

Annual Report

2023



workwellnessinstitute.org



Work Wellness Institute
L'institut de bien-être au travail



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OUR MANDATE

**Safe, healthy and
inclusive workplaces
for all**



OUR MISSION

Creating **healthy**
workplaces by **turning**
research into **practice**



OUR VALUES

Collaboration

We work with multidisciplinary stakeholders in the public and private sectors to build and share the latest research on work wellness.

Integrity

We lead by example. We build trust, act ethically and strive for transparency in our own work.

Inclusivity

We value diversity in the workplace and champion the right to a safe and equitable working environment.

Development

We foster a culture of lifelong learning. Our success is dependent on changing alongside the workplace landscape.

Message from the President and CEO



As we reflect upon the close of an inspiring year, I am proud to provide an overview of the Work Wellness Institute's remarkable journey and our aspirations for the times ahead. Our mission to forge healthier and more diverse workplace cultures continues to inspire our strides, and your support has been instrumental in achieving this goal.

A Year of Transformation and Success

This past year has seen the Work Wellness Institute's reputation flourish, not only within our immediate community but also in broader spheres. Through diligent effort and unwavering commitment to our core values, we have successfully expanded our networks and forged new partnerships with like-minded organizations and industry leaders. The feedback we have received speaks volumes about the quality of our programs and our unique ability to foster collaboration. Our high-quality programming, backed by evidence-based research, has set new benchmarks in the field. Clients, partners, and stakeholders alike recognize and appreciate our collaborative spirit, seeing us as a trustworthy ally in the shared quest to build healthy and diverse workplace cultures. This growing recognition fuels our determination to reach greater heights, nurturing more connections, and providing unparalleled support to the organizations we serve.

In a strategic move to enhance clarity

and management within our financial framework, the Work Wellness Institute undertook a revision of our fiscal year-end. This decision was carefully aligned with our project funding timelines, which will result in a more transparent representation of our financial standing. By synchronizing our fiscal year with the life cycle of our major initiatives, we have created a financial structure that more accurately reflects our operational rhythm. This adjustment not only provides a clearer picture of our financial health but is anticipated to streamline our financial management process moving forward. With this significant change in place, we are better positioned to navigate the fiscal challenges and opportunities that lie ahead.

Our flagship projects, "Harnessing Talent" and "Future Skills (NARE)," concluded this year and were met with significant success. These foundational projects, carefully crafted and executed, have opened new pathways for small to medium employers, enabling them to foster healthier workplace environments. The completion of these projects marks a momentous milestone, one that has been the focal point of our vision from the outset. This pivotal juncture aligns seamlessly with our strategic plan, curated in collaboration with our board. Far from an end, the successful culmination of these projects is a well-anticipated beginning. It serves as a launchpad that enables us to leverage the intellectual property we have created, propelling our organization into a new era of innovation and impact. This strategic forethought, coupled with our unwavering commitment to quality and collaboration, has laid a robust foundation upon which we can now build. The time has now come to revamp our organization, not merely as a reaction but as a realization of a plan carefully crafted to turn the success of these projects into a springboard for the future.

Challenges and Opportunities Ahead

Looking forward, we face a landscape that is both challenging and exciting. The delay in funding decisions from our traditional funders, combined with increased competition for grants, presents a demanding situation.

However, these challenges are but catalysts for innovation. Our organization is adopting more creative revenue-generating approaches that will not only sustain our mission but also allow us to grow. Rest assured, we will continue to provide evidence-based resources to small and medium employers, helping them build healthy and diverse workplace cultures.

While we remain committed to this core objective, we are by no means ignoring the needs of large employers. Our ongoing research efforts will continue to focus on all workplace sectors, striving for universal applications that will benefit every organization, regardless of its size.

A Heartfelt Thank You

I would like to express my sincere gratitude to our partners, supporters, and dedicated team. Your unwavering belief in our mission continues to fuel our drive to make a meaningful difference in the world of work. As we forge ahead into the new fiscal year, we are filled with optimism and resolve. Together, we will embrace the opportunities and overcome the challenges, staying true to our vision of nurturing healthier workplaces for all.

