

 <div>SASKATCHEWAN CONSTRUCTION SAFETY ASSOCIATION</div>		SCSA - 2025 Strategy Map		
Our Hope and Dream				
Saskatchewan is the safest construction environment in Canada through enhanced physical and mental health awareness.				
Vision				
SCSA is an important voice driving a business culture of physical and mental safety for all and the centre of excellence for construction safety training programs.				
Mission				
SCSA serves the construction industry and the public by promoting safety within the construction environment. We lead the development of a safety culture through education, consultancy, and building awareness towards safer communities.				
Values				
Respect We value people and promote a culture of fairness and inclusion	Service Focus We are customer focused and responsive to the needs of our members	Leadership We are collaborative, socially responsible, and innovative in our commitment to safety	Integrity We do the right thing and stand up for what is right	
Strategic Imperative				
Customer and Member Satisfaction				
Three-Year Impact and Goal Statements				
5.1 Certification Programs 5.1.1 Explore alternative delivery models through collaborative partners and technology 5.1.2 Implement quality assurance mechanisms to ensure program integrity of 3rd party delivery partners 5.1.3 Implement strategies to maintain core SCSA programs - brand and program integrity 5.1.4 Implement continuing education credits for NCSO and NHSA 5.1.5 Create continuous learning culture from current compliance driven approach	5.2 Training and Design 5.2.1 Design and implement introductory and advanced leadership skills programs Package existing and new programs to enable micro-credentials 5.2.2 Utilize technology to improve relevance and accessibility of current and new programming 5.2.3 Increase accessibility through asynchronous learning opportunities and enhanced use of technology 5.2.4 Expand course offerings based on customer need or demand 5.2.5 Undertaken strategies for ongoing continuous improvement, relevant content design, technology, and inclusion of best practices	5.3 Consultancy Services 5.3.1 Enhance advisory services in rural and remote areas through use of technology 5.3.2 Promote and entrench safety culture program through non-compliance measures 5.3.3 Deepen relationships with existing and new customers through relevant and timely advisory services 5.3.4 Develop mechanisms to support ESL customers/new Canadians and measure understanding of program content 5.3.5 Monitor engagement effectiveness through targeted measures	5.4 Building Safety Awareness 5.4.1 Refine, align, and enhance relationship with WCB 5.4.2 Contribute to building a safety culture in Saskatchewan. Identify and contribute to matters of public safety 5.4.3 Build trust in the SCSA brand as an important voice for safety 5.4.4 Leverage customer and member communication to support mental health literacy and learning 5.4.5 Promote construction as safe and healthy career for young people 5.4.6 Build greater awareness of service offerings	
Customer/ Stakeholder Impact	4.0 We strive to serve:			
	4.1 Public “The construction industry and our communities are safer because of SCSA”	4.2 Construction Industry “The SCSA is a valued resource and partner, important to the success of our organization”	4.3 Clients “SCSA advances my ability to lead and contribute to safer work/life environments”	
Financial Stewardship	3.0 We ensure accountability by:			
	3.1 Financial Sustainability 3.1.1 Maintain an operating reserve 3.1.2 Comply with operating budget 3.1.3 Comply with WCB agreement 3.1.4 Receive clean audit report 3.1.5 Identify plans for strategic investments and financial reserves	3.2 Financial Growth 3.2.1 Increase usage by existing member customers 3.2.2 Increase usage by non-engaged members 3.2.3 Develop new and viable service offerings		
Operational (Internal Processes)	2.0 We strive for operational excellence with specific emphasis in:			
	2.1 Information Technology 2.1.1 Develop and implement IT strategies to support future growth 2.1.2 Maintain high standards of IT service delivery	2.2 Facility Utilization 2.2.1 Assess facility requirements to ensure maximum value from infrastructure investment.	2.3 Partner Relations 2.3.1 Develop mechanisms to ensure appropriate partnerships for course development, safety technology, expanded reach, contract management, Quality Assurance, and procurement 2.3.2 Attain 3-5 year funding agreement and formula with Sask WCB 2.3.3 Build awareness of the SCSA and safety among public officials	2.4 Customer Relationships 2.4.1 Maintain effective face to face and mass communication with members, customers, and stakeholders 2.4.2 Achieve excellence in client interface in programs and services
Organizational Capacity	1.0 We strive for organizational excellence with specific emphasis in:			
	1.1 Team Development 1.1.1 Implement strategies to recruit, train, and retain competencies to support diversity and future growth 1.1.2 Cascade strategy into operations through appropriate project and change management mechanisms and training 1.1.3 Promote employee engagement	1.2 Organizational Culture 1.2.1 Develop and support a customer-centric culture ensuring relevance to all parts of Saskatchewan, corporations, and all matters of diversity 1.2.2 Build a culture of partnership with funders and sponsors	1.3 Organizational Governance 1.3.1 Assume a leadership role in stakeholder relationships including provincial and federal agencies, WCB, and industry associations. 1.3.2 Provide oversight to strategy implementation and measurement 1.3.3 Effectively support the CEO toward effective strategy implementation 1.3.4 Maintain effective governing policies 1.3.5 Ensure ongoing board effectiveness	