



**E N E R G Y
S A F E T Y
C A N A D A**

2025 WorkSafeBC COR Program Report



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1.0 EXECUTIVE SUMMARY

Energy Safety Canada's (ESC) Safety Audits and Certifications (SA&C) department is pleased to present the following report highlighting the achievements of the Certificate of Recognition (COR) service delivery for British Columbia (BC) in 2025.

Total Audit Summary

- Total Number of Audits: 1,523, slightly down from 1,525 in 2024 (-0.1%)

Audit Breakdown

- Certificate of Recognition: 867, up from 865 in 2024 (+0.2%)
- Small Employer Certificate of Recognition: 543, up from 525 in 2024 (+3.4%)
- Small Employer Certificate of Recognition by External Auditor: 32, down from 36 in 2024 (-11.1%)
- Action Plans in lieu of maintenance (AB only): 100, up from 86 in 2024 (+16.3%)
- CSA/ISO Equivalency Audits (AB only): 13, unchanged from 2024 (0%)

BC COR Holders

- 319 COR and SECOR BC Certifications BC Headquartered or with a BC Location
- 130 BC SECOR Audits completed in 2025
- 189 BC COR Audits completed in 2025
- 149 with active SECOR status up from 145 companies in 2024, resulting in a 2.72% increase as compared to 2024.
- 18 new Certifications issued in 2025 with a BC location

2024 WCB Rebates

- \$3,131,526 issued in WCB rebates for 2024 through WorkSafeBC's "Partners in Injury and Disability Prevention" program

Auditor Summary

- Total Number of Auditors - 582
- 71 Candidates took the 5-Day Auditor Training in 2025

External Auditors:

- Total External Auditors - 225
- 31 BC-based External Auditors, a 3% increase compared to 2024
- 15 total External Auditors trained for the first time in the 5-Day Certified Health and Safety Auditor Course
- 2 External Auditors trained for the first time in the 5-Day Certified Health and Safety Auditor Course (BC only)



- 32 External Auditors total recertified in 2025
- 5 External Auditors recertified in BC in 2025

Internal Auditors:

- Total Internal Auditors - 357
- 39 new Internal Auditors, a 29% decrease compared to 2024 (55)
 - 6 – specific to BC
 - 30 Internal Auditors recertified in 2025
 - 5 Internal Auditors recertified in 2025 (BC only)
- Assessors
 - 92 Employers completed the 2-day Safety Program Development Course (All)
 - 25 Employers completed the 2-day Safety Program Development Course (BC Only)

*The decrease in the number of Auditors is primarily attributed to a combination of factors, including a comprehensive database cleanup that eliminated outdated and duplicate records, the retirement of several auditors during the reporting period, and natural attrition resulting from normal workforce turnover such as resignations and role changes. These measures and circumstances collectively contributed to the observed reduction.

In 2025, resources were dedicated to six primary areas:

- Quality Assurance Reviews for COR and SECOR Audits
- COR Offline Tool Development
- COR Audit Tool Enhancements
- SECOR External Online Audit Tool Development
- Auditor Townhall & Safety Evolution Seminars
- Delivery of Workshop Program
- Delivery of Outreach and Communication Plan

In 2026, ESC remains committed to providing support and resources to BC employers and auditors to facilitate ongoing improvement of health and safety programs.

2.0 2025 KEY OPERATIONAL ACCOMPLISHMENTS

2.1 ENGAGEMENT & WORKSHOP PROGRAM

ESC developed and delivered the following workshops to auditors and employers in 2025:

Workshop Title	# of Sessions	# Attended
Action Plan Proposal ¹	2	28
Understanding the SECOR Elements	2	42
Auditor Townhall	13	392
Auditor Townhall – Safety Evolution Seminars ²	6	101
Element I Other Affected Parties	1	6

¹Other sessions held did not have any BC registrations—including Action Plan Proposal and Submission sessions and COR software updates.

²Auditor Townhall attendance does not include ESC staff or candidates as it was optional.