Thank you for being part of this remarkable journey.

A handwritten signature in blue ink, appearing to read "Cameron Stockdale". The signature is fluid and stylized, with a long horizontal stroke at the end.

Dr. Cameron Stockdale
President & CEO

Message from the Board Chair



We have built our past by always focusing on the future, but I am also grateful for an opportunity here to pause and reflect on the past year's accomplishments and share appreciation of the contribution of everyone involved in achieving our most impactful year in our nearly 40-year history.

It is a privilege to be the Chair of the Board of the Work Wellness Institute, a values-based, purpose-driven, and diverse organization that has remained committed to its core vision of translating applied research into practice, conducting and supporting global workplace research, and disseminating evidence-based knowledge that positively impacts workplace health practices – goals that are ever more relevant in today's exciting time of transformative change.

I'm pleased to say that we have made great strides this year towards our goal. In working hard to help our stakeholder communities navigate the ever-changing environment and to keep employees healthy, engaged, and motivated, we accelerated the transformation of the institute and unlocked emerging opportunities to build and share

the latest research on work wellness and to create positive impact.

This past year has been a powerful reminder of the incredible influence the institute, in partnership with the research community, industry, government, and communities, can have on the future of workplace health.

As we look forward to the next chapter in our journey towards excellence, we have been listening to our stakeholders, broader communities of interest, research partners and staff, and I am excited for the future we share. Our inclusive process has informed our strategic planning process and everything we do as an organization. As part of this "fresh perspectives" approach to look at leveraging our strengths, and emerging opportunities, we have created a strategic plan that builds on our strong foundations to deepen our relationships in the communities we serve, expand our impact, increase our reach, and drive our sustainability.

Realizing our strategic plan will strengthen the institute's position as a leading global force in applied workplace wellness research, leveraging our unique success in moving discoveries from research publication to the workplace and changing workplace health policies through knowledge translation and implementation of applied workplace health science. It will also position our organization as a major hub for the translation of workplace health innovation to lead evidence-informed change through continued collaborative work with partners across academia, industry,

government, and the community.

I'll close my note with my appreciation on several fronts. First, a heartfelt thank you to our CEO, Dr. Cameron Stockdale. His passion for our mission and advocacy for evidence-based and purposeful workplace health policies and promoting the Institute's vision and brand through our values and principles, has allowed the Institute to thrive and has driven our success.

To the WWi team, I thank you for both your hard work and the inspiration you provide. Faced with unstable economic times and complex workplace health challenges amongst our communities of interest, you continue your vital work with an agile, innovative spirit. I'm excited to see what we can accomplish together.

I'll also thank our Board of Directors, for their insight, foresight, and oversight as we continue to work together to help improve the future for the Institute and all its stakeholders. I look forward to working with them for years to come.

And finally, thanks to our stakeholders, for your trust in the institute and its values and mission. I, the WWi leadership, and the staff are committed to living up to that trust as we work to fulfill our purpose and create value for you.

Steve Horvath
Board Chair



Knowledge Mobilization

As an external facing organization, we continue to focus on the online dissemination of knowledge and resources supporting resilient, healthy, and productive workplaces. The Work Wellness Institute has been well positioned to continue to demonstrate value as workplaces transition to understanding the aftermath of the COVID-19 global pandemic and the future of work.

Over the course of this fiscal year, we have strengthened our ongoing commitment to the quality and diversification of our educational resources. First, we expanded our flagship webinar series while growing our e-Curriculum course offerings, each informed by expertise across academia, industry, and persons with lived experiences. Secondly, our organization provided members and prospective participants with more flexible learning experiences. Examples include the production of virtually facilitated workshops covering a range of disability management and leadership topics, the addition of self-directed courses to the e-Curriculum series, and the launch of

our keynote presentation series 'Thoughts to Inspire'. In addition, we designed, developed, and implemented the 'Workistic' App, a platform that houses podcasts of interviews with subject matter experts, as well as summaries of trending webinars and research articles. We have successfully held the third installation of our conference series over the course of this year, generating over 350 registrants. Lastly, we launched a new membership program aimed at increasing our audience knowledge and awareness, while also providing strategies and practical tools to enhance their capacity in building a collaborative, healthy, inclusive and productive workplace.

