



BC CRANE SAFETY

HSE Workplan

BC Crane Safety's 2024 Workplan to align, plan, manage, and report on the Association's key initiatives for the 2024 Year.

Submitted: September 7th, 2023



Crane Certification and Licensing Authority

HSA Initiatives Workplan Template

2020 Updated Version

As part of the ongoing effort to support the Health and Safety Associations (HSAs) in planning, reporting on, and assessing activities and outcomes, WorkSafeBC has reviewed and updated the HSA initiatives Workplan Template.

In 2020, WorkSafeBC conducted a survey to gather feedback from the HSAs on the Initiatives Workplan Template. We appreciate your feedback and have reviewed and analyzed the challenges and recommendations raised. The goals of this revised HSA Initiatives Workplan Template are to:

- Address major challenges that the HSAs have identified in the current HSA Initiatives Workplan Template
- Align the HSA Initiatives Workplan Template format with other WorkSafeBC templates (e.g., COR Workplan Template) to ensure consistency
- Improve reporting on initiative outcomes

Effective from May, 2020, the revised HSA Initiatives Workplan Template will be used by the HSAs. The HSA Initiatives Workplan Template will help you:

- **Align** your initiatives and activities with your strategic objectives/goals.
- **Plan** your initiatives or endeavour by outlining the activities to be accomplished, inputs needed, budget required, timeframes to follow, and outcome anticipated.
- **Manage** implementation of your initiatives by enabling you to track implementation against expectations
- **Report** on your progress in implementing the initiatives by sharing information in the "Workplan Measurement" section, and evaluate your outcomes by identifying the
 - Data collection methods to be used
 - Time frame(s) for collecting outcome evaluation data
 - Outcomes achieved at the end of the fiscal year
 - KPI alignment

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



For additional information on the British Columbia Association for Crane Safety, please [click](#) to obtain a copy of this 2022 Annual Report.

WORK SAFE BC

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Section A: HSA Overview


HSA Name	BC Association for Crane Safety
Year of Workplan	2024 Workplan
HSA Vision	
Vision: Safe and Competent crane, hoisting, and rigging operations throughout British Columbia.	
HSA Mission	
Mission: To engage with stakeholders concerned with cranes, hoisting, and rigging; including workers and employers, across multiple sectors to support safe crane, hoisting, and rigging operation in British Columbia.	

Section B: Summary of Strategic Objectives and Initiatives

#	Strategic Objective/Priority	Key Initiative (note: there could be multiple initiatives under the same strategic objective)	Time Frame	KPI
1.0	Injury reduction	 <p>Data Visualization and Analytics Publish data dashboard for select Association stakeholders: regulator, Association BoD, and crane employers.</p>	Q3 – 2023 to Q4 – 2024	Dashboard implementation, feedback, and usage by select industry stakeholders.
2.0	Injury reduction	 <p>Standards and Regulations Implement a series of communications discussing: Zoning devices, NOP-T, Qualified tower crane assembly /disassembly supervisor registry and Crane Operator Recertification.</p>	Q3– 2023 to Q4 – 2024	Consultation of stakeholders with changing regulations, i.e., zoning devices, assembly/disassembly registry and crane operator recertification system.
3.0	Injury reduction	 <p>Safety Management Systems Develop and implement crane risk assessment and crane equipment maintenance program practices supporting EGBC Guidelines, OHS regulations and WorkSafeBC Prevention's Crane and Mobile Equipment Initiative.</p>	Q4 – 2023 to Q4 – 2024	Developed and published WorkSafeBC tower crane safe work practices publication, FLHA system and equipment maintenance program practices for crane operations/equipment.
4.0	Injury reduction	 <p>Industry Tools and Resources BC Crane Safety will publish and communicate its crane operator core competencies for industry stakeholders.</p>	Q3 – 2023 to Q4 – 2024	Established and communicated standard of competencies (requirements) for provisional and certified crane operators.
5.0	Injury reduction	 <p>Crane Operator Certification System Maintenance BC Crane Safety will administer and maintain its crane operator certification system for provincial and external stakeholders.</p>	Q3 – 2023 to Q4 – 2024	Maintained and functioning provincial certification system, in compliance with OHSR and in partnership with STBC, Fulford Certification and external stakeholders

