

2024-2026

STRATEGIC PLAN

WSPS.CA

 Workplace Safety
& Prevention Services®



PROTECT
YOUR
PEOPLE

PROTECT
YOUR
BUSINESS

ACKNOWLEDGMENTS

The development of this strategic plan included valued contributions and input from:

- WSPS Advisory Committee members
- Commercial and industry partners
- WSPS staff from across the organization
- WSPS Board of Directors
- WSPS Senior Leadership Team

President and CEO and Board Chair's Message

We are delighted to share a significant milestone in our journey toward fostering safer workplaces. As the President and CEO, and Board Chair of Workplace Safety & Prevention Services (WSPS), we are excited to present our latest strategic plan, which stands as an extension and expansion of the 2020-2023 roadmap.

WSPS' commitment to creating safer work environments is unwavering. This new plan, which builds upon the successes and learnings of previous years, is a testament to this dedication. It outlines a strategic vision that will guide the association in making Ontario an even safer place to work.

Key Highlights of the WSPS Extended Strategic Plan:

Alignment with Core Mandate: The plan reinforces alignment with WSPS' core mandate of promoting workplace safety. We are steadfast in our mission to create environments where employees thrive in secure and healthy conditions.

Expanding Reach: We are broadening our impact by extending reach to high-priority businesses in the agriculture, manufacturing, and service sectors. This will enable us to influence a wider spectrum of businesses, ensuring services to firms of all sizes (including small and micro businesses) and in more locations.

Technological Integration: Embracing technology as a driving force, we are committed to enhancing accessibility. We are streamlining service delivery channels to ensure workers and employers have the information they need to work safely, when they need it.

Driving Awareness of Safety Culture: A culture of safety is at the heart of our mission. Through this plan, we will elevate awareness surrounding safety culture, fostering a collective mindset that values and prioritizes the well-being of every individual within the workplace.

We invite you to join us on this transformative journey. Uniting the dedication, expertise, and passion of WSPS people with that of those in industry and the prevention system will be integral in achieving our goals. Together, let's champion workplace safety and set new standards for excellence.

Thank you for being an essential part of WSPS' story and for contributing to a safer and healthier future for all.



Jody Young
President & CEO



Ajay Bhardwaj
Board Chair

Our Purpose

WSPS exists to help Ontario's workers perform to their greatest potential by keeping them safe from workplace-related harms and risks.

Protecting the potential of Ontario's businesses and employees by keeping every worker, healthy and safe, every day.

3 Strategic Objectives

1

Expand Reach and Impact:

Grow WSPS' reach and impact with our highest-priority Ontario business segments.



2

Enhance Efficiency Through Technology:

Generate greater efficiency and productivity from WSPS' service delivery channels through technology.



3

Promote Harms-Prevention Culture:

Drive awareness and engagement in the development of a harms-prevention culture across WSPS' members, partners, and associations.



1

Expand Reach and Impact

Grow WSPS' reach and impact with our highest-priority Ontario business segments.

Strategy	Actions
<p>Segmentation and Targeting:</p> <p>Identify and prioritize the highest-priority business segments for WSPS. Develop tailored outreach and engagement strategies for each segment.</p>	<ul style="list-style-type: none">a) Identify key segments and develop targeted initiatives focusing on MLITSD priority areas (may include MLITSD priorities audiences/ sectors; such as new Canadians, high risk sector/ manufacturing, skilled trades;).b) Enhance data collection efforts to support tracking of WSPS reach and impact with partnership organizations.c) Expand small business programing and providing simplified OHS (Occupational Health and Safety) compliance support.



2

Enhance Efficiency Through Technology

Generate greater efficiency and productivity from WSPS' service delivery channels through technology.

Strategy	Actions
<p>Digital Transformation:</p> <p>Invest in technology to streamline service delivery and improve operational efficiency. Making it simpler for WSPS to deliver to more customers quickly.</p>	<ul style="list-style-type: none">a) Assess current technology infrastructure and identify gaps in service delivery.b) Automate and systemize data collection and sharing related to TPA (Transfer Payment Agreement) reporting.c) Connect workplace parties to self-serve OHS compliance resources and information, in the language that is most familiar.



3

Promote Harms-Prevention Culture

Drive awareness and engagement in the development of a harms-prevention culture across WSPS' members, partners, and associations.

Strategy	Actions
<p>Education and Awareness:</p> <p>Develop a comprehensive education and awareness campaigns to instill a harms-prevention culture among WSPS' member firms, and stakeholders.</p>	<ul style="list-style-type: none">a) Create educational materials and resources on harms prevention focused on Ministry priorities (workplace mental health & workplace violence and harassment or occupational illness).b) Organize workshops, webinars, and training sessions on safety best practices in relation to MLITSD priorities and targeted enforcement initiatives.c) Collaborate with partners to amplify the message and reach a wider audience (workplace mental health & workplace violence and harassment or occupational illness).



Our commitment to understand and respond to the needs of Ontario workplaces is unwavering.

Our passion to provide effective health and safety solutions is unparalleled.

Contact us today!

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Workplace Safety & Prevention Services™ (WSPS)

is a not-for-profit health and safety organization in Ontario, serving more than 174,000 member firms and 4.2 million workers across the agricultural, manufacturing and service sectors.

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