2.2 TOOLS & RESOURCES

The following tools and resources were developed and implemented in 2025:

- Online SECOR External Audit Tool
- COR audit offline capability
- Update to the Certifying Partner Initiated Verification Audit (CPIVA) tool.
- On-demand webinars to support Employers and Auditors include:
 - [Webinar new Online COR Audit Tool](#)
 - [SAC-AXB-008 Boiler Plated and Templated Notes Explanation](#)
 - [Element B Hazard Identification and Risk Assessment](#)
 - [Element C Hazard Control](#)

2.3 OUTREACH & COMMUNICATION PLAN

Energy Safety Canada executed a communications plan in 2025 to increase awareness, engagement and participation in the COR program. The plan combined email outreach, with digital and social media campaigns to reach employers and auditors at key points in the certification cycle.

Throughout 2025, ESC delivered more than 95 communications and outreach activities, including:

- COR program promotion
- Workshop and webinar sessions
- COR Program committee meetings
- Program updates and resources



- COR program training
- Employer Review Program, Auditor Engagement, Small Employer 1 on 1 coaching sessions.

Key digital deliverables included:

- COR program landing page
- LinkedIn advertising and campaign management
- Targeted digital ads.

COR Digital Ad Campaign (British Columbia)

The BC campaign focused on increasing program awareness and driving registrations by highlighting safety improvements and available WorkSafeBC financial incentives.

Campaign Components

- Retargeting ads
- Landing page.

Primary Audiences

- Business Owners and Safety Managers in small to medium-sized construction, manufacturing, and energy companies, particularly those seeking to improve safety performance and reduce claims.
- Auditors, including users of the SECOR External Auditor Audit Tool and ESC Offline Audit Tool.

This integrated approach helped maintain consistent engagement with priority audiences and supported increased visibility and participation in the COR program.

Sample Digital Ads

Energy Safety Canada
15:00 Promoted

ES's COR program addresses the unique risks of the energy industry — because your safety program should be for your work. Get COR Certified with Energy Safety Canada — the Industry's Trusted Partner.

Designed for the Energy Industry

ES's COR program is developed in consultation with energy employers, ensuring that the specific needs and risks of your industry are addressed comprehensively.

Get COR Certified with the Energy Industry's No. 1 Trusted Certifying Partner.

[LEARN MORE](#)

ENERGY SAFETY CANADA

Built for Energy. Built for Safety.

Apply

Posting Wed, Oct 1 at 10:00 AM

NEW! Energy Safety Canada's Offline Audit Tool

Conducting an audit has never been easier—auditors can now complete their COR audits offline, offering more flexibility, better security and faster load times.

- Uninterrupted Access: Work anywhere - no internet required
- Enhanced Data Security: Save data only when secure connections are available
- Improved Performance: Faster load times and report generation
- Compliance Ready: Maintain audit trail, integrity even when offline
- Ultimate Flexibility: Perfect for field audits in remote or restricted areas

Learn more about our COR Program: <https://t.co/6w9CmUd7>

ESC Offline Audit Tool

Conduct your audit from anywhere, anytime.

ENERGY SAFETY CANADA

#COR #SECOR

Understanding the SECOR Elements

Free webinar

JUNE 17 | 10:00 A.M. - 12:00 P.M. (MT)

ENERGY SAFETY CANADA

Energy Safety Canada
15:00 Promoted

COR Certification helps reduce injuries by identifying and controlling workplace risks. Get COR Certified with Energy Safety Canada — the Industry's Trusted Partner.

Reduce Injuries and Illness with a COR Certification

By identifying and assessing workplace risks, COR certification helps your company control hazards, protect workers, and build a proactive safety culture.

Get COR Certified with the Energy Industry's No. 1 Trusted Certifying Partner.

[LEARN MORE](#)

ENERGY SAFETY CANADA

Protect Your Workers. Strengthen Your Safety Culture.

Apply

Energy Safety Canada
15:00 Promoted

Lower WCB premiums. Cut claims costs. Minimize workplace disruptions. Get COR Certified with Energy Safety Canada — the Industry's Trusted Partner.

Enhance Financial Performance with a COR Certification

Reduce WCB premiums, claims costs, and fewer expenses related to workplace incidents and lost productivity.

Get COR Certified with the Energy Industry's No. 1 Trusted Certifying Partner.