Section C: Workplan Template – Initiative 1.1

Based on the initiatives you have identified in the [Section B](#), indicate the key activities you will undertake **under each initiative** (focus on activities that will incur high budget/cost). **Please complete one workplan for each initiative.**

<p>Initiative</p>	 <p>Data Visualizations and Analytics</p> <p>BC Crane Safety was established to make it possible for WorkSafeBC to implement and enforce a regulation requiring certification. An underlying objective was to address risk factors that could lead to incidents and injuries associated with crane incidents caused by contributing factors in their operation.</p> <p>BC Crane Safety has been developing an industry Data Dashboard since 2022/3 – using filtered Tableau data (available through WorkSafeBC and under a data sharing agreement) to provide a system of data for risk identification and trend analysis that covers cranes, crane operators, crane employers/contractors. Significant progress has been made in developing data relationships.</p> <p>The Data Visualization and Analytics Dashboard will be used for BC Crane Safety staff to conduct ongoing analysis and for external stakeholders to obtain more definitive data about risks, hazards, and incidents unique to their operations.</p>
<p>Initiative Goal/ Expectation</p>	<p>BC Crane Safety continues work on developing its dashboard developing data relationships to identify either anomalies or possible trends to carry out injury and incident preventive work.</p> <p>Continued work on this initiative will be carried out by:</p> <ul style="list-style-type: none"> • Obtaining outstanding data requests (WorkSafeBC, AWCBC) • Continuing to build out the proof-of-concept report(s) using the tools available and the source data • Determining and building the queries and requests to be answered through the report data (using stakeholder feedback)

Please fill out below columns highlighted in blue when you complete the workplan. The orange column needs to be completed at the end of the fiscal year when all activities are completed.

Part 1: Workplan Details						
List the key activities you will undertake in this initiative.						
Activity Description	Activity Category <i>(Note: this should align with info from your budget template)</i>	Inputs	Budget (2022)	Time Frame/ Completion Date	Anticipated Output	Actual Output
Obtaining outstanding data requests (WorkSafeBC, AWCBC)	Marketing/ Outreach Other type:	Fulfilled data requests from key stakeholders	5K	Q3 – 2023 to Q4 - 2024	Identified data relationships from collected data	
Continuing to build out the proof-of-concept report(s) using the tools available and the source data	Research Other type:	Tested proof-of-concept system of reports.	10 k	Q4 – 2023 to Q4 – 2024	Sample report(s) for use by both internal and external stakeholders	
Determining and building the queries and requests to be answered through the report data (using stakeholder feedback)	Marketing/ Outreach Other type:	Survey or interview key stakeholders for report feedback	3 k	Q4 – 2024	Interview or survey feedback from users of prototype reports	

You must report outcomes using the same workplan template (outlined below) and submit to WorkSafeBC with the annual report, according to the timeline specified in the funding contract. Please fill out below **columns highlighted in blue** when you complete the workplan. The **orange column** needs to be completed at the end of the fiscal year when all activities are completed.


Part 2: Workplan Measurement				
Based on all the activities you have completed, please evaluate what outcomes have been achieved, how data was collected (e.g., surveys, interviews, etc.), and whether the outcomes align with your KPIs for the initiative. If the outcome indicator is long term, please provide evidence on what milestones have been achieved at the end of this fiscal year.				
Outcome Indicator	Outcome Type	Time Frame	Please specify date	Data Collection
Outreach communication to industry stakeholders	Knowledge-Based Outcomes Other outcome type:	Medium Term 1-3 years	December 31 2024	<ul style="list-style-type: none"> Interview or survey feedback from industry stakeholders
				Evaluate Outcomes Achieved <ul style="list-style-type: none"> For medium/long term outcomes, evaluate milestones achieved at the end of this fiscal year.

Section C: to

Below are blank templates pre-copied for you. Please click on the "expanding sign" on the left of the heading to expand the template and fill out one for each initiative indicated in Section B. Please update initiative numbers accordingly.

