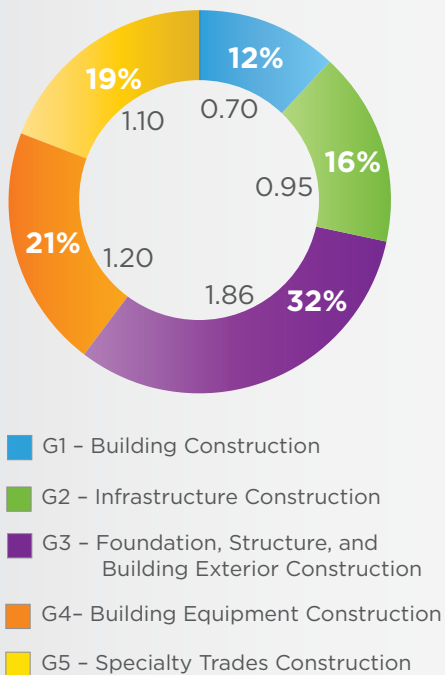
# Target Initiatives & Measure Performance

## Lost-Time Injuries (LTIs) in 2021

LTI Rate by IHSA Classes



LTI Rate by Construction Subclasses



## Lost-time Injuries (LTIs)

Tables 2 and 3 give more insight into the LTIs experienced in Ontario’s construction sector in 2021. Table 2 shows a breakdown of the **LTIs by WSIB Subclass**, while Table 3 shows the **five most common types of incidents** that resulted in LTIs.

Table 2: Allowed LTIs by Construction Subclasses 2021

WSIB Subclass	LTI Count	LTI Rate	FTEs
G1 - Building Construction	283	0.70	40,378
G1B - Residential Building Construction	N/A*	N/A*	62,978
G2 - Infrastructure Construction	493	0.95	52,095
G3 - Foundation, Structure, and Building Exterior Construction	1,481	1.86	79,720
G4 - Building Equipment Construction	1,659	1.20	138,488
G5 - Specialty Trades Construction	1,105	1.10	100,893
<b>Total</b>	<b>5,021</b>	<b>1.06</b>	<b>474,552</b>

\*G1B is a new subclass (i.e., it was previously part of G1), so complete injury data for 2021 is not available.

The highest number of LTIs in Construction happened in Subclass G4 (Building Equipment Construction). That subclass also has the most workers (FTEs), so the actual rate of LTIs is only second-highest in Class G (1.20). Compare that to Subclass G3 (Foundation, Structure, and Building Exterior Construction), which has almost as many LTIs but much fewer FTEs. Consequently, this subclass has the highest rate of LTIs (1.86).

Table 3: Top 5 LTI Incident Types in Construction 2021

Incident Types	LTI Count	Percentage of Total LTIs
Exposure to Caustic, Noxious, or Allergenic Substances	676	13%
Overexertion in Lifting	338	7%
Fall to Floor, Walkway, or Other Surface	305	6%
Struck by Falling Object	257	5%
Bending, Climbing, Crawling, Reaching, Twisting	257	5%

# Target Initiatives & Measure Performance

Tables 4 and 5 outline the LTIs in Ontario's transportation sector. Table 4 shows the LTIs by WSIB Subclass, while Table 5 shows the five most common types of incidents that resulted in LTIs in 2021. Subclass F2 may have had the largest number of LTIs, but the highest rate of LTIs was experienced by Subclass F1.

Table 4: Allowed LTIs by Transportation Subclasses 2021

WSIB Subclass	LTI Count	LTI Rate	FTEs
F1 - Rail, Water, Truck Transportation, and Postal Service	1,544	2.00	77,164
F2 - Air, Transit, Ground Passenger, Recreational and Pipeline Transportation, Courier Services, and Warehousing	2,588	1.54	167,762
<b>Total</b>	<b>4,132</b>	<b>1.69</b>	<b>244,927</b>

Table 5: Top 5 LTI Incident Types in Transportation 2021

Incident Types	LTI Count	Percentage of Total LTIs
Exposure to Caustic, Noxious, or Allergenic Substances	510	12%
Fall to Floor, Walkway, or Other Surface	458	11%
Overexertion in Lifting	428	10%
Fall from Non-moving Vehicle	191	5%
Struck by Falling Object	181	4%

The Utilities Class has no subclasses. For comparison, the **LTI count was 209** and the **LTI rate was 0.40** in 2021. Table 6 shows the five most common types of incidents that resulted in LTIs.

Table 6: Top 5 LTI Incident Types in Utilities 2021

Incident Types	LTI Count	Percentage of Total LTIs
Exposure to Caustic, Noxious, or Allergenic Substances	54	26%
Fall to Floor, Walkway, or Other Surface	17	8%
Overexertion in Pulling or Pushing Objects	14	7%
Overexertion in Lifting	13	6%
Bodily Reaction, NEC*	12	6%

## Lost-Time Injuries (LTIs) in 2021

# 2,736

LTIs by New Workers<sup>†</sup>  
(29% of all LTIs)



In Transportation (Class F) and Utilities (Class C), most LTIs were from Exposure to Substances, Falls, and Overexertion



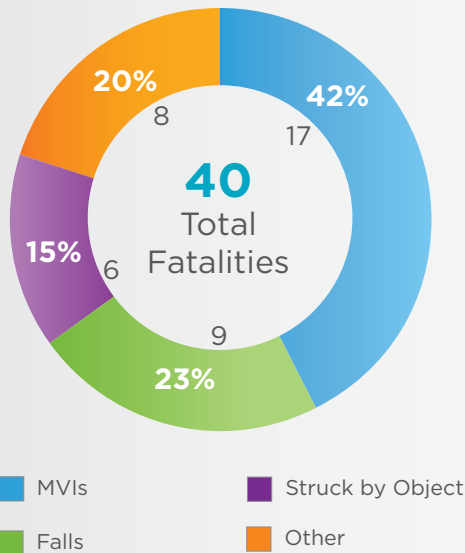
\*NEC - Not Elsewhere Classified

†New Workers are those who have been on the job for less than 6 months.

# Target Initiatives & Measure Performance

## Traumatic Fatalities in 2021

Fatalities by Incident Type



## Traumatic Fatalities

Despite our best efforts, a total of 40 Ontario workers in IHSA's industry classes lost their lives on the job in 2021. As has been the case for many years, the **top three causes of traumatic fatalities** for IHSA members were Motor-Vehicle Incidents (MVIs), Falls, and Struck by Objects (Table 6).