FOLLOW US



Live Webinars

The Work Wellness Institute has delivered and continues to develop timely, evidence-based webinars and lectures-on demand on emerging topics within the work wellness space. Particularly this year, our focus has been centered on the following topics:

- > Equity, Diversity and Inclusion
- > Future of Work
- > Disability Management
- > Psychosocial Factors in the Workplace
- > Workplace Wellness Interventions

TO DATE
April 2023



**LIVE WEBINAR
PRODUCED**



VIEWS

PAST YEAR
July 2022 – April 2023



**LIVE WEBINAR
PRODUCED**

INCLUDING 4 CONFERENCE PANELS



VIEWS

93%



SATISFACTION RATE

Our top attended webinars from this year were:

1. **Working Through Pain: How Can We Address Chronic Pain at Work?**

By Dr. Duygu Gulseren

a. Chronic pain is a common and global health problem and a leading cause of work disability. In this webinar, discussions about the recent research on chronic pain and health and work management strategies for employees experiencing chronic pain will be explored. Dr. Gulseren shares tips for organizational leaders about how they can support their employees with pain.

[VIEW WEBINAR >](#)

2. **Building Workplaces Where Neurodivergent Workers Thrive**

by Jane Hutchison, PhD

Neurodivergent individuals have a lot to offer in the workplace, however, they continue to face many barriers to employment and career progression. In this webinar, we summarized key findings from a mixed-methods research study on what neurodiversity is and how it manifests in the workplace, the barriers that neurodivergent workers face, and how employers can begin to break down these barriers and improve the workplace experience for neurodivergent employees.

[VIEW WEBINAR >](#)

3. **Experience of Employees with Disabilities by Lynn C. Koch, Ph.D., CRC**

Priority talking points will include the types of workplace treatment reported by the participants; the emotional toll of workplace mistreatment; how employees respond to workplace mistreatment; and the intersection of individual, disability, and workplace environment in the treatment of employees with disabilities. The webinar concluded with a discussion of how disability service providers can partner with all stakeholders to ensure workplace inclusion of employees with disabilities.

[VIEW WEBINAR >](#)

4. Multiple Sclerosis and Work: Individual Factors Impacting Employment Status

by Dr. Lauren Strober

Participants obtained a greater understanding about employment issues in multiple sclerosis (MS) and the factors most associated with either leaving the workforce or staying employed. Individuals also obtained a great appreciation for the person-specific factors (e.g., personality, self-efficacy) and their role on employment status as well as other factors associated with health-related quality of life, coping, and management of one's MS.

[VIEW WEBINAR >](#)

5. Equity, Diversity and Inclusion in Wellbeing and Mindfulness

by Ellen Choi, PhD

This presentation reviewed research on the outcomes of mindfulness and explores the extent to which mindfulness is as accessible as it is purported to be. Key insights from 34 interviews with diverse members from the mindfulness community give more insight on how mindfulness can be more inclusive for individuals from many backgrounds.

[VIEW WEBINAR >](#)

Testimonials from attendees of our webinars:

"Extremely timely presentation. Information is definitively helpful in preparing an organization in better managing and supporting return to work for those who are suffering from long COVID."

Micheline Comeau, Return-to-Work Specialist, Workplace Safety and Insurance Board

"Such an excellent and powerful session in a time where so many of us are experiencing burnout and the need to disclose is more evident."

Anonymous

"Thank you for this talk...finally something tangible and realistic versus the usual "wellness" talks. Just excellent."

Anonymous

"Great session fits perfect into my lunch hour, allows me to balance work and ongoing education and learning"

Stuart Fleck, Return-to-Work Specialist, Workplace Safety and Insurance Board

"As an HR practitioner in Canada, I appreciated this information for creating an inclusive workplace"

Megan Bailly, HR Advisor, Vancouver Island University

"Such a passionate and compassionate trainer, that the webinar started with numbers and statistics to emphasize severity, but ended with hope and ideas!"

