



Announcer:

It's time for the *IHSA Safety Podcast*.

Enzo Garritano:

Welcome to this podcast series on IHSA, who we are, and the services we provide. I'm President and CEO Enzo Garritano, and in this episode, we'll be joined again by our host, Michelle Roberts, Director of Stakeholder and Client Engagement.

And for the first episode, to kick things off, I'm going to be interviewed here, or have a discussion with Michelle, in regards to who we are in the history of IHSA. So I'll pass it on to Michelle.

Michelle Roberts:

Great. Thanks, Enzo. Let's start with a little bit about IHSA and our overall history.

Enzo Garritano:

Sure. Infrastructure Health and Safety Association, or as we like to call it, IHSA, we're a safe workplace association. We're actually designated under the section 22.5 of the *Occupational Health and Safety Act*. As a health and safety association or a safe workplace association, we are part of Ontario's health and safety system, including the Ministry of Labour, Training and Skills Development, WSIB or Workplace Safety and Insurance Board, as well as our sister association. There's six actually associations under or designated under the Act.

So we were incorporated in 2010. We are an amalgamation of three historical associations, and we started way back in 1915 with the Electrical and Utilities Safety Association, which the industry had a very, very poor health and safety record, there was a fatality rate of about 50 per cent. And with that, the industry with the government spurred dialogue around the need for an association.

So back in 1915, that was the first of the associations that were formed. And then in 1929, Construction Safety Association of Ontario was formed. And in 1942, Transportation Health and Safety Association was formed. Let's fast-forward to 2010, and we were amalgamated into Infrastructure Health and Safety Association.

Michelle Roberts:

So Enzo, can you just touch on how IHSA is funded?

Enzo Garritano:

Sure. That's a great question a lot of people ask. So IHSA, we are funded through the remittances of employers. Employers pay for insurance through WSIB, and from those remittances we get a small portion that filters into the Ministry of Labour, Training and Skills Development. That is then transferred to us through a transfer payment agreement with the Ministry of Labour, Training and Skills Development.

So we are partially funded to about 75 per cent in that manner. And then the other 25 per cent comes from revenues that come from our product sales, different training that we provide that have fees attached to them or consultations. Again, that may have some fees attached to them. But otherwise, a lot of our programs are also, as members know, are prepaid services. And we provide those services again, clearly indicating what those costs potentially are on our website as well.

Michelle Roberts:

Excellent. So you noted that IHSA is a designated health and safety association. So what's IHSA's vision and mission?

Enzo Garritano:

So our vision is really, really simple. It's safe and healthy workplaces free from incidents, injuries, illnesses or fatalities. We made a little bit of a change to this a few years ago. At first it was just workplaces free from incidents, injuries, illnesses and fatalities. But we said, "You know what? That's not active. That's not something that people are putting effort into." So safe and healthy workplaces free from those incidents, injuries and fatalities speaks to the activities that a company does.

So that's our vision, again, very simply. And our mission statement, to the services that we provide, we want to be Ontario's trusted health and safety resource for effective sector-specific engagement, education, products and services. And again, a very strong emphasis on that trusted resource.

Michelle Roberts:

Okay. So you said sector-specific. So what sectors does IHSA serve?

Enzo Garritano:

So primarily we serve three main sectors, and that's the construction sector, the electrical and utility sector, and the transportation sector. We also serve though aggregates and surface mining. So you see where we get a lot of the aggregates for the road projects or other, as well as ready-mixed concrete and natural gas sectors. We have approximately 170,000 firms that we serve in our sectors.

And to give you a little scope of the size, we have about 780,000 full-time equivalent workers, and again, to give you a little context of the size of the sectors we serve in Ontario.

Michelle Roberts:

Okay, great. So what's the overall governance structure of IHSA?

Enzo Garritano:

So when it comes to governance, we work very, very closely with our stakeholders and with that means our employer stakeholders, as well as our worker stakeholders. And in that, it's the unions, as well as the workers themselves. So we have a bipartite board that is also reflective of the work that we do, meaning that we have labour and management on our board. We have 16 board of directors and they come from the different sectors we serve. So eight from the construction sector, four from utilities, and four from

transportation. And again, half of them come from the employer side and half come from the labour side.

And when we look at our governance, our board of directors, they oversee and ensure that we utilize the funds that we receive from the Ministry and WSIB the way we're supposed to, as well as ensure that the work we do reaches those audiences and hits the right marks in regards to the level of resource required, to ensure that prevention services are utilized first and foremost, as well as very effective.

Michelle Roberts:

Okay, thanks for that. As you know, in future episodes we're going to be having IHSA's vice presidents from the various departments join us, and they're going to be expanding on the roles and responsibilities of each of their departments. But could you briefly touch on some of the key areas of work that IHSA does provide?