[LEARN MORE](#)

ENERGY SAFETY CANADA

Boost Your Bottom Line with COR Certification

Apply

Energy Safety Canada
15:00 Promoted

Did you know?

Energy Safety Canada provides an alternative for employers to meet their COR and SECOR data through the Action Plan program. These plans are designed to support you in strengthening your health and safety management system, allowing you to address your safety and health needs more effectively and save valuable time of other safety management systems.

Deadline for 2025 Action Plan applications: January 31, 2025

Learn more: <https://t.co/6w9CmUd7>

#COR #EnergySafety

From Audit to Action: Level up with a COR Action Plan - 1 page

From audit to action

3 reasons to level up your COR journey with the Action Plan

ENERGY SAFETY CANADA

Examples from the COR digital ad campaign

All communications are posted to the [COR News](#) webpage.



2.4 AUDITOR ENGAGEMENT PROGRAM

The Auditor Engagement program is designed to strengthen relations and enhance collaboration with all auditors, including external and internal auditor and candidate auditors. Throughout 2025, more than 288 coaching and engagement interactions were conducted to support auditor development and performance to meet COR program requirements.

Objectives include:

- Build and maintain strong, professional relationships between the SA&C department and auditing community.
- Providing positive reinforcement and support throughout the quality assurance review process.
- Identify opportunities for targeted coaching and delivering support where it was beneficial.
- Engaging with student auditors to assist in their learning and professional growth.
- Collaborating with external auditors to gain employer perspectives and identify trends within employer health and safety management systems.

Program Elements

1. Auditor Selection:

Potential candidates include student candidate auditors, certified internal and external auditors:

- Outstanding external auditors identified through the Quality Assurance (QA) COR review process, audits completed with minimal or no revisions required during the QA review process would be engaged to gain employer insights.
- Auditors with audits submitted with multiple corrections in a single audit and/or audits returned for revisions more than twice identified for coaching.
- Students who recently completed the 5-day Certified Health and Safety Auditor Course and are preparing to complete the qualifying audit.

2. Communication:

- Contact is made via a call using a script after commendable audit is completed by external auditor.
- Conduct a follow-up call with the auditor after audit is returned for a second time due to revisions that were not fully understood, in order to provide coaching.
- Follow-up emails sent to candidate auditors after completing and passing the Certified Health and Safety Auditor Program Course to notify them of support available during the completion of their student audit.

3. Preparation and Planning:

- Developed the Auditor Engagement Process guidance document with process map for auditor engagement.
- Developed Phone Script – Auditor Feedback and Employer Insight interactions with external auditors.
- Sent follow up email notification for support available to candidate auditors after it is confirmed that they passed the course.
- Awareness presentation to SA&C team on the requirements for the program and identifying timely resources, strategies, or concerns.
- Identifying Auditor coaching opportunities.

4. Student Candidate Auditors:

- Engagement with SA&C team during the 5-day Certified Health and Safety Auditor course, and providing support and coaching before, during and after completion (during QA review) of the qualifying audit.

5. Internal/External Auditor Relationship Building:

- Provide positive reinforcement to auditors with commendable audits completed or audits completed with minimal or no revisions required.
- Engaging with external auditors to get feedback on the auditing process and gain insight into the employer's health and safety systems and practices.
- Coaching to improve auditor notes, formal report writing, QA, audit timelines, and process/system functionality.
- Interactions are tracked and documented in the Auditor's profile on iMIS.

Interactions are documented to provide a clear record of communication and follow up actions, ensuring consistent support for auditors.

A review of auditor activity within the ESC COR program identified recurring themes in student development, compliance, and audit quality. Many student auditors required coaching on core competencies, including completing formal documentation review notes, providing company specific examples, allocating interviews across multiple sites, quantifying scoring, and writing clear suggestions for improvement within topic summaries.

Many student audit submissions required 2 or 3 revision rounds before passing QA, indicating consistent challenges in scoring justification, sampling details, and recommendation development. However, auditors generally responded well to coaching when provided.

Compliance issues continued to be a significant concern, with multiple auditors decertified for failing to submit or complete student audits within the required 6-month timeframe or for not attending the mandatory Auditor Townhall. Several auditors were also placed on hold or rejected from registrations due to missing refresher courses such as SECOR refresher.