Section C: Workplan Template – Initiative 2.1

Based on the initiatives you have identified in the [Section B](#), indicate the key activities you will undertake **under each initiative** (focus on activities that will incur high budget/cost). **Please complete one workplan for each initiative.**

Initiative	 <p data-bbox="349 1050 376 1365">Standards and Regulations</p> <p data-bbox="406 157 503 1449">Implement a series of webinars, stakeholder interviews (possible in-person townhall meetings, as warranted) discussing upcoming zoning devices, NOP-T, qualified tower crane assembly/disassembly supervisor registry and recertification program for crane operators.</p> <p data-bbox="532 147 669 1449">The overall objective of the crane operator recertification project is to develop a path forward to implement a crane operator recertification process that enhances the previous, existing crane operator certification program's integrity and sustainability and meets International Standard ISO 17024: Conformity assessment – General requirements for bodies operating certification of persons.</p>
Initiative Goal/ Expectation	<p data-bbox="751 157 925 1449">BC Crane Safety is working with WorkSafeBC Crane and Mobile Equipment Team and key industry stakeholders (private sector companies and other industry associations) to develop/deliver concise, short, and focused webinars on new regulations and requirements like zoning devices and NOP-T (notice of project – tower crane work), tower crane assembly/disassembly supervisor registry, and crane operator recertification requirements through stakeholder outreach, i.e., webinars.</p> <p data-bbox="954 147 1015 1449">Outreach may include webinars or in-person presentations by BC Crane Safety and other partners, to inform stakeholder participants about key regulatory and Association topics.</p> <p data-bbox="1044 903 1068 1449">Development and hosting of webinars will include:</p> <ul data-bbox="1097 294 1209 1407" style="list-style-type: none"> ▪ Planning the webinar/presentation development ▪ Hosting webinars on zoning, NOP-T, tower crane assembly/disassembly registration, and operator recertification

Please fill out below columns highlighted in blue when you complete the workplan. The orange column needs to be completed at the end of the fiscal year when all activities are completed.


Part 1: Workplan Details						
List the key activities you will undertake in this initiative.						
Activity Description	Activity Category <i>(Note: this should align with info from your budget template)</i>	Inputs	Budget (2022)	Time Frame/ Completion Date	Anticipated Output	Actual Output
Planning the webinar/presentation development (including mechanics of hosting online presentations and identifying topics and schedule.)	Other, please specify Other type: Program Development & Implementation	Develop the components of the webinar development process	15K	Q4 – 2023 to Q4 – 2024	Completed and vetted development process with defined roles, responsibilities and development steps	
Hosting webinars on zoning, NOP-T, tower crane assembly/disassembly and operator recertification	Consultation Services Other type:	Completed webinars, and presentations including attendance stats and feedback	15K	Q1 – 2023 to Q4 – 2024	Hosted webinars posted on Association website, tracking usage and feedback as well as presentation feedback.	

You must report outcomes using the same workplan template (outlined below) and submit to WorkSafeBC with the annual report, according to the timeline specified in the funding contract. Please fill out below **columns highlighted in blue** when you complete the workplan. The **orange column** needs to be completed at the end of the fiscal year when all activities are completed.

Part 2: Workplan Measurement					
Based on all the activities you have completed, please evaluate what outcomes have been achieved, how data was collected (e.g. surveys, interviews, etc.), and whether the outcomes align with your KPIs for the initiative. If the outcome indicator is long term, please provide evidence on what milestones have been achieved at the end of this fiscal year.					
Outcome Indicator	Outcome Type	Time Frame	Please specify date	Data Collection	
Hosted webinars or presentations on key regulatory and standards	Knowledge-Based Outcomes Other outcome type:	Medium Term 1~3 years	December 31, 2024	<ul style="list-style-type: none"> Completed surveys by stakeholders providing through polling, surveys, or interviews 	Evaluate Outcomes Achieved <ul style="list-style-type: none"> For medium/long term outcomes, evaluate milestones achieved at the end of this fiscal year.

Section C: Workplan Template – Initiative 3.1

Based on the initiatives you have identified in the [Section B](#), indicate the key activities you will undertake **under each initiative** (focus on activities that will incur high budget/cost). **Please complete one workplan for each initiative.**