Table 6: Traumatic Fatalities by Incident Type 2021

<b>Highway Accident</b>	<b>12</b>
Truck, Unspecified	4
Semitrailer, Tractor Trailer, Trailer Truck	3
Automobile	1
Bus	1
Cranes, NEC	1
Delivery Truck	1
Truck, NEC	1
<b>Fall to Lower Level</b>	<b>9</b>
Ground	6
Floor, Unspecified	1
Floors, Walkways, Ground Surfaces, Unspecified	1
Ladders, Unspecified	1
<b>Struck by Object</b>	<b>6</b>
Buckets, Baskets, Pails	1
Bungee Cords	1
Counters, Counter Tops	1
Parts and Materials, NEC	1
Plates, Metal Panels	1
Walls	1
<b>Pedestrian Struck by Vehicle, Mobile Equipment</b>	<b>5</b>
Semitrailer, Tractor Trailer, Trailer Truck	2
Forklift, NEC	1
Pickup Truck	1
Truck, NEC	1
<b>Other</b>	<b>8</b>
<b>Total Fatalities</b>	<b>40</b>

Tables 7 and 8 show the breakdown of **fatalities by WSIB Industry Class/Subclasses**. Construction (Class G) experienced the most deaths at 24, followed by Transportation and Warehousing (Class F) at 15. Utilities (Class C) had one fatality in 2021. This class also has no subclasses under it, so a table is not provided.

# Target Initiatives & Measure Performance

Table 7: Traumatic Fatalities in Construction 2021

WSIB Subclass	Fatalities	Proportion of Total
G1 - Building Construction	0	0
G1B - Residential Building Construction	N/A*	N/A*
G2 - Infrastructure Construction	4	17%
G3 - Foundation, Structure, and Building Exterior Construction	10	41%
G4 - Building Equipment Construction	5	21%
G5 - Specialty Trades Construction	5	21%
<b>Total</b>	<b>24</b>	

Table 8: Traumatic Fatalities in Transportation 2021

WSIB Subclass	Fatalities	Proportion of Total
F1 - Rail, Water, Truck Transportation, and Postal Service	10	67%
F2 - Air, Transit, Ground Passenger, Recreational and Pipeline Transportation, Courier Services, and Warehousing	5	33%
<b>Total</b>	<b>15</b>	

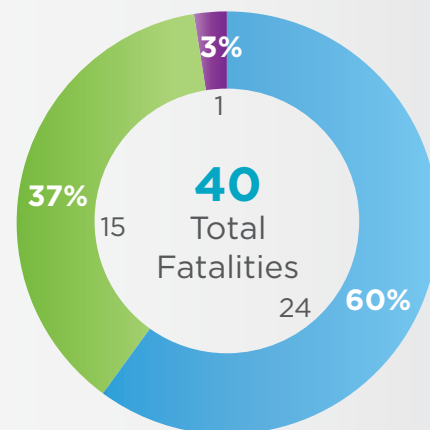
Table 9 shows the **age groups of workers who died** in 2021. We can see that the highest number was 11 fatalities for workers between 45 and 54 years of age. This was followed by 8 fatalities each by workers 25 to 34 years of age and 55 to 64 years.

Table 9: Age Range of Traumatic Fatalities 2021

Age Range of Worker	Number of Fatalities	Proportion of Total
Under 25	3	7.5%
25-34	8	20%
35-44	7	17%
45-54	11	28%
55-64	8	20%
Over 65	3	7.5%

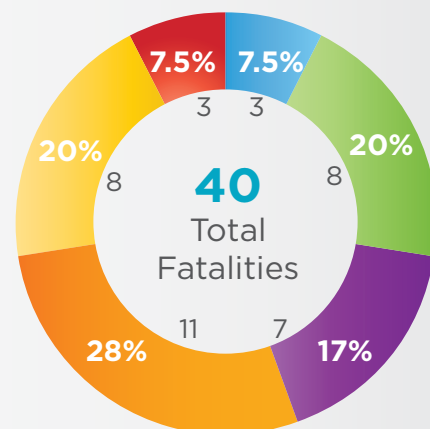
## Traumatic Fatalities in 2021

Fatalities by WSIB Class



- Construction (Class G)
- Transportation and Warehousing (Class F)
- Utilities (Class C)

Fatalities by Age Group



- Under 25
- 25-34
- 35-44
- 45-54
- 55-64
- Over 65

# Deliver on CPO Training Standards



## 2021 Training Highlights by the Numbers

# 26,443

Participants completed WAH and WAH Refresher

# 387

Participants completed IHSA's ELC Program



## Message from the VP

IHSA believes that all workers in Ontario, regardless of the sector they work in, should have the same **baseline knowledge and awareness of health and safety fundamentals**, as well as **site-specific training**. This is a key piece of the puzzle when it comes to reducing workplace incidents and injuries. And the only way to get there is by advocating for the same training standards in all workplaces.



Current IHSA training programs such as **Working at Heights (WAH)**, **Entry-Level Construction (ELC)**, and **Line Crew Ground Support (LCGS)** are good examples of courses that provide workers with essential knowledge of hazards and hazard recognition on a worksite. IHSA's ELC program fulfills the learning outcomes of the draft program standard for **Construction Health and Safety Awareness Training (CHSAT)** developed by the first CPO, George Gritziotis.

In September 2020, the Institute for Work & Health (IWH) published a study, **Evaluating the Effectiveness of Mandatory Working-at-Heights Training Standards**. It provided evidence that the requirement for workers to complete WAH training was effective in reducing the incidence of fall injuries.

By ensuring that all workers and supervisors receive the same critical information, we can **change the safety culture** in the sectors IHSA serves. To accomplish this objective, IHSA will continue to **collaborate with industry stakeholders** and leverage the power and influence of our **Section 21 Labour-Management Committees**. As well, we will continue to work with the newly appointed **Chief Prevention Officer (CPO)**, Dr. Joel Moody, and the **Minister of Labour, Training and Skills Development**. By working together to identify, promote, and advocate for CPO-approved training standards, we can get to the end goal that much faster.

More standardized health and safety training for high-risk work in Ontario will make a big difference in the lives of Ontario workers and help them keep their promise to come home safe at the end of the day.

— Dean Dunn  
VP, Stakeholder and Public Relations



High-quality occupational health and safety (OHS) training is a critical tool for raising awareness and building worker OHS capacity. We will continue to review and update the OHS training standards to improve their effectiveness in preventing occupational injury and disease, and to promote an increase in training uptake across Ontario workplaces. We will continue to work with our system partners to develop and implement training programs that are accessible and affordable to all workers and employers.

— Dr. Joel Moody  
Chief Prevention Officer

# Deliver on CPO Training Standards

## Collaboration with System Partners

In 2021, the COVID-19 pandemic continued to pose a risk for many workplaces and affected their ability to function normally. Restrictions also required workplaces to rethink how certain work activities were performed in order to ensure compliance with legislation and avoid exposing workers.