Timeline violations further impacted employers, including cases where onsite activities were not completed within program requirements, resulting in COR expiries. Disciplinary actions were issued in several instances, ranging from education letters for quality issues identified through QA, to interim suspensions for ethical infractions such as misrepresenting audit status to employers or encouraging clients to switch to another Certifying Partner during an active audit.

Administrative oversight remained active throughout the period, involving audit registration corrections, deadline extensions for report writing, exception request processing, and follow up on training completions. Auditor status changes were also monitored, including managing periods of parental leave and reinstatements when auditors were incorrectly decertified. Additionally, several auditors encountered tool related misunderstandings—such as averaging scores across sites or the limitations of team auditor roles—which required clarification and corrective guidance.

Overall, the themes demonstrate ongoing gaps in auditor readiness related to documentation standards, ethical conduct, scoring methodology, and required professional development. At the same time, the volume of QA corrections and disciplinary actions underscores the need for strengthened auditor engagement, clearer training materials, and reinforced expectations around timelines, qualifications, and townhall participation. The insights gathered reflect a continued need for consistent coaching, improved compliance tracking, and enhanced accountability measures to support the integrity and effectiveness of the ESC COR Program.

The Auditor Account Manager program will continue in 2026 and will include student candidate auditors.

Auditor Townhall and Safety Evolution Seminar

ESC delivered 13 Auditor Town Hall sessions for both internal and external auditors to strengthen collaboration across Certifying Partners (CPs) and support consistent administration of the COR Program in alignment with COR standards. These sessions introduced the SA&C team, provided updates on COR program requirements, and emphasized the importance of COR within BC's OHS system. ESC also reinforced key auditor responsibilities and quality assurance expectations by presenting examples of COR Program quality requirements and case studies that reflect systemwide priorities shared across CPs.

Five town halls were delivered in-person and paired with a Safety Evolution Seminar focused on Human and Organizational Performance (HOP) and other ESC learning resources. These seminars offered auditors (many of whom also work across multiple CP's) an additional opportunity to deepen their understanding of HOP concepts and safety evolution practices that can be applied consistently in COR audits. When space permits, ESC opens these



sessions to the broader public and CP community, further supporting sector wide alignment and shared learning on COR quality and OHS system priorities.

Auditing Differently and the Adaptable Audit Prototype

ESC launched its COR renewal efforts that includes project partnerships with WCB Saskatchewan (“Auditing Differently”) and Alberta PIR (“Adaptable Audit Prototype”, formerly the “Complexity Based Scalable Audit”). In 2025, ESC tested this audit concept designed to transform how operational and occupational health and safety system performance is evaluated. This approach moves away from traditional COR style, checklist driven, quantitative auditing and instead focuses on assessing the true effectiveness and quality of safety systems in practice. In December 2025, a select group of highly experienced auditors with a breadth of experience in COR and ISO auditing were assembled in order to expand testing capacity in 2026. Additionally, on December 16, ESC provided WorkSafeBC COR program personnel and industry representatives an update on these efforts and plans going forward.

At the core of the concept are High Energy Controls, representing the most critical safeguards for preventing serious and potentially fatal incidents, supported by Additional Controls that strengthen operational resilience. The methodology emphasizes field focused evaluations, observing work as it occurs to understand how reliably controls are implemented in real operational environments.

By prioritizing real world performance over paperwork, the audit being modeled by the Auditing Differently/Adaptable Audit Prototype project work potentially offers a more accurate, risk based, and meaningful view of system health. As testing continues in 2026, the goal is that experienced auditors equipped with this forward thinking, practical framework are enabled to produce deeper insights, identifies system strengths and vulnerabilities, and help drive continuous improvement across operations.

2.5 EMPLOYER REVIEW PROGRAM

Employers holding a COR who identified as having systemic deficiencies in their health and safety management systems were required to complete corrective actions or risk losing their COR.

