

Research &  
Training

Sustainability

Engagement

Communication

Policy &  
Practice

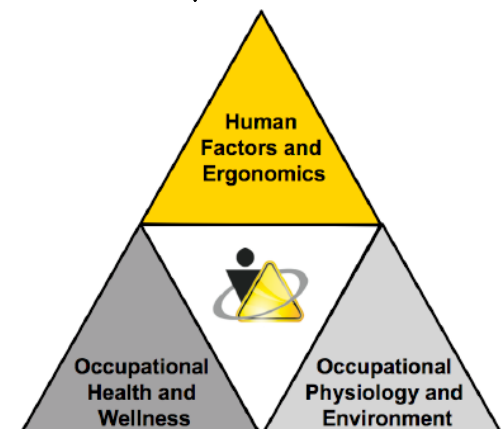
## The Centre for Research in Occupational Safety and Health (CROSH)

### Our Purpose

We envision a northern Ontario where workplaces partner to ensure every worker gets home safe & healthy everyday. We will be an agent for innovation and discovery to solve relevant and critical problems facing northern industries so they can eliminate occupational injury and disease from their workplaces.

*"As we prepare for 2023, CROSH has set strategic goals that build on existing research strengths [illustrated below] and infrastructure, while incorporating our objectives for long-term sustainability. Over the next 5 years, this strategic plan will create a sustainable research centre at Laurentian that will deliver concrete outcomes addressing the needs of northern workers and workplaces. We will enhance the quality of OHS training and the number of trainees, in the north; for the north."*

**Sandra Dorman**  
Director, CROSH



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## Research and Training

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**CROSH will continue to be an agent for innovation and discovery to solve relevant and critical problems facing northern industries**

**Aspiration:**

- 1) Enhance our research outputs and perceived credibility
- 2) Continue to train OHS students in the north, for the north, through hands-on student training.

**To achieve this by 2023, we will:**

- Use information gathered from the 2017 CROSH mobile research lab northern tour to inform our research agenda and set our research priorities
- Continue to address recommendations from the 2015 Mining Review - specifically: mobile equipment hazards; worker fatigue; mental health; occupational disease and mine rescue
- Operationalize the Workplace Simulator and secure contracts with northern industries
- Establish a Research and Development Services Program
- Establish a Research Seed Grants program
- Submit 6 new research grants annually
- Host two visiting scholars annually
- Renew our Research Chair in Occupational Health and Safety
- Add a second Research Chair
- Establish post-doctoral positions in each area of research strength (Occupational Physiology and Environment (OPE), Occupational Health and Wellness (OHW), Human Factors Ergonomics (HFE))
- Provide trainees with training on state of the art equipment and methodology for OHS research
- Provide opportunities for field placements and internships



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# STRATEGIC PLAN 2018 2023

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## Sustainability

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**An operational funding model and human resources structure are required to achieve long term Centre sustainability.**

### Aspiration:

- 1) To generate 25% of operational costs annually, while producing concrete results for stakeholders
- 2) To receive and maintain official recognition by the Ministry of Labour

### To achieve this by 2023, we will:

- Hire a Research Project Manager
- Hire two Research Technologists (home lab; W-Sim Lab)
- Maintain our Administrative Assistant position.
- Operationalize a business model to generate revenues with:
  - M-CROSH (2019)
  - W-Sim (2020)
- Operationalize a Knowledge-Transfer-and-Exchange (KTE) model to generate revenues through the sharing of research outcomes with Safe Workplace Associations
- Diversity research grant funding sources
- Successfully renew funding from the Ministry of Labour

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Sustainability

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Communication

Policy &  
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## Engagement

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**CROSH will continue to engage with workplace parties in all phases of research through our Field-to-Lab-to-Field (F2L2F) method.**

### **Aspiration:**

- 1) To facilitate a bi-directional framework for communication of OHS needs and information
- 2) Establish a presence in northern communities

### **To achieve this by 2023, we will:**

- Operationalize the deployment of the Mobile Occupational Health and Safety Research lab with workplace partners in northern Ontario
- Operationalize the Workplace Simulator (W-Sim)
- Secure contracts with northern industries including mining, forestry/mills, construction, and the supply sector
- Through a phased-in approach, develop 3 Scientific Committees, in alignment with our three core areas of research (HFE; OPE & OHW) from across northern Ontario
- Integrate student training/participation with labour unions and safe-work associations for better understanding of how safety 'works' in industry.



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Sustainability

Engagement

Communication

Policy &  
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## Communication

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**CROSH will develop a framework to facilitate knowledge utilization and sharing to ensure our findings are accessible to agencies dedicated to workplace health & safety**

### **Aspiration:**

- 1) Develop a protocol to exchange research initiatives sharing with Safe Work Associations

### **To achieve this by 2023, we will:**

- Create the CROSH knowledge transfer kits as a template for a working relationship with existing safe work associations
- Develop an annual communication plan – to guide attendance at annual events and to schedule community workshops etc. (e.g. the next MCROSH northern tour)
- Continue to host an annual conference and/or workshop
- Use the information gathered from the northern tour, which identified work-related community priorities, to inform (and continue) our monthly webinar series
- Partner with safe work associations to develop and market new knowledge, transfer and exchange



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## Policy & Practice

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**CROSH will promote new discoveries to government and industry in order to positively influence policies and practices**

**Aspiration:**

- 1) CROSH researchers will find a position of influence on standard setting bodies and inform them of our research findings

**To achieve this by 2023, we will:**

- Participate on at least four key government standard setting bodies, and/or labour and industry forums



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**For more information on the 2018-2023 Strategic Plan for the  
Centre for Research in Occupational Safety and Health contact:**

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