Anonymous

"Jane's presentation on neurodiversity in the workplace was jam packed with valuable tips and strategies for employers and employees alike. I learned a lot about myself too."

Anonymous

Online Courses

Work Wellness Institute's e-Campus provides an accessible delivery format through our comprehensive e-Curriculum. This is in direct alignment with meeting the changing needs of workplaces and individual learners through self-paced courses that provide meaningful and actionable learning opportunities. Building on the existing self-paced online course offerings, we are excited to have added another virtually facilitated course, and 6 additional animated-video courses. We are also pleased to have run 3 additional Live-Facilitated courses which have resulted in a waitlist so extensive we have already confirmed a fourth live-facilitated course in the upcoming fiscal year. We continue to focus our attention on topics that assist employers in supporting the ever-changing demands of the Canadian workforce. These topics include:

1. **Supporting Employee Wellbeing Through Strategic Leadership**
2. **Change Leadership**
3. **Improving Communication**
4. **Absence Management: Exploring Psychosocial Hazards in the Workplace**
5. **Understanding Conflict in the Workplace**
6. **Stress Management: Creating Healthy Workplaces.**

3 Live-Facilitated Courses available 2022-2023:

1. **Recruiting and Hiring People Living with Disabilities**

This workshop looks to bring ideas for change and support creating diverse and inclusive workplace recruitment practices and beyond through addressing company culture, bias, stigma and disability management practices and accommodation.

[**VIEW COURSE >**](#)

2. **Best Practices for Disability Management**

This workshop aims to define disability and disability management while covering important topic areas like why disability management matters, accommodation, return to work, disability management planning, implementation and evaluation.

[**VIEW COURSE >**](#)

3. **Best Practices for Accommodating Mental Health-Related Disabilities in the Workplace**

This workshop looks to increase knowledge regarding mental health in the workplace and implementing an accommodation process through: Recognize, Assess, Collaborate, Implement and Monitor.

[**VIEW COURSE >**](#)

7 Self-Paced Courses available 2022-2023: Number in data gathering for reports

1. **Part 2: Best Practices for Disability Management in the Workplace**

This course provides a continuation of an overview of the best practices of disability management from part 1 and serves as an introduction to what a fulsome and productive disability management program looks like in an organization.

[VIEW COURSE >](#)

2. **Equity, Diversity, and Inclusion: The First Steps to Creating Collaborative, Innovative and Resilient Workplace**

While you go through this course you will see how implementing EDI has numerous benefits such as building resilience, creating space for active collaboration, and allowing for innovation.

[VIEW COURSE >](#)

3. **Effective Mentoring Practices for the Workplace Job Coach**

This course explores best practices for job coaching to employees, including those living with disabilities in employment-based education or other settings.

[VIEW COURSE >](#)

4. **Building Inclusive Recruitment Practices**

At the end of this course, you will have a better understanding of inclusive workplace practices related to recruitment and have tools, templates, and processes to follow to ensure inclusive recruitment practices.

[VIEW COURSE >](#)

5. **How to Develop Inclusive Onboarding and Training Practices**

This course is about helping new employees make a transition; an important transition into your organization. As you make your way through this program, think about your onboarding experiences and reflect what went well and what needed improvement.

[VIEW COURSE >](#)

6. **Building Inclusive Practices to Support Retention in the Workplace**

In this course you'll learn practical strategies for implementing best practices, creating flexible approaches to work, assessing the built environment for accessibility, and developing long-term plans for employees to help them see and build a future with your organization.

[VIEW COURSE >](#)

7. **Pratiques de mentorat efficaces pour le coach professionnel (Effective Mentoring Practices for the Workplace Job Coach)**

Ce cours explore les meilleures pratiques en matière de coaching professionnel pour les employés, y compris ceux qui vivent avec un handicap, dans le cadre de l'éducation basée sur l'emploi ou dans d'autres contextes.

[VIEW COURSE >](#)



Thoughts to Inspire

Our virtual key-note presentations and interview series, 'Thoughts to Inspire' invites subject matter experts across a variety of sectors to present and share evidence-informed, thought-provoking ideas and approaches to cultivate wellness in the workplace. Over the course of this year, we focused on curating a wide range of perspectives and topics, inclusive of evidence-informed and lived experience expertise. 4 entries were added to the series, covering a full spectrum of workplace wellness.