IHSA collaborated with our Health and Safety System partners to help develop and promote **online COVID-19 resources**. These resources helped essential workers continue to provide critical services across Ontario. Among the resources downloaded were several dozen COVID-19 best practice guides for the different sectors IHSA serves, as well as workplace posters and stickers. These documents were downloaded **8,446 times** from IHSA's website in 2021 and many were available in both English and French.



[ihsa.ca/covid-19](https://ihsa.ca/covid-19)

To support MLTSD inspection activities, IHSA's trainers and consultants carried out **147 in-person workplace consultations** throughout the province. They recommended measures and procedures to protect workers against exposure to COVID-19 and helped businesses comply with legislative requirements.

IHSA also collaborated with the MLTSD and industry stakeholders to promote the fourth annual **Falls Awareness Week**, held May 3 to 7. We offered several free products and resources to assist workplaces in promoting falls awareness, including:

- Eight free industry webinars
- Five podcasts related to falls
- 2021 update of IHSA's *Fall Prevention Toolkit* (W016).

## Training

Providing expert, accredited training services for our members is the foundation of IHSA's success and the value we provide to our members. IHSA would like to commend the dedication and professionalism of our health and safety instructors who continued to serve our members during another difficult year.

IHSA's courses are tailored to best meet the specific needs of our customers. **New training courses** developed for 2021 included:

- Pole Climbing
- Boatswain's Chair
- Fleet Signing Authority—MTO Driver Certification Program
- School Bus Driver Improvement Course
- Joint Health and Safety Committee Certification—Part One (virtual)

## 2021 Highlights by the Numbers

# 8,446

Downloads of Resources Related to COVID-19

# 147

Site Inspections Related to COVID-19

# 619

Downloads of Podcasts Related to Falls

A new hands-on Pole Climbing course was introduced in 2021



# Deliver on CPO Training Standards

## 2021 Training Highlights by the Numbers

**+41%\***

**8,001**

Total Instructor-Led Courses<sup>†</sup>

**+29%\***

**49,534**

Total Participants<sup>†</sup>



Classroom and hands-on training at Voyager Training Centre



*IHSA's Program Development Coordinators are learning and development professionals who collaborate with industry stakeholders to develop training and resources that support the health and safety needs of Ontario's employers and workers. We develop and implement instructor-led training, virtual training, and eLearning programs that are designed to help our sector partners improve workplace health and safety and prevent injuries, illnesses, and fatalities.*

— Johar Singh  
Program Development Coordinator  
Centre for Educational Excellence

While the continued COVID measures undoubtedly had an effect, the amount of training IHSA was able to complete in 2021 was still significant and went a long way to keeping essential workers safe and Ontario's economy strong. Our statistics show a **41% increase in the number of courses held** and a **29% increase in the number of participants trained**. Of course, this is in comparison with 2020, when more restrictions were in place.

### In-Class Training 2021

Types of Instructor-Led Training	Number of Courses	Number of Participants
IHSA (Internal) Trainers	4,013	27,268
IHSA - Virtual Training	134	1,566
External Training Partners	3,854	20,700
<b>Total Training Courses</b>	<b>8,001</b>	<b>49,534</b>

### Top 10 IHSA Training Programs 2021

Course Name	Number of Participants
Working at Heights - Fundamentals of Fall Prevention	13,785
Working at Heights Refresher	12,658
Basics of Supervising	2,845
Traffic Control - Temporary Work Zones	1,720
Hoisting and Rigging - Basic Safety Training	839
JHSC Certification Part 1	802
Basics of Supervising (Virtual)	688
Confined Space Entry	675
Confined Space Entry - Toronto Hydro Contractors	657
JHSC Certification Part 2 - Construction	642

\*Compared with 2020

†Includes both in-class and virtual courses (i.e., public courses at IHSA training facilities, courses held at the customer's facility, courses offered by external training partners, and reserved courses)

# Deliver on CPO Training Standards

## eLearning

IHSA continued to see growth in the number of participants taking its eLearning courses. This method of health and safety training is self-paced and available to anyone with a computer and internet connection.

Popular eLearning courses offered in 2021 included:

- Introduction to Hazard and Risk Management
- Scaffold Users' Hazard Awareness
- WHMIS 2015
- Electrical Safety Awareness
- COR™ Essentials
- Infection Prevention & Control at Work.

## Virtual Training

Our virtual training option is an alternative to the classroom and is delivered by a live instructor. Although developed for the COVID shutdown, it remains a popular choice for participants needing flexible and alternate ways to receive instructor-led training.



Some of the virtual training courses offered to participants in 2021 included:

- Basics of Supervising
- Traffic Control - Temporary Work Zones
- JHSC Certification - Part 1
- Confined Spaces - Hazard Awareness for Construction.



*As Ontario's trusted health and safety resource for effective sector-specific engagement and services, the consultants and trainers in the Training and Operations Group utilize on-the-job experience, skills, and new technology to deliver world-class training programs and consulting services. Whether we are delivering training from one of our locations across the province, bringing training to an employer's facility, or providing virtual training that can be accessed conveniently from a participant's home or office, our focus and commitment will always be on keeping Ontario workplaces and workers healthy and safe.*

— Efosa Ayobahan  
Health & Safety Consultant

## 2021 Training Highlights by the Numbers

+7%\*

# 10,719

Participants Enrolled in eLearning Courses

+47%\*

# 134

Virtual Training Events Held

# 1,566

Participants Trained Virtually

# 92%

Participants Who Indicated Satisfied or Very Satisfied with Virtual Training

\*Compared with 2020

# Lead Firms to Health & Safety Excellence



## 2021 COR™ Highlights by the Numbers

# 2,195

Firms Registered in COR™

+36%\*

# 116

Firms Certified in 2021

+15%\*

# 90

Firms Recertified in 2021

+6%\*

# 564

Total Firms Certified Since 2012

## Message from the VP

The third objective in our strategic plan is to lead firms to health and safety excellence with IHSA's **Certificate of Recognition (COR™)** and the **WSIB's Health and Safety Excellence program (HSEp)**.

In 2021, IHSA prepared a plan to **promote COR™ and HSEp to a wider audience** through online and print advertising as well as through meetings and workshops. This work will continue into 2022.

For **COR™**, the messaging will focus on the results of the study by the Partnership for Work, Health and Safety, which showed that COR™ firms experienced a **28% reduction in lost-time injury (LTI) rates** and a **20% reduction in high-hazard injuries** when compared to non-COR™ firms.