In 2025, 5 companies worked through the Employer Review Program with the ID&S and SA&C teams to identify gaps in their Occupational Health and Safety Management Systems and develop targeted action plans. Running from October 2024 to October 30, 2025, the program focused on strengthening key safety system components—including hazard management, training and competency, incident reporting, claims management, journey and emergency management, incident investigation, and supervisor training. Employers were also provided with improvement tools such as ESC’s Energy Wheel, DROPS, and the 4D Problem Solving Method to enhance risk management, decision-making, and continuous improvement.

Program Timeline and Focus Areas

The program commenced in October 2024 and is scheduled to continue until October 30, 2025. Action plans focused on strengthening key components of each employer’s safety management system, including:

- Hazard Management
- Training and Competency
- Incident Reporting
- Incident and Injury Claims Management (including physical demands analysis and pre-employment fitness screening)
- Journey Management
- Emergency Management
- Incident Investigation
- Supervisor Training.

Tools and Resources Provided

Employers were provided with a variety of tools to support meaningful and sustainable improvements in their health and safety management systems. These included:

- Energy Wheel
- DROPS (Dropped Objects Prevention System)
- 4D Problem Solving Method.

These tools were incorporated into each employer’s action plan to enhance risk management, strengthen decision-making, and support continuous improvement.

2.6 AUDITOR PERFORMANCE MANAGEMENT SUMMARY

The Energy Safety Canada Auditor Performance Management Standard defines the ethical and professional expectations for certified and candidate auditors. It ensures accountability within the COR audit process by outlining how ESC monitors and manages auditor performance when issues related to ethics or audit quality arise. The standard helps maintain the integrity of the program by ensuring auditors consistently demonstrate honesty, professionalism, and high-quality practices in the delivery of health and safety audits.

Year-end summary

- 45 Auditors were managed under the Auditor Performance Management process.
- 1 Appeal was submitted.
- 0 Arbitrations occurred.

Discipline Summary	# of Auditors
Permanent Suspension	1
6-month Suspension	4
1-2 Year Suspension	0
Education Letters	22
Note to File	9
Warning Letter	2
Invalid	5

2.7 WORKSAFE BC INITIATED VERIFICATION AUDIT (WIVA)

ESC completed assigned WorkSafeBC Initiated Verification Audits (WIVAs) and evaluated results.

In 2025, there were 8 companies selected by WSBC to have a WIVA conducted:

1. 478940BC Ltd (Dan's Oilfield Rentals) – S1 (Management (Owner Commitment, S2 Policy and Procedures, (Work, Emergency). WIVA Result: Pass.
2. McKee Vacuum Truck Services Ltd. – S1 Management (Owner Commitment; S4 Risk or Hazard Identification. WIVA Result: Pass.
3. SL Enterprizes Ltd. - L1 (Management, Leadership and Commitment); L2 - Safe Work Procedures and Written Instructions; L3 - Training and Instruction of Workers; L4 - Hazard Identification and Control; L5 - Inspection of Premises, Equipment, Workplaces, and Work Practices. WIVA Result: Pass.



4. L. MacKenzie Ventures Ltd - S1 - Management (Owner) Commitment; S2 - Policy and Procedures (Work, Emergency); S3 - Training, Education, and Certification; S4 - Risk or Hazard Identification, Assessment, and Control; S5 – Inspections. WIVA Result: Pass.
5. Troyer Ventures Ltd - C. Hazard Control, D. Inspections, E. Qualifications, Orientation & Training, F. Emergency Response, J. Joint Health and Safety Committee and Representative. WIVA Result: Pass.
6. Elliot Mumford Contracting Ltd - L1 - Management Leadership and Commitment; L2 - Safe Work Procedures and Written Instructions; L3 - Training and Instruction of Workers; L4 - Hazard Identification and Control; L5 - Inspection of Premises, Equipment, Workplaces, and Work Practices. WIVA Result: Pass.
7. Peaceland Oilfield Services Ltd - L1 - Management Leadership and Commitment; L2 - Safe Work Procedures and Written Instructions; L3 - Training and Instruction of Workers; L4 - Hazard Identification and Control; L5 - Inspection of Premises, Equipment, Workplaces, and Work Practices. WIVA Result: Pass.
8. Apex Distribution Inc. - L1 - Management Leadership and Commitment; L2 - Safe Work Procedures and Written Instructions; L4 - Hazard Identification and Control; L5 - Inspection of Premises, Equipment, Workplaces, and Work Practices. WIVA Result: Pass.