1. Diversity in the Workplace: Moving from Discussion to Action by Tania Saba

Join us in a conversation with Dr. Tania Saba as we discuss diversity in the workplace, addressing many perspectives, layers and complexities. Most workplaces are wanting and looking to increase diversity in their workplaces, but still the pathway forward is unclear. Dr. Saba guides us through the main areas of challenge she sees and addresses many lenses of diversity that require consideration to move the needle past discussion and into action.

[**VIEW VIDEO >**](#)

2. A Mental Health Journey: Ending Stigma One Story at a Time by Nikki Langdon

Join us in this open discussion with Nikki Langdon on her personal journey with mental illness. Bringing forward a hope for the future to have physical and mental illness be treated as equals. Nikki opens the door for conversation on mental health in the workplace with vulnerability, humour and a passion for ending stigma.

[**VIEW VIDEO >**](#)

3. Fitting Fitness into the Workplace Health and Wellness Picture by Jennifer Wick

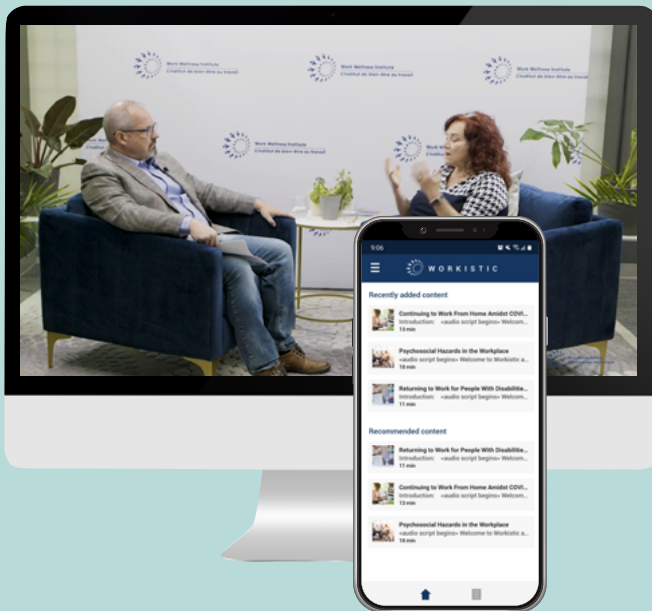
Workplace Health and Wellness is a multi-faceted topic and, in this presentation, we bring it back to one of its core principles – physical health. Jennifer Wick, RMT and BCRPA Fitness Professional is calling employers to prioritize and build a culture of health in support of wellbeing for all. This discussion weaves through the multiple benefits of incorporating fitness into the workplace on an individual, group and organizational level.

[VIEW VIDEO >](#)

4. Workplace Wellness Pillars to Navigating the Future of Work by Dr. Tyler Amell

In this fulsome presentation by Dr. Tyler Amell, he guides the audience through current pillars of navigating the present and future workplaces, entrenched in workplace wellness strategies and a continual focus of equity diversity and inclusion.

[VIEW VIDEO >](#)



919

views in this series
during this fiscal year

2,005

lifetime views of the series

The **'Thoughts to Inspire' series** will be available through the Work Wellness Institute website and accessible as podcasts through the **Workistic App**.



Conferences

The Work Wellness Institute Conference Series is a call to action to bring focus to the kinds of workplaces we want to create and return to. Over the past year, our organization has introduced the Work Wellness Institute Conference Series, a new avenue to reach Canadians and disseminate our research-informed resources.

In November 2023, we held our third conference, *Breaking Down the Reality of Workplace Wellness*. Panelists explored how we define 'work wellness' and build flexible, resilient, and performing working environments. To move forward, organizations must consider how an active commitment to redefined wellness practices can positively impact employees and their workplaces. Alongside the 3 panels included in the conference, attendees finished the day off with an "Ask an Expert" session giving them the opportunity to have their unique work wellness questions answered. In addition, attendees had access to live graphic recordings that summarized each panel, trending research infographics and a virtual exhibition hall to connect with professionals in the work wellness community.