For **HSEp**, we will highlight its ability to instill positive workplace change, especially for firms that continue to struggle with a large number of injuries or those of high severity. It can also be a springboard for companies to achieve COR™. Firms that work with IHSA on **progressing through HSEp** can also work towards **becoming COR™ certified**.

Leading firms to health and safety excellence also involves promoting our **National Construction Safety Officer (NCSO™)** certificate and the work being done by the **Fleet Safety Council (FSC)** and recognizing and rewarding good work at events such as IHSA's **Annual General Meeting** and the **COR™/OGCA Leadership Day**.



— Paul Casey  
VP, Programs & Strategic Development

## Certificate of Recognition (COR™)

The Certificate of Recognition (COR™) program has continued to grow in popularity across the province since being introduced in Ontario by IHSA in 2012. COR™ is an occupational health and safety accreditation program that verifies a company has fully implemented an **occupational health and safety management system (OHSMS)** that meets the national standard. IHSA has the exclusive authority to award COR™ status to a company in Ontario.



Being part of the COR™ program with IHSA has been instrumental in taking our safety program to the next level. The COR™ team has given us excellent feedback over the years to help us continuously improve our safety program. Safety Home is our company's first core value and having our COR™ program in place ensures that we are getting our team safely home each and every day.

— Rhonda Floriant  
Operations Manager  
Montgomery Bus Lines

# Lead Firms to Health & Safety Excellence



*RW Tomlinson achieved COR™ certification for four different business units within the Tomlinson Group of Companies. The process of completing and ultimately achieving certification is not easy. COR™ reinforced our strengths and helped to clearly identify our weaknesses. It has helped us to make corrections to focus on improvement to our safety culture. The requirement for internal and external audits ensures we are working as one team to meet our requirements. Ultimately, COR™ helps to guide our operations across the company to provide a strong safety culture to all our workers.*

— Chris Keeping  
Director of Health and Safety  
RW Tomlinson Limited

Since 2012, **564 firms** have achieved COR™ certification. By the end of 2021, IHSA had **2,195 firms** registered in the COR™ program. This includes those who have been certified as well as those going through the process. There were **116 firms** newly certified in 2021 and **90 firms** who recertified.

There are several steps involved before a company receives a COR™ certificate and is recognized as COR™ certified.

1. A **Senior Management** representative as well as the organization's **Internal Auditor** must complete the required IHSA training programs.
2. An initial **Internal Audit** must then be completed and submitted to IHSA for review.
3. If the organization is successful with their Internal Audit, they proceed to the **External Audit**, which is performed by an IHSA COR™ Auditor or Associate Auditor.

In order to maintain its COR™ certification, a company needs to submit an **Internal Maintenance Audit** to IHSA every year and have an **External Audit** conducted every three years.

This demonstrates that they have maintained their OHSMS and remain in Good Standing. In 2021, IHSA received **632 audits** and sent out **284 letters of good standing**.

Out of caution and due to pandemic-related restrictions, no in-person COR™ conferences were held in 2021. However, IHSA did its best to help firms who were going through the certification process. **Four virtual COR™ conferences** were held throughout 2021 with **341 participants**.

## 2021 COR™ Highlights by the Numbers

+26%\*

# 632

Total Audits Received

+125%\*

# 284

Letters of Good Standing

# 341

Participants Attended  
**four** Virtual Conferences

\*Compared to 2020. Please note that percentage increases may be higher than usual due to pandemic-related business disruptions/shutdowns.

# Lead Firms to Health & Safety Excellence

## 2021 HSEp Highlights by the Numbers



# 139

Firms Completed HSEp

# \$2,240,000\*

Total Rebates Received by HSEp Firms

# 50%

of HSEp Firms Were Small Businesses<sup>†</sup>

## Health and Safety Excellence program

The Health and Safety Excellence program (HSEp) is a **WSIB performance-based rewards program**. As an approved provider, IHSA provides support services to help members develop the skills, abilities, and resources toward the implementation and completion of the program's health and safety topics.

Although 2021 meant another year of virtual contact, IHSA staff assisted the participating firms to the best of their abilities. **Membership** in IHSA's HSEp group fluctuated **between 200 and 250 firms**. Of those that participated, **at least half were considered small businesses** with between one and 49 employees. Of those participating firms, **139 completed the program** successfully in 2021. In total, those firms were able to receive a **total rebate amount of \$2,240,000**.



*HSEp provides IHSA's members with access to a program that helps them develop and implement health and safety policies. It provides a structured method for implementing health and safety topics that are critical to achieving a successful occupational health and safety management system (OHSMS). HSEp assists small business employers in meeting their occupational health and safety needs. It can also be used as the roadmap for employers seeking to obtain COR™ certification.*

— Ivan Rodriguez  
Manager, Strategic Programs (HSEp)

## Fleet Safety Council (FSC)



The FSC is an **association of driver trainers and safety professionals** working to promote safety within the transportation, transport, bus, and coach industries. IHSA supports the FSC with staff and other resources each year.

The FSC consists of **8 chapters** across the province. As in 2020, all 2021 FSC chapter meetings were held in a virtual format hosted by IHSA. A total of **65 chapter meetings** were held with a total attendance of more than **1,135 participants**. In December 2021, the FSC and IHSA also hosted a provincial meeting, which was attended by more than **90 members**.



FSC Meetings Were Held Virtually

\*Exact amount is \$2,239,948.98

†Fewer than 50 FTEs

# Lead Firms to **Health & Safety Excellence**

## 30<sup>th</sup> Annual Educational Conference

The FSC's 30<sup>th</sup> Annual Educational Conference took place on October 1, 2021. As a result of the COVID-19 pandemic, it was once again a virtual event. The conference was attended by more than **150 delegates** and a special **30<sup>th</sup> Anniversary Logo** was created.



Conference highlights included:

- Opening remarks from **Minister of Transportation Caroline Mulroney**
- A **live welcome and introduction** from IHSA President and CEO Enzo Garritano
- A live virtual **FSC Annual General Meeting** and presentation of the **Ken Hellowell Transportation Safety Award** to Paul Cavalier
- Pre-recorded presentations with live question-and-answer periods:
  - **Preparation and Planning** featuring Mario Da Silva (Manitoulin Transport)
  - **Engaging and Preparing Your Workforce for a Post-Pandemic Workplace** featuring Angela Splinter and Craig Faucette (Trucking Human Resources Canada)
  - **Panel Session** moderated by Michael Derry (Intact Insurance)
  - **Everyday Resilience** featuring Keynote Speaker Dr. Robyne Hanley-Dafoe.