All 8 WIVA audits were completed between March and October 2025 and received a pass with no major non-conformances. The total audit score was 80% or more, and the score on each individual element was 50% or more.

The audits were completed by Energy Safety Canada contracted external auditors in good standing.

WIVA Focus areas:

- Management Commitment / Leadership
- Policies, Procedures & Program Administration
- Training, Education & Certification
- Hazard Identification, Risk Assessment & Control
- Inspection of Premises, Equipment, Workplaces & Work Practices

2.8 CERTIFYING PARTNER INITIATED VERIFICATION AUDIT

Energy Safety Canada completed 21 regulatory audits in 2025. This included 8 BC-based WIVAs and 8 CPIVAs.

ESC had committed to conducting 3 internal auditor CPIVAs and 3 external auditor CPIVAs in 2025; in total, ESC exceeded this commitment by completing eight CPIVA audits - 3 Internal Auditors and 5 external auditors.

CPIVA Summary:

Overall, the results show strong alignment between Auditor and Reviewer findings.

SCORE SUMMARY (15 questions)	% Weighting
5 - Auditor scored results significantly higher than the reviewer	0.06% variance
4 - Auditor scored results somewhat higher than the reviewer	17% variance
3 - Auditor scored results the same as the reviewer	71% alignment
2 - Auditor scored results somewhat lower than the reviewer	0.06% variance
1 - Auditor scored results significantly lower than the reviewer	-
0 - Unable to determine (see notes)	Negligible variance

The 2025 CPIVA audits were largely aligned with reviewer determinations, demonstrating an evidence first, repeatable approach. The primary corrections occurred where documentation was incomplete, engineering vs. administrative controls were misclassified, or role-based competency evidence (especially for ERP roles) was not fully substantiated. 2 of the 5 audits reviewed showed the highest consistency, while one exhibited the greatest positive bias and therefore the most reviewer adjustments. Focused calibration on control classification, evidence sufficiency, and position–task–competency linkage will further tighten accuracy and reduce variance in future CPIVA cycles.

Across the five 2025 external CPIVAs reviewer determinations largely aligned with external auditor notes, and there were several positive, corroborated findings. Tiamat showed the strongest alignment with 14/15 items matching the reviewer, who validated correct use of risk ranking, appropriate engineering/administrative controls in sampled FHAs, clear assignment of inspection responsibilities, and active analysis of safety statistics—evidence that the management system is functioning as designed. Mustang also demonstrated strong agreement, with auditors’ samples confirming engineering and administrative controls, role-based inspection assignments across employee levels, and consistent application of severity–probability risk methods. In multiple files, reviewers affirmed that incident investigations identified contributing and underlying factors, trend analysis was performed and discussed, and prior audit action plans were implemented with owners and dates—all of which the external auditors had credited.

These shared positives were most visible where records were complete: verified quarterly/annual statistics and dashboards, peruse and formal inspections by level, and closed corrective actions with documented signoff. While variances did occur—most often where documentation for leadership site tour cadence, ERP role competencies, or precise control classification in FHAs was incomplete—the overall pattern shows external auditors



frequently correctly recognizing mature practices and reviewers confirming those strengths in the final CPIVA record.

Key highlights:

Auditors used representative sampling approach that reflect the size and complexity of the business operations.

Notable opportunities for improvement identified through the 2025 CPIVA audits included:

- Misidentification of engineering controls – e.g., admin controls identified as engineering
- Missing or incomplete competency assessments for all positions
- Confusion between Inspections and Worksite Tours
- Company specific examples missing, or non-specific
- Conducting the audit during peak operational periods

2.9 ESC STRATEGIC OBJECTIVES

Building on its previous Strategy Articulation Map (SAM), which guided the organization over the past 5 years, ESC’s SAM 2023-2027 (see Appendix A) establishes the next phase of strategic direction.