<p>Initiative</p>	 <p>Safety Management System Element – Hazard/Risk Assessment & Equipment Maintenance Practices</p> <p>Develop and implement industry-recommended crane equipment maintenance practices in support of the EGBC Guidelines, OHS regulations, WorkSafeBC’s Crane and Mobile Equipment Maintenance Initiatives and BC Crane Safety’s 2021 Level Up Inspection booklets/questions.</p> <p>BC Crane Safety will develop safe work practices and recommendations for crane hazard/risk assessments and crane-related equipment maintenance programs.</p>
<p>Initiative Goal/ Expectation</p>	<p>Crane Hazard Assessment and Crane Equipment Maintenance Practices</p> <p>Reduce the number of incidents related to cranes and crane equipment maintenance:</p> <ul style="list-style-type: none"> • Develop and implement a crane hazard assessment (field level) form/card (request of industry stakeholders) • Ensure employers are educated on their responsibilities that crane equipment is be inspected, maintained, and documented based on elements of recommended equipment maintenance practices (qualified maintenance personnel, inspection frequency and record keeping) will assist to identify potential risks, hazards, and problems, and can contribute to the reduction of the frequency and severity of equipment-related incidents and adherence to EGBC guidelines and OHS Regulations.

Please fill out below columns highlighted in blue when you complete the workplan. The orange column needs to be completed at the end of the fiscal year when all activities are completed.


Part 1: Workplan Details						
List the key activities you will undertake in this initiative.						
Activity Description	Activity Category <i>(Note: this should align with info from your budget template)</i>	Inputs	Budget (2022)	Time Frame/ Completion Date	Anticipated Output	Actual Output
<ul style="list-style-type: none"> Develop and implement a crane hazard/risk assessment (field level) form/card (request of industry stakeholders) 	Other, please specify Other type: Program Development & Implementation	WCB Crane team inspection results and stakeholder research	5k	Q3 – 2023 to Q4 – 2024	Published crane assessment card/form published on website and communicated to stakeholders.	
<ul style="list-style-type: none"> Communicate to industry that crane equipment must be inspected, maintained, and recorded, following maintenance practices. 	Other, please specify Other type: Program Development & Implementation	Prototype maintenance program for crane/ equipment	20k	Q4 – 2023 to Q4 – 2024	Prototype crane equipment maintenance program	
<ul style="list-style-type: none"> Communicate to industry safe work practices like Plan for 10, working in hot conditions, safe use of holiday lights and routine crane inspections 	Other, please specify Other type: Program Development & Implementation	BC Crane Safety safe work practices in support of OHSR	10K	Q 3 - 2023 – Q4 – 2024	Published safe work practices and support tools	
<ul style="list-style-type: none"> Conduct external presentations to Union of BC Municipalities, others on tower crane assembly/ disassembly safe work practices 	Other, please specify Other type: Program Development & Implementation	Collaborative results from Vancouver Tower Crane Assembly/ Disassembly	20K	Q4 2023 – Q2 2024	Delivered presentations and video assets	

You must report outcomes using the same workplan template (outlined below) and submit to WorkSafeBC with the annual report, according to the timeline specified in the funding contract. Please fill out below **columns highlighted in blue** when you complete the workplan. The **orange column** needs to be completed at the end of the fiscal year when all activities are completed.

Part 2: Workplan Measurement				
Based on all the activities you have completed, please evaluate what outcomes have been achieved, how data was collected (e.g. surveys, interviews, etc.), and whether the outcomes align with your KPIs for the initiative. If the outcome indicator is long term, please provide evidence on what milestones have been achieved at the end of this fiscal year.				
Outcome Indicator	Outcome Type	Time Frame	Please specify date	Data Collection
Crane owners/contractors and other stakeholders' awareness of crane hazard assessment, crane maintenance safe work practices and tower crane assembly/disassembly safe work practices	Knowledge-Based Outcomes Other outcome type:	Medium Term 1~3 years	December 31, 2024	<ul style="list-style-type: none"> Completed feedback results from a sampling of stakeholders providing through polling, surveys, or interviews
				Evaluate Outcomes Achieved <ul style="list-style-type: none"> For medium/long term outcomes, evaluate milestones achieved at the end of <u>this fiscal year</u>.