Hellowell Award



Keynote Speaker Dr. Hanley-Dafoe



*The service and commitment that IHSA has shown towards the Joint Executive Committee (of the Fleet Safety Council of Ontario) has been exceptional. The dedication, professionalism and work ethic has inspired us to work together to help make a difference in the transportation industry. We are proud of being associated with IHSA and appreciate the hard work of everyone we have interacted with.*

— Donna Bisch  
Member of the Fleet Safety Council and  
Chair of the FSC's Joint Executive Committee

## 2021 FSC Highlights by the Numbers

# 65

FSC Chapter Meetings  
Held Virtually

# 1,135

Participants Attended FSC  
Chapter Meetings

# 90

Attended the FSC  
Provincial Meeting

# 150

Attended the FSC  
Educational Conference

Hellowell Transportation  
Safety Award

Presented to Paul Cavalier

# Lead Firms to Health & Safety Excellence

## 2021 AGM Award Highlights

### Beck Award

Gordie Howe Bridge Project's Joint Health and Safety Committee



### Phinnemore Award

Stephen Chaplin, EllisDon



### Samson Award

Concrete Floor Labour-Management Health and Safety Committee



### Electrical Utility Award

Entera Utility Contractors



## 2021 Annual General Meeting (AGM)

Once again, IHSA's AGM was held in a virtual format. Participants and speakers were able to sign on from across the province. IHSA President and CEO Enzo Garritano provided an **overview of IHSA's business**, including how the association had dealt with another year of extraordinary circumstances. The business of **electing members of the Board of Directors** was overseen by board co-chairs Ivano Labricciosa and Tom Nicholls.



IHSA President and CEO Enzo Garritano and BOD Co-Chair Tom Nicholls at the virtual 2021 AGM

The Minister of Labour, Training and Skills Development, **Monte McNaughton**, signed on to commend IHSA for supporting its membership in 2021, which included working with the Ministry to develop resources and provide consulting expertise during the COVID crisis.



Minister McNaughton

Outgoing Chief Prevention Officer (CPO) **Ron Kelusky** was recognized for his contributions, while the new CPO, **Dr. Joel Moody**, spoke about the direction his office will be taking.



Ron Kelusky

Many of IHSA's **Labour-Management awards** were announced during the AGM:

- The **John M. Beck Award** was presented to the Joint Health and Safety Committee for the Gordie Howe Bridge Project in Windsor (Bridging North America)
- The **Roy A. Phinnemore Award** was presented to Stephen Chaplin from EllisDon
- The **Gil Samson Award** was presented to the Concrete Floor Committee for its work in 2019-20, which involved measuring silica exposure on five jobsites and developing an emergency response plan and a manual on carbon monoxide.
- The **Electrical Utility Safety Excellence & Innovation Award** was presented to Entera Utility Contractors.

## COR™/OGCA Leadership Day

IHSA and the **Ontario General Contractors Association (OGCA)** have long worked together to provide an annual event to its joint membership. In light of the pandemic, an online conference was planned in order to provide the construction industry with the information and tools to manage the COVID-19 pandemic.



# Lead Firms to **Health & Safety Excellence**

The event was spread over three days with an introductory event that included:

- A message from the Honourable Monte McNaughton, **Minister of Labour, Training, and Skills Development**
- A message from outgoing **Chief Prevention Officer**, Ron Kelusky
- An overview of **Threads of Life**
- An update on IHSA's **COR™ program**
- Announcement of the **Doug Chalmers Award for Safety**
- A presentation about the **League of Champions** by Craig Lesurf of the Gillam Group.



Day 2 focused on leadership during a crisis, while Day 3 focused on building an effective strategy to manage worker safety.

## National Construction Safety Officer (NCSO™)



Since its inception, IHSA's National Construction Safety Officer (NCSO™) certificate has been a popular choice for **construction health and safety professionals** in Ontario. This program has seen hundreds of people across the industry aim to raise their game when it comes to construction health and safety.

NCSO™ certification demonstrates that a person's skill level, education, and work effort has met the requirements of a national standard. In addition, an NCSO™ who receives their certification through IHSA is qualified to serve as a **COR™ Internal Auditor** and a **Construction Health & Safety Representative**. These dual qualifications will make them more marketable to potential employers.

Between November 2016 and December 3 of 2021, IHSA awarded **837 NCSO™ certificates**. These numbers continue to grow and IHSA staff worked to streamline systems for application approval throughout that time.



*NCSOs are educated and experienced health and safety professionals who are valuable assets to an employer's health and safety management system. They can help promote a successful internal responsibility system and will assist in keeping workplaces free from incidents, injuries, illnesses, and fatalities.*

— Marie Henry  
NCSO Administrator/Customer Relations

## 2021 NCSO™ Highlights by the Numbers

# 83

Applications Received

# 30

Applications Approved

# 167

Renewals Received

# 81

Renewals Approved

# 1,259

Incoming and Outgoing Calls and Emails re: NCSO™

# 837

Total NCSO™ Certificates Awarded since 2016

# Enable Small Businesses to Achieve Compliance



## 2021 Highlights by the Numbers

**6,200\***

Small Businesses that Register with the WSIB Each Year

**96%**

Member Firms with Fewer than 20 FTEs

**86%**

Member Firms with Fewer than 5 FTEs

## Message from the VP

We have always understood that small businesses are different from medium-sized to large-sized companies. A **small business** (i.e., 50 or fewer employees) often will not have the resources nor the expertise to fully meet its occupational health and safety needs.



These smaller businesses are also unlikely to have someone whose sole responsibility is to oversee workplace health and safety, such as an employee focusing their full attention on complying with legislation or ensuring there is clarity in terms of hazards in the workplace and keeping workers safe.

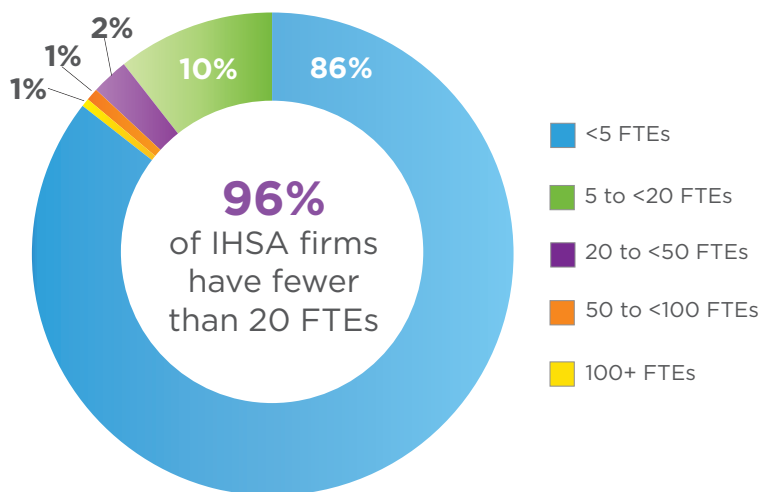
One crucial component of our plan to target small businesses with our five-year strategy is to **focus on outreach**. If some businesses across the province are not aware of IHSA and the occupational health and safety support we can provide, then we need to go to them and start building relationships and trust.

