

## IMMEDIATE

## INTERMEDIATE

## LONG TERM

### RESEARCH

- Secure funding to support student training on OHS evaluation of controls, interventions and design.
- Solve OHS problems affecting small businesses.
- Develop research questions and evaluate solutions.
- Partner with mining companies to address identified risks in mining.

- Increase student recruitment and retention abilities.
- Increase student talent and hands-on education in OHS.
- Become a place small businesses and start-ups can turn to with questions about OHS.
- Design solutions and training aimed at reducing risk in mining and evaluate in the field.
- Apply for an Industrial Research Chair with a focus on Occupational Illness.

- Increase the number of OHS specialists hired in Northern Ontario.
- Influence the way small businesses and start-ups think about OHS.
- Evaluate effectiveness and impact of OHS training for mining hazards and make adjustments for successful training and education.
- Increase Research Centre Expertise on Industrial Occupational Illness relevant to Northern Ontario.

### TRAINING & EDUCATION

- Launch educational courses on priority topics for OHS specialists.
- Maintain the number of students that have direct interaction with and experience in real workplace OHS issues.
- Maintain the number of cross-academic partnerships in Northern Ontario.

- Deliver a series of educational courses for OHS specialists.
- Graduate more students (who will pursue varied careers) with a baseline understanding of workplace OHS.
- Build interdisciplinary collaborative networks between workforces.

- Build knowledge amongst specialists on priority topics.
- Train ~100 students in OHS methods, policy and practice, and KTE. Increase safety and effective OHS practices in Northern Ontario.
- Build funding opportunities between groups, stretching provincial dollars and outcomes.

### SUSTAINABILITY

- Engage new stakeholders and conduct research projects addressing their identified OHS needs.
- Increase the marketing of our research services.
- Engage new stakeholders and partners.
- Continue to engage stakeholders at all levels (student, researcher, SWAs, unions, workplaces, communities, and government).
- Hire Centre Technologist and maintain current workload.

- Help workplaces find funding for their OHS needs; become a place they look to, to partner on their OHS problems.
- Grow internal talent through retaining students and providing early career opportunities.
- Funnel these funds into: equipment maintenance and hiring.
- Grow the CROSH network; and provincial recognition.
- Transition workloads to specialize according to role and expand individual capacity accordingly.

- Influence how workplaces conduct OHS practice and policy.
- Contribute to the development of critical thinkers and effective workers in Ontario.
- Continue to offer state-of-the-art equipment with which to train students and conduct quality research.
- Be a nationally recognized research centre in OHS and a MLITSD Partner.
- Maintain core personnel and expand as required to continue to address workplace needs.

### ENGAGEMENT & COMMUNICATION

- Expand sharing of KTE with WSN, OHCOW and MLITSD.
- Continue to represent Northern Ontario at MLITSD meetings and attend northern JOHC meetings.
- Formalize roles with SWAs around conferences/webinars.

- Senior Scientist and post-doctoral researchers to sit on Policy & Practice committees.
- CROSH will become a resource for leaders in creating evidence-informed reports on OHS topics.

- Increased awareness of where to find OHS solutions.
- Increased knowledge amongst all parties of OHS challenges and sources for solutions.
- SWAs and workplaces identifying CROSH as an OHS knowledge hub.

### POLICY & PRACTICE

- CROSH Director and Associate Director to sit on MLITSD Committees.
- Areas of immediate concern or identified as priorities in Northern Ontario will be communicated to leaders for change.

- Work with the MLITSD to develop a single-source platform for KTE sharing.
- Specific needs-informed KTE development for workplaces.
- Build and formalize relationships that purposefully direct OHS workplace needs to CROSH.

- Relevant policies and practices will reflect CROSH influences.
- Specific policies will change and improve the lives of workers in Ontario.