Section C: Workplan Template – Initiative 4.1

Based on the initiatives you have identified in the [Section B](#), indicate the key activities you will undertake **under each initiative** (focus on activities that will incur high budget/cost). **Please complete one workplan for each initiative.**

<p>Initiative</p>	<p> Industry Tools and Resources</p> <p>BC Crane Safety has developed a common core standard of crane operator competencies (2022); and will publish and communicate this standard to crane stakeholders including regulators, crane owners, contractors, supervisors, trainers, and others. Working from the SkillRecord Passport platform and partnering with Fulford Certification’s evaluation criteria, BC Crane Safety aims to conduct expansion of this micro credential software system and digital badges and implement the SkillRecord Passport to collect competency/evaluation data by employers, contractors, evaluators, and trainers.</p> <p><i>This work includes BC Crane Safety collaboration with WorkSafeBC’s crane and Mobile Equipment team to flesh out the core competency standard to ensure uniformity and regulatory compliance.</i></p>
<p>Initiative Goal/ Expectation</p>	<p>Crane Operator (Competency) Evaluation Check, Provisional Crane Operator Competency Standard, and Crane Supervisor Tool</p> <p>Reduce the number of incidents related to crane operator competency by ensuring all employers have a core competency for crane operators to:</p> <ul style="list-style-type: none"> • Ensure crane operators are evaluated regularly to ensure operators are provided with adequate training, instruction, and supervision to ensure the safe operation of cranes at the workplace. (crane operator competency assessments) • Ensure provisional crane operators can demonstrate competency and are familiar with machine operator instructions, based on a provisional crane operator competency standard • Monitor provisional crane operators’ competency with regards to safe assembly, operation, inspection, and maintenance of the machine through provisional crane operator supervision, based on a crane supervisor tool for indirect and direct supervision.

Please fill out below columns highlighted in blue when you complete the workplan. The orange column needs to be completed at the end of the fiscal year when all activities are completed.


Part 1: Workplan Details						
List the key activities you will undertake in this initiative.						
Activity Description	Activity Category <i>(Note: this should align with info from your budget template)</i>	Inputs	Budget (2022)	Time Frame/ Completion Date	Anticipated Output	Actual Output
Ensure crane operators are evaluated regularly to ensure operators are provided with adequate training, instruction, and supervision promoting the safe operation of cranes at the workplace.	Consultation Services Other type:	BC Crane Safety Common Core Standard for provisional crane operators	5k	Q2 – 2023 to Q4 – 2024	Implementation of Field evaluation for crane operators	
Ensure provisional crane operators can demonstrate competency and are familiar with machine operator instructions, based on a provisional crane operator competency standard	Consultation Services Other type:	SkillRecord Passport expansion	35K	Q3 – 2023 to Q4 – 2024	Provisional crane operator competencies implemented in SkillRecord Passport	
Monitor provisional crane operators' competency with safe assembly, operation, inspection, and machine maintenance through provisional crane operator supervision, based on a crane supervisor tool for indirect and direct supervision.	Consultation Services Other type:	Common core crane operator competencies	5K	Q3 – 2023 to Q4 – 2024	Results from industry stakeholders through surveys, polls, and interviews	

You must report outcomes using the same workplan template (outlined below) and submit to WorkSafeBC with the annual report, according to the timeline specified in the funding contract. Please fill out below **columns highlighted in blue** when you complete the workplan. The **orange column** needs to be completed at the end of the fiscal year when all activities are completed.

Part 2: Workplan Measurement					
Based on all the activities you have completed, please evaluate what outcomes have been achieved, how data was collected (e.g., surveys, interviews, etc.), and whether the outcomes align with your KPIs for the initiative. If the outcome indicator is long term, please provide evidence on what milestones have been achieved at the end of this fiscal year.					
Outcome Indicator	Outcome Type	Time Frame	Please specify date	Data Collection	Evaluate Outcomes Achieved
Employers/supervisors will use crane operator field evaluation checklist (forms) for crane operator types (mobile, tower, provisional) to monitor ongoing evaluations, i.e., through forms and SkillRecord Passport software	Behaviour-Based Outcomes Other outcome type:	Medium Term 1~3 years	December 31, 2024	<ul style="list-style-type: none"> Results from software data analytics. 	<ul style="list-style-type: none"> For medium/long term outcomes, evaluate milestones achieved at the end of this fiscal year.