Another important aspect of our plan is to **bolster our resources** on IHSA.ca as well as **conduct a gap analysis** to determine if additional resources to support small businesses need to be developed. Being a “one-stop shop” for our small business members will not only save them time but it will also help them achieve compliance sooner.

Whether they are working towards COR™ certification, enrolling in the Health and Safety Excellence program, or becoming more acquainted with the **vast amount of resources, products, and training we have to support them**, IHSA is confident that small businesses—once we engage with them—will regard us as a trusted health and safety resource.

— Ken Rayner  
VP, Customer & Labour Relations  
Market Development and Communications

IHSA Member Firm Sizes 2021



Source: WSIB/EIW 2021 Snapshot current to March 2022

NOTE: Does not include independent operators who reported 0 full-time equivalent employees (FTEs).

\*On average and in the sectors served by IHSA, according to WSIB data

# Enable Small Businesses to Achieve Compliance

## Membership Onboarding

Small businesses typically have fewer resources to help with developing health and safety policies, procedures, and practices. So an important strategic focus for IHSA is to **increase our outreach to small businesses and introduce them to our products, training, and services**—many of which are available to them at no cost.

As part of this targeted outreach, IHSA's Customer Service Representatives will be calling small businesses that are newly registered with WSIB to highlight all the benefits they can receive by leveraging IHSA's resources. In 2021, IHSA sent out **4,358 welcome letters and information brochures to newly registered firms**.

In addition to the "Welcome to IHSA" letter and brochure that newly registered businesses already receive, small businesses will be sent a **Health and Safety Starter Kit** at no charge. These kits will start going out in 2022 and will include the following products:

- Contractor's Toolkit (B045)
- Safety Talks Manual (V005)
- Emergency Response Poster (P103)
- First Aid Kit Inspection Sticker (S103)
- Keep Your Promise: Do Your Part Poster (P124)
- A copy of *IHSA.ca Magazine*.



*Because many of the small businesses in the sectors we serve are not aware of automatic membership with IHSA through the WSIB premiums they pay, we believe introducing them to the workplace health and safety products, resources, and training we offer is an important first step in beginning that conversation. It's our hope that this initial outreach develops into a long and beneficial relationship and that those small businesses will continue to rely on us for their workplace health and safety needs.*

— Elizabeth Sunjka  
Customer Service Representative

## 2021 Highlights by the Numbers

# 4,358

Letters and Brochures  
Sent to New Firms



## Health and Safety Starter Kit



Kit will include IHSA's *Contractor's Toolkit* (B045), *Safety Talks Manual* (V005), and *Emergency Response Poster* (P103)

# Occupational **Illness**



## 2021 Highlights by the Numbers

# 3,332

### Ontario Workers Enrolled in IHSA's Occupational Health eLearning Courses

Occupational health eLearning courses included:

- Asbestos Awareness
- Basics of Carbon Monoxide in Construction
- Basics of Hearing Protection
- Basics of Heat Stress in Construction
- Basics of Silica
- Basics of Skin Care in Construction
- Infection Prevention and Control
- WHMIS 2015

## Focus on Occupational Health Illnesses

When someone is injured or killed at a workplace, the incident rightfully receives the attention such tragedies deserve. Less attention, however, is paid to workers who contract serious diseases and disorders due to their job.

Over the past 10 years (2012-2021), an average of **38 workers** in IHSA's industries **died annually of illnesses** linked to workplace health hazards. But because these diseases often do not arise until years after exposure, their causes tend to be treated less seriously than more immediate safety hazards.

IHSA continued to combat this misconception in 2021 through eLearning programs focused on hazards such as **asbestos, heat stress, and carbon monoxide**, as well as a new course on **infection prevention and control**. Overall, more than **3,300 Ontario workers** gained a greater understanding of occupational health hazards through IHSA's online training.



*I work to help the industries served by IHSA to recognize and assess chemical, biological and physical agents in their workplaces and on jobsites, and empower them to prevent exposure and occupational illness among workers.*

— Jasmine Kalsi  
Occupational Hygienist

This was just the start of fulfilling IHSA's five-year plan related to occupational illness. Going forward, we will work to **raise awareness** of health risks, improve the visibility of **IHSA's existing resources** (e.g., those available at [ihsa.ca/occupationalhealth](https://ihsa.ca/occupationalhealth)) and create new opportunities for further **prevention education on high-risk hazards**, including:

- **Asbestos** – Though a well-known hazard, asbestos remains a major cause of **fatal occupational illness** in Ontario. From 2012 to 2021, asbestos-related diseases such as **mesothelioma, lung cancer, and asbestosis** accounted for 72% of WSIB-allowed fatal claims in construction, 41% in transportation, and 100% in utilities.\*
- **Noise-induced hearing loss (NIHL)** – NIHL is the most common and **fastest growing non-fatal occupational disease** among the industries served by IHSA. Exposure to excessive noise from power tools and heavy machinery can cause **permanent and debilitating hearing impairment**. While we now have the knowledge and equipment to reduce this risk, the equipment must be used correctly for it to be effective.



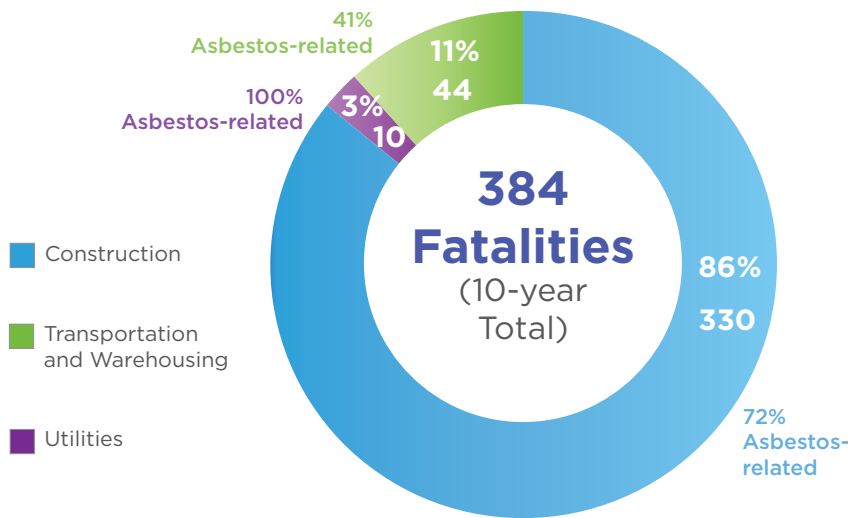
# Occupational Illness

- **Heat stress** – Physical labour performed in a hot, humid environment—sometimes while wearing heavy protective clothing—can lead to a range of health concerns as well as on-the-job impairment. The **risks of working in extreme heat** are of growing concern due to climate change.