Enzo Garritano:

Sure. So there's about four main areas that we provide service in, and the first I'll start with, which is the largest, is our frontline operations or what we call operations. And Greg Williamson, our VP of High Risk, Training and Operations will be joining you on another episode, so stay tuned for that.

But we serve the entire province of Ontario through different satellite offices from Ottawa down to Windsor, Niagara, up to Thunder Bay, Timmins, Sault Ste. Marie, as well as of course the GTA, with three main areas that we work in.

In Toronto, we have two, which is our Skills Development Centre, Voyager Training Centre, and then Ottawa as a fixed training center as well as our Ottawa Skills Development Centre. So we have about 60 or 70 staff right around the province who deliver our services, both in-person consulting services as well as virtual training. And then we have our Powerline Apprenticeship Training program, which we're a trading and delivery agent under the Ministry of Labour, Training and Skills Development. So that's one of the main areas. And again, Greg will fill you in on more in regards to the work there.

Our stakeholder networks, and that's up where you reside, Michelle, of course, for those who didn't know. And Dean Dunn is the VP of Stakeholder and Public Relations. So there we have our stakeholder networks, a vast, vast network both in the construction and utility sector, as well as in the transportation sector, with our transportation advisory councils. We have... I don't want to get into too much detail, steal Dean's thunder, but we have 26 sector or trade committees in the construction stakeholder group, as well as 16 or so regional committees. And in the Fleet Safety Council, we have, I believe, 11 councils across the province, again, dealing with the transportation side of things.

And then on utility and powerline side, we have a provincial committee that oversees the activities there. So in these forms, again, it's about delivering... It's about developing actually together with our stakeholders, prevention solutions and coming up with health and safety manuals, data sheets, best practice documents, regulation review and things of that nature that help our industries move forward in a stronger way from a health and safety perspective. We also have our core, our VP of Program and Strategic Development is Paul Casey. And he'll be talking more about a Certificate of Recognition or

COR®, as well as our Health and Safety Excellence Program that we are an approved provider for. And it's a WSIB program in that case.

So Certificate of Recognition or COR®, we've been doing that for about eight years now, and it really is moving or raising the bar in health and safety across Ontario. We've worked very closely with employers. Certificate of Recognition is really an achievement of a health and safety management system that is audited, that is live and active. It's something that involves both the workers as well as management, in raising again the bar in the health and safety of a company in order for them to continually improve, continually communicate, and make changes to the health and safety management system.

But again, it's audited by third parties to ensure that is actually active and not just a book sitting on a shelf. So that is something we're very proud of. And again, the Health and Safety Excellence Program is another program that we're proud of and as a provider of WSIBs in this case. In the first year, which is 2020, we helped about 300 firms in their first year work on their various topics, again, to launch their health and safety management system or maintain or improve it. And that's what we're all about, is working with our clients and moving forward in different initiatives that, again, raise the bar for health and safety.

And the last one I want to talk about briefly here is our resource marketing communications areas, which are overseen by Ken Rayner, who's our VP of Customer Relations and Market Development. And in that, again, ihsa.ca is our website. Ihsahealthandsafety podcast.ca is another one of our flagship means of communicating out to the industry. And in there we've got tons of resources. We want all our members to go there. We know some want to work with us directly in a classroom or directly in consultation with us, but others want to utilize the resources that are there on their own and work at their own pace.

So whether it's getting programs, whether it's getting content that helps your own health and safety management system, ihsa.ca is the place to go, and we're very proud of that. We also, again, want to increase access to our materials across the province, and that means partnerships, and that means getting as much of our content into the hands of those that need it right across the province. Whether it's through us directly or through one of our partners who are overseen by us, you'll get the quality and that trusted, again, resource that we lean upon with our mission.

E-learning again, is another means of reaching more and more clients and more and more employers and workers across the province. And we'll be, again, angling on that and increasing our resources around that as well. So look for more to come as we continue to expand our resources, and again, importantly in the different formats that our clients are looking for.

Michelle Roberts:

Well, thank you very much for that overview, Enzo. Thanks for joining us and providing a little bit more information on IHSA, who we are and the services we provide. And we look forward to our next episode where we will have Vice President Greg Williamson of High Risk Activity Training and Operations join us to expand on IHSA's training services.

Be sure to like us on your podcast channel. Hit subscribe and visit us for more health and safety resources and information at ihsa.ca.

Announcer:

The *IHSA Safety Podcast*. For more episodes, tips and all things safety, go to ihsasafetypodcast.ca. Thanks for listening.