Section C: Workplan Template – Initiative 5.1

Based on the initiatives you have identified in the [Section B](#), indicate the key activities you will undertake **under each initiative** (focus on activities that will incur high budget/cost). **Please complete one workplan for each initiative.**

Initiative	
Initiative Goal/ Expectation	<p> Crane Operator Certification System Maintenance</p> <p>BC Crane Safety will administer and maintain its crane operator certification system for provincial and external stakeholders.</p> <p><i>BC Crane Safety will collaborate with Skilled Trades BC, Fulford Certification, employers, crane operators and external stakeholders on crane operator certification maintenance, certification challenges and new certifications.</i></p> <p>The BC Minister of State for Workforce Development has been given a mandate to improve credential recognition in BC, <i>as BC is one of only two jurisdictions in Canada without a guiding framework for the fair treatment of internationally trained professionals.</i> BC Crane Safety will continue to work with the Credential Recognition Network to share it historical development and continued credentialing work and its existing 13 WCB-accepted occupational competency standards, which will support with existing legislative measures (Professional Governance Act and the Health Professions and Occupations Act) and will support the Association’s current measures in removing barriers and ensuring out of province/country qualified crane-related applicants can work.</p> <p>Ongoing Certification System Administration and Maintenance Operations</p> <p>Administer the certification system operations to maintain consistent, transparent, and professional service to stakeholders including new certificants, existing crane operators, supervisors/employers, collaborating with supporting stakeholders including: Fulford Certification, Skilled Trades BC (formerly ITA) and working with external stakeholders including out of province crane operators, employers and out of province crane-related organizations/companies.</p> <ul style="list-style-type: none"> • Employ the use of micro-credentials to record successful attainment of occupational competencies • Field questions and inquiries from employers, operators, and the public • Support new applicants and interested persons in navigating the different certification streams • Assist out of province operators with the provincial requirements to be able to operate cranes.

Please fill out below columns highlighted in blue when you complete the workplan. The orange column needs to be completed at the end of the fiscal year when all activities are completed.


Part 1: Workplan Details						
List the key activities you will undertake in this initiative.						
Activity Description	Activity Category <i>(Note: this should align with info from your budget template)</i>	Inputs	Budget (2022)	Time Frame/ Completion Date	Anticipated Output	Actual Output
Field questions and inquiries from employers, operators, and the public	Consultation Services Other type:	Questions from provincial stakeholders	1k	Q2 – 2023 to Q4 – 2024	Ongoing publishing of frequently asked questions and revised orientation video	
Support new applicants and interested persons in navigating the different certification streams	Consultation Services Other type:	Existing Certification streams, crane applicants	7K	Q3 – 2023 to Q4 – 2024	Webinar for interested applicants, revision of the Get Started Guide)	
Collaborate on DEI initiatives with external partners like <u>BCCA</u> , <u>Prosperity Project</u> , BCCSA and IUOE.	Consultation Services Other type:	Frequently asked questions from external stakeholders	1K	Q3 – 2023 to Q4 – 2024	Webinars to promote career opportunities for interested persons.	
Employ micro-credentials to record acquired competencies and collaborate with other jurisdictions to maintain and share equivalency assessments of out-of-province credentials.	Consultation Services Other type:	Existing occupational competency standards, SkillRecord Passport	30K	Q3 – 2023 to Q4 – 2024	Implemented SkillRecord Passport software and maintained occupational competency standards	

You must report outcomes using the same workplan template (outlined below) and submit to WorkSafeBC with the annual report, according to the timeline specified in the funding contract. Please fill out below **columns highlighted in blue** when you complete the workplan. The **orange column** needs to be completed at the end of the fiscal year when all activities are completed.

Part 2: Workplan Measurement					
Based on all the activities you have completed, please evaluate what outcomes have been achieved, how data was collected (e.g., surveys, interviews, etc.), and whether the outcomes align with your KPIs for the initiative. If the outcome indicator is long term, please provide evidence on what milestones have been achieved at the end of this fiscal year.					
Outcome Indicator	Outcome Type	Time Frame	Please specify date	Data Collection	Evaluate Outcomes Achieved
New crane operators and interested persons or existing crane operators in or outside the province will be able to access a clearer path to certification to be able to work in province.	Behaviour-Based Outcomes Other outcome type:	Medium Term 1~3 years	December 31, 2024	<ul style="list-style-type: none"> Results from stakeholders through database operational stats Numbers of downloads or hits on website products or numbers of certificants 	For medium/long term outcomes, evaluate milestones achieved at the end of this fiscal year.

WorkSafeBC Management Comments

Board Chair Approval

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Name

 _____
Signature

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Date