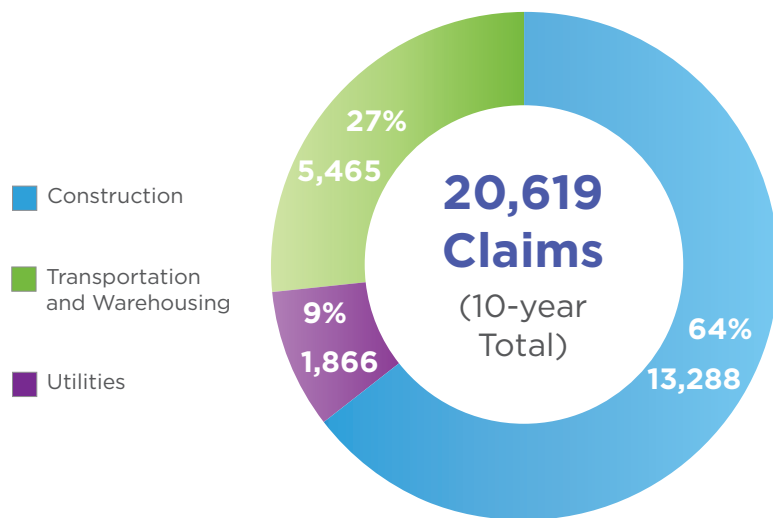


Additionally in 2021, IHSA continued to help our members **develop and implement policies related to COVID-19**. Our guidance ensured businesses were able to adapt to the shifting pandemic environment while minimizing workers' exposure to the disease.

Occupational Illness Fatalities by IHSA Member Class (2012-2021)\*



Non-fatal Occupational Illness Claims by IHSA Member Class (2012-2021)\*



## Occupational Illness Fatality Statistics\*

# 38 deaths

occur every year (on average) in IHSA's industries due to illnesses caused by **workplace health hazards**

# 80%

of deaths are from illnesses likely caused by **asbestos exposure**

Pipefitters, plumbers, and related trades account for

# 24%

of occupational illness fatalities

## Occupational Illness Non-Fatal Statistics†

# +50%

of all non-fatal claims are due to **noise-induced hearing loss**

\*Based on WSIB-approved fatal claims from occupational illness between 2012 and 2021

†Based on WSIB-approved non-fatal claims from occupational illness between 2012 and 2021

# Mental Health



## Focus on Mental Health & Workplace Violence and Harassment

It is widely acknowledged that effective workplace health and safety systems include supports for employees' mental health. But these supports are not one-size-fits-all. The sectors IHSA serves face complex challenges, including **increased risks of occupational stress, exposure to workplace traumas, substance use and addiction, and suicide**—as well as a culture that is now beginning to provide greater support for workers seeking help for these and other mental health concerns.

In 2021, IHSA made important strides to begin addressing industry-specific mental health needs. In addition to its existing, 16-member Mental Health Committee, the association hired Kathy Martin, a mental health and wellness specialist. Her work enabled IHSA to fortify its internal policies and processes, while identifying opportunities to develop strategies and actions tailored to the trades.

### 2021 Highlights by the Numbers

# 20+

Mental health presentations were given to health and safety committees in IHSA's Labour-Management Network, including Section 21 committees

# 8

New mental health safety talks were piloted in partnership with Bridging North America

# 1,894

Visits to IHSA's *Mental Health in the Workplace Poster* (P052) web page



*I help to increase awareness of how to manage mental health-related issues by providing our sectors with resources that are tailored to their specific challenges. I also support IHSA internally in its efforts to provide a psychologically safe and healthy workplace that supports worker well-being.*

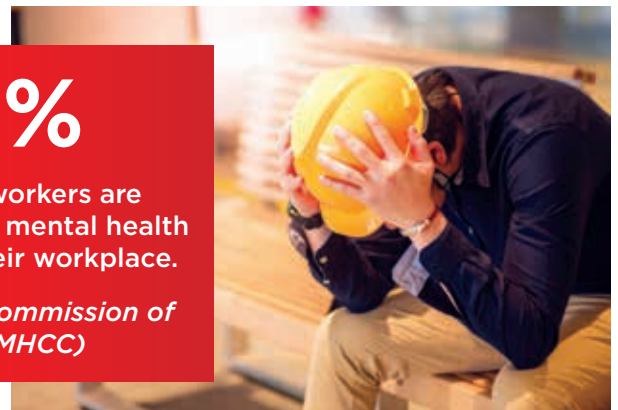
— Kathy Martin  
Coordinator  
Research, Stakeholder and Public Relations  
Mental Health and Wellness

An extensive environmental scan revealed that businesses had a strong desire to affect positive change—a response to the fact that more than **two-thirds of Canadian workers are concerned about mental health** at the workplace. However, both employers and workers need further resources and training to recognize mental health challenges and respond to them appropriately.

# 70%

of Canadian workers are concerned about mental health and safety at their workplace.

*Mental Health Commission of Canada (MHCC)*



# Mental Health

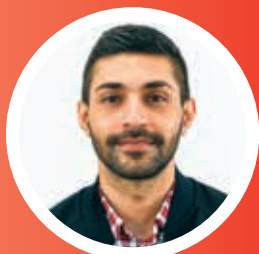
Among these priority challenge areas are:

- Trauma and incident management
- Mental health crisis response
- Substance use, mental illness, and fit-for-duty concerns
- Suicide/overdose prevention
- Occupational stress management
- The impact of “toxic masculinity” on mental health and workplace culture.

As part of its efforts to help members recognize, assess, control, and evaluate psychosocial hazards in the workplace, IHSA produced a number of targeted offerings, including:

- **Call to Action Webinars**  
A series of online presentations designed to help combat mental health stigma in the trades, while addressing specific topics such as opioid use and psychological health and safety in the transportation industry.
- **Wellness Webinars**  
Focusing on work-life balance and coping with uncertainty.
- **IHSA.ca Magazine**  
Content detailing how IHSA and its members are addressing mental health in their diverse workplaces.
- **Safety Talks**  
Easily digestible five-minute talks dealing with hazard recognition and control on topics related to mental health and workplace violence and harassment.
- **Transportation Industry Resources**  
Content highlighting the risks of mental fatigue for drivers, plus a topic page on IHSA’s website focused on combatting stigma in the trucking industry.

