**Seven Key Recommendations**

Based on the 2018 evaluation, the department identified seven key recommendations designed to modernize the COR program. The department has completed four of the seven recommendations and progress continues on the remainder.

1. The Strategic vision/direction for the program is to be set by a department led committee and constitutes the larger CPs with representation from the smaller CPs.

* Complete: Strategic Steering Committee (SSC) was established in March 2019. The eight member committee is comprised of the four largest CPs (by workers covered under COR);   
  a CP elected from the remaining smaller CPs; the Alberta Federation of Labour; WCB; and the department, which chairs the committee.

1. The department to focus on program policy and ensures the system operates as intended. CPs to focus on program delivery and ensures employers and auditors meet provincial standards.

* Complete: New Memorandums of Understanding (MOU) were signed with CPs in 2020. Decisions on the COR program are no longer made by consensus at the CP table. Final decisions are now made by the government after consultation with the CPs.

1. Automatically recognize CSA/ISO 45001 certification as equivalent to COR.

* Complete: Implemented in October 2019, and to-date, 20 employers have been certified based on ISO equivalency.

1. End the outdated formal Partners Program.

* Complete: The program was discontinued in 2019. Overtime it had become cumbersome and outlived its usefulness to promote COR and provide input into the future direction of the COR program.

1. Discontinued Employer Reviews (ERs) by the department. Implement a new system where the CPs will provide direct employer assistance.

* Status: The ER system is on-hold, awaiting the department’s development of an “OHS Abstract” which will use multiple metrics over multiple years to select COR holders for ER.

1. Introduce a new enhanced COR that denotes excellence in health and safety.

* Status: A complexity-based and scalable audit instrument (CBSA) is being developed that will be appropriate for all employer sizes, levels of risk and employer sophistication. The CBSA will be the basis on which an enhanced COR will be developed.

1. Replace the Small Employer COR (SECOR) with a new, simpler program.

* Status: SECOR is being updated, included a new streamlined program for owner/operators with implementation by January 1, 2023. SECOR will eventually be replaced by the CBSA.

**New COR Strategic Plan**

In December 2019, the department approved a new COR Strategic Plan, which was developed in partnership with SSC. The vision for COR is a nationally recognized and harmonized health and safety program that drives improvement in health and safety performance in Canada.

The strategic plan identified four key outcomes, as follows:

* COR is a harmonized and nationally recognized program;
* Participation in COR leads to improved OHS safety performance and fewer workplace injuries and illness;
* COR is a credible, efficient and effective program; and
* Changes to COR will improve access and increase participation.

The plan is designed to be forward-looking and aspirational, incorporate the results of the COR evaluation, and to establish a new vision of COR across Canada, by uniting the efforts of individual COR programs in the various provincial jurisdictions across Canada.

Three industry working groups were established in December 2019 to implement the most critical components of the COR strategic plan. The details and progress to-date of the COR working groups is outlined in the covering letter.