For 2025, ESC focused on aligning and prioritizing its Strategic Articulation Map around three key strategic drivers:

- **Agile Operations:** ESC aims to improve organizational efficiency and agility by leveraging data-driven analytics to inform both qualitative and quantitative decision-making.
- **Training Excellence:** Positioning ESC as the training provider of choice, the organization is committed to delivering high-quality programs that adapt to demographic changes and meet the evolving needs of the industry. ESC’s educational offerings and methodologies will continue to progress in response to industry demands for cutting-edge resources and training.
- **Industry Impact & Engagement:** To maximize ESC’s influence, the organization must increase industry awareness of its initiatives and bolster its brand recognition. Enhancing collaboration with key stakeholders and the broader industry is critical, as highlighted in recent discussions with industry leaders on revitalizing engagement strategies.

Referencing the 2026 Funding Application Workplan, the SA&C department will continue focusing its operational activities on supporting ESC’s strategic objectives. The COR program



touches on each of the 4 objectives, but its activities fall primarily into the category of Support Employers to Improve Safety Performance.



3.0 BC COMMITTEES

ESC receives direction and guidance on the COR program from the following committees:

ESC BC Advisory Committee

The ESC BC Advisory Committee assists in advising on ESC’s activities and operations within British Columbia.

The ESC BC Advisory Committee met 4 times in 2025. Comprised of representatives from the 5 major energy industry associations¹, local employer representatives and ESC staff, the committee delivers industry recommendations on performance improvement and enhancing safety culture. Members collaborate to provide strategies to meet the expectations and challenges facing workers in BC’s energy industry.

[BC Advisory Committee Terms of Reference](#)

COR Program Standing Committee

The COR Program Standing Committee engages ESC’s industry associations and governing bodies to provide strategic updates on the COR program and receive feedback on the strategic direction or issues facing the ESC COR Program. It is a forum for information exchange and open discussion with multiple stakeholders—industry employers, auditors, governing body representatives, and ESC COR management and staff. This committee met 4 times in 2025.

¹ Canadian Association of Energy Contractors (CAOEC); Canadian Association of Geophysical Contractors (CAGC); Canadian Association of Petroleum Producers (CAPP); Explorers and Producers Association of Canada (EPAC); Enserva