Plans also took shape to develop many more tools, resources, and services going forward, such as additional safety talks (and a facilitator’s guide for delivering those talks), webinars, and a framework for IHSA to provide mental health consultation to its members. All existing and future resources will be made available on a purpose-built section of IHSA’s website.



*IHSA’s Human Resources team is committed to fostering a positive organizational culture that supports employee mental health and well-being and promotes healthy behaviors and self-care. We review programs and/or policies to prevent workplace violence, harassment, discrimination, and bullying/incivility and promote diversity, equity, and inclusion.*

— Ahmed Inamdar  
Human Resources Administrator

## Mental Health



**Mental Health** means the capacity to feel, think, and act in ways that enhance our ability to enjoy life and deal with the challenges we face.

— Public Health Agency of Canada

## Workplace Violence



**Workplace Violence** means the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker. This includes an attempt to exercise physical force or a statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force.

— OHS/A

## Workplace Harassment



**Workplace Harassment** means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome. This includes workplace sexual harassment.

— OHS/A



# Infrastructure Health & Safety Association

Summary Financial Statements  
For the year ended December 31, 2021

**Auditor's Report**

Tel: 289 881 1111  
 Fax: 905 845 8615  
 www.bdo.ca

BDO Canada LLP  
 360 Oakville Place Drive, Suite 500  
 Oakville ON L6H 6K8 Canada

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## Report of the Independent Auditor on the Summary Financial Statements

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**To the Board of Directors of Infrastructure Health & Safety Association**

### **Opinion**

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2021 and the summary statement of operations for the year then ended (the "Summary Financial Statements"), are derived from the audited financial statements of Infrastructure Health & Safety Association (the "Association") for the year ended December 31, 2021.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria disclosed in Note 1.

### **Summary Financial Statements**

The Summary Financial Statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the Summary Financial Statements and the auditor's report thereon, therefore, is not a substitute for reading the Association's audited financial statements and the auditor's report thereon.

### **The Audited Financial Statements and Our Report Thereon**

We expressed an unmodified audit opinion on the audited financial statements in our report dated May 10, 2022.

### **Management's Responsibility for the Summary Financial Statements**

Management is responsible for the preparation of the summary financial statements in accordance with the criteria disclosed in Note 1.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on whether the Summary Financial Statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards (CAS) 810, *'Engagements to Report on Summary Financial Statements'*.

*BDO Canada LLP*

Chartered Professional Accountants, Licensed Public Accountants  
 Oakville, Ontario  
 June 14, 2022

# Summary Statement of Financial Position

## Infrastructure Health & Safety Association Summary Statement of Financial Position

December 31 2021 2020

### Assets

#### Current

Cash and cash equivalents	\$ 14,872,881	\$ 11,034,881
Short-term investments	8,000,000	7,505,875
Accounts receivable	363,718	1,328,716
Inventory	514,670	427,481
Prepaid rent and deposits	246,400	267,987
	23,997,669	20,564,940

#### Prepaid rent and deposits

165,891 168,369

#### Long-term investments

- 739,875

#### Investment in CHSI

- 31,352

#### Capital assets

937,230 1,293,597

\$ 25,100,790 \$ 22,798,133

### Liabilities and Net Assets

#### Current

Accounts payable and accrued liabilities	\$ 2,991,858	\$ 2,235,845
Deferred revenue	100,528	21,905
Customer deposits	645,576	578,642
	3,737,962	2,836,392

#### Deferred revenue

54,572 54,572

#### Deferred capital contributions

816,515 1,024,770

#### Employee future benefits

26,720,480 23,231,000

31,329,529 27,146,734


#### Net Assets

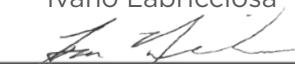
Invested in capital assets	120,715	268,827
Internally restricted for CHSI capital expenditure	-	94,497
Unrestricted	(6,349,454)	(4,711,925)

(6,228,739) (4,348,601)

\$ 25,100,790 \$ 22,798,133

On behalf of the Executive Board:

  
 \_\_\_\_\_ Director  
 Ivano Labricciosa

  
 \_\_\_\_\_ Director  
 Tom Nicholls

The accompanying note is an integral part of these summary financial statements.

# Summary Statement of Operations

## Infrastructure Health & Safety Association Summary Statement of Operations

For the year ended December 31	2021	2020
<b>Revenue</b>		
Ministry of Labour, Training and Skills Development	\$ 24,207,092	\$ 18,988,829
Training and publication recoveries	9,125,878	6,668,424
Amortization of deferred capital contributions	208,255	209,539
Sundry revenue	180,735	65,701
Interest income	157,846	241,421
Funding for rent	21,905	37,885
	<u>33,901,711</u>	<u>26,211,799</u>
<b>Expenditures</b>		
Salaries	17,234,722	16,552,464
Employee benefits	6,414,713	5,989,495
Occupancy	2,586,669	2,368,413
Program delivery expenditures	1,349,656	877,223
Equipment and maintenance	1,229,939	796,930
Travel and vehicle	1,190,371	1,019,419
Professional fees	493,015	342,589
Amortization of capital assets	356,367	389,541
Advertising and promotion	223,211	623,531
Office and general	214,573	173,956
Personnel costs	197,938	158,983
Postage and courier	127,371	213,251
Telecommunications	95,119	93,475
Supplies and services	42,069	25,979
Share of loss from CHSI	22,813	853,017
Research and library costs	9,403	5,086
	<u>31,787,949</u>	<u>30,483,352</u>
<b>Excess (deficiency) of revenue over expenditures for the year</b>	<b>\$ 2,113,762</b>	<b>\$ (4,271,553)</b>

# Notes to the Summary Financial Statements

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## Infrastructure Health & Safety Association Note to the Summary Financial Statements

**December 31, 2021**

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### 1. Summary Financial Statement Preparation

Management is responsible for the preparation of the summary financial statements. The summary presented includes only the summary statement of financial position and the summary statement of operations. It does not include the statement of changes in net assets, statement of cash flows, or the notes to the financial statements.

Copies of the December 31, 2021 audited financial statements are available at the Infrastructure Health & Safety Association's head office.

Download the complete 2021 Financial Statement for IHSA at:

[www.ihsa.ca/pdfs/annual\\_report/2021/ihsa-ar2021-financial-statements.pdf](http://www.ihsa.ca/pdfs/annual_report/2021/ihsa-ar2021-financial-statements.pdf)