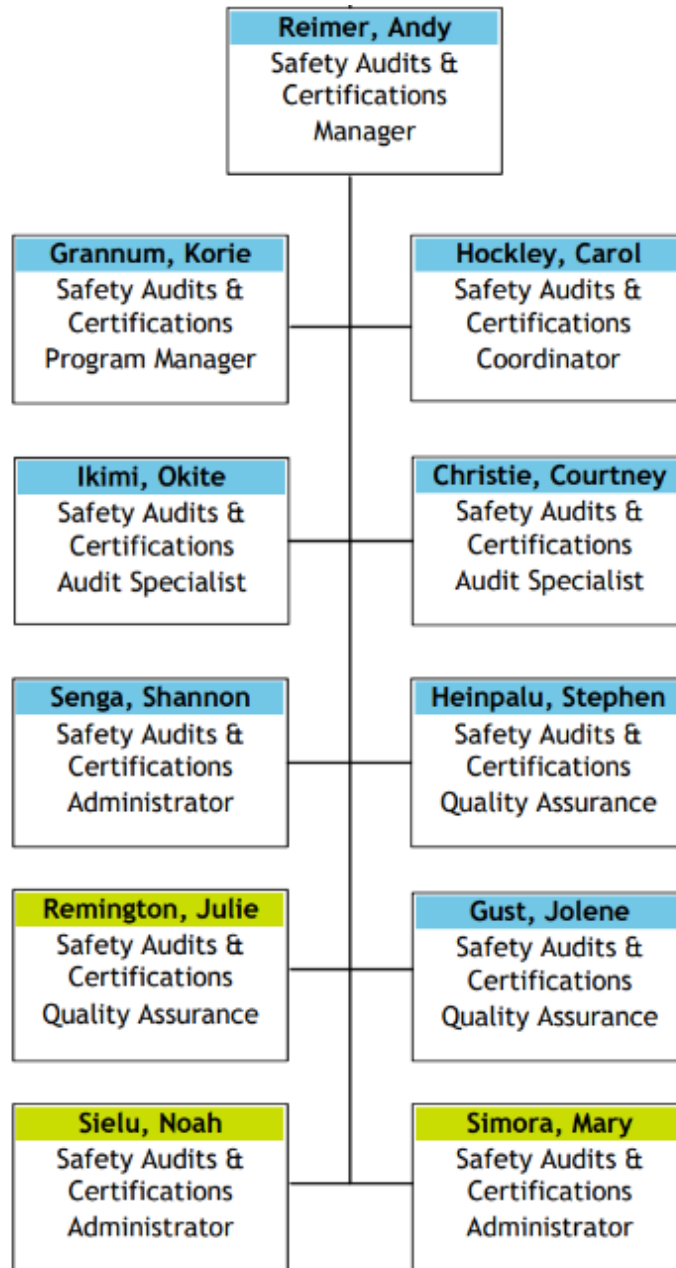
4.0 PRIORITIES FOR 2026

The following actions and programs are planned for the coming year:

- Auditor/employer workshops and webinars
- Increase marketing activities targeted at non-COR holders in BC
- Develop and implement a COR Program Updates Communication Plan
- Complete assigned WIVAs and evaluate results
- Complete six CPIVAs and evaluate results
- Redesign and implement ESC website
- Maintain the Auditor Account Manager Program
- Audit software enhancements
- Ongoing field testing within the Auditing Differently / Adaptable Audit Prototype projects with updated results provided to WorkSafeBC.

5.0 SAFETY AUDITS & CERTIFICATIONS DEPARTMENT STRUCTURE IN 2025

- Full-time employee
- Term employee



6.0 2025 FINANCIAL STATEMENT (UNAUDITED)

COR Revenue & Expenses (12 months)

Revenue	Budget	Actual	Variance
WorkSafe BC Funding	602,396	602,396	-
Other Revenue			0
Total Revenue	602,396	\$602,396	0
Expenses			
Salaries - Head Office (H.O.) Support	335,710	294,255	41,455
Benefits - H.O. Support	57,275	62,092	(4,817)
Consultants & Contractors	77,000	58,294	18,706
Legal Fees - H.O. Allocation	1,000	1,000	-
Advertising	-	-	-
Building & Services - H.O. Allocation	3,838	3,838	-
Communications	-	-	-
Conferences & Conventions	500	2,319	(1,819)
External Events & Meetings	-	164	(164)
Furniture & Equipment	-	88	(88)
Office Supplies		238	(238)
Publications	10,000	284	9,716
Rent - Office - H.O. Allocation	20,000	20,000	-
Technology	75,000	74,353	648
Training - Staff	2,500	832	1,668
Travel	19,573	19,696	(123)
Miscellaneous	-	2,755	(2,755)
	602,396	540,208	62,188

APPENDIX A: STRATEGY ARTICULATION MAP 2023-2027

Energy Safety Canada

2023-2027 Strategy Articulation Map

Vision

Energy Safety Canada is a globally respected and trusted health and safety authority with deep expertise to improve workplace safety.

Mission

Energy Safety Canada mobilizes industry to drive safe work performance through education, resources, and engagement.

Behaviours

Energy Safety Canada fosters an inclusive environment, is responsive to change and uses a collaborative, disciplined and proactive approach to support workers and industry.

Strategic Drivers	Agile Operations	Training Excellence	Industry Impact
Strategic Result	Improved organizational efficiency and agility utilizing data-driven analytics.	Positioned as training provider of choice.	Deepen our impact and drive sustainable growth.
2023-2027 SAM Strategic Objectives	<ul style="list-style-type: none"> Strengthen & streamline core processes & optimize systems to increase efficiency. Use analytics & predictive insights to keep training & resources focused on SIF prevention. Engage in effective marketing & public relations activities with industry-wide presence & worker focus. 	<ul style="list-style-type: none"> Fit-for-purpose training, resources & tools that are easy to access and adopt. Enable worker mobility across sites through standardized training and verifiable digital credentials. Improve technology, online performance & digital delivery. 	<ul style="list-style-type: none"> Elevate resources on SIF prevention, including personal safety, process safety, worker well-being. Strengthen collaboration across industry amongst owner/operators, service providers, regulators, trades & labour. Global learnings on SIF prevention into Canadian practice. Expansion into adjacent sectors (LNG).

Approved October 2025