The panels:

- > Untap Talent: Addressing the Gaps in the Labour Market by Olga Stachova and Susan Peters PhD
- > Supporting Disclosure and Addressing Burnout by Vanessa Tomas, PhD and Nicolette Gowan
- > Implementing Flexible Working Practices By Andrew Barnes, PhD and Dr. Clare Kelliher
- > Ask an Expert featuring all panelists

The numbers:



REGISTRANTS

90%



SATISFACTION
RATE



Workistic App

The Workistic is designed to be an extension of our Work Wellness Institute Resource Portal, a centralized place for our audience to access work wellness resources and information on the go. Subscribers of our app can dive into podcasts or 'WorkBytes', which are summaries of our carefully curated webinars, published workplace research findings, and informative interviews with subject matter experts. The goal of this app is for our audience to stay informed about work wellness regardless of where they are and when they are listening.

Since the soft launch of our app and as of March 31, 2023, we have seen 187 successful user downloads across apple and android devices and have hosted 39 podcasts. In average, each user listened to 11 podcasts. Our most popular resources are:

Workplace Disclosure Among Persons with Non-Visible Disabilities and Illnesses

Fitting Fitness into the Workplace Health and Wellness Picture

A Mental Health Journey: Ending Stigma One Story at a Time

The Impact of Technology on Worker Wellbeing

Support Workers to Sit Less and Move More

Menopause in the Workplace

Navigating the Hybrid Workplace

Returning to Work for People with Disabilities in COVID-19

The Participation of People with Disabilities in the Workplace Across the Employment Cycle: Employer Concerns and Research Evidence

With the help of promotion through our marketing efforts, sharing capabilities through the app, the release of 2 podcasts per month and French translation of our resources, we expect to see this number grow steadily in the next year.

Podcasts

We are continuously developing content and uploading it to the Workistic app database to add value to our app users. The app currently hosts 39 podcasts since its launch covering a range of topics.

39 podcasts developed

PODCAST

1	Covid-19: Challenges of Returning to Work or Staying at Work During a Pandemic
2	Thriving at Work After Sickness Absence
3	Supporting Older Workers to Work: A Systematic Review
4	Company Characteristics: Disability Inclusion Practices and Employment of People of Disabilities in a Post Covid-19 Job Economy
5	Digital Onboarding: Facilitators and Barriers to Improve Worker Experience
6	Flexible Work Arrangements and Employee Health: A Meta-Analytic Review
7	Changes in Work Factors and Concurrent Changes in Leisure Time Physical Activity: a 12-year Longitudinal Analysis
8	Planning, Implementing and Evaluating Successful Workplace Interventions for Psychologically Healthy and Productive Workplace
9	Economic Analysis of Workplace Mental Health and Substance Use Interventions
10	A Systematic Literature Review of Psychological Interventions for First Responders
11	Organizational and Group-Level Workplace Interventions and Their Effect on Multiple Do-mains of Worker Well-Being: A Systematic Review
12	The Participation of People with Disabilities in the Workplace Across the Employment Cycle: Employer Concerns and Research Evidence
13	A Leadership Blueprint to a VUCA World
14	Introduction to Trauma Informed Leadership and Change Management in Support of Work-place Wellness
15	How Character Development Enhances Leadership Development
16	Pillars to Supporting Psychologically Healthy Workplaces
17	Reflections of a Former Olympian on Mental Health

PODCAST

- | | |
|----|---|
| 18 | Fitting Fitness into the Workplace Health and Wellness Picture |
| 19 | A Mental Health Journey: Ending Stigma One Story at a Time |
| 20 | Diversity in the Workplace: Moving from Discussion to Action |
| 21 | The Purpose and Aims of the Four-Day Week |
| 22 | Support Workers to Sit Less and Move More |
| 23 | Dementia in the Workplace |
| 24 | New Opportunities for People with Disabilities Post COVID-19 |
| 25 | Returning to Work for People with Disabilities in COVID-19 |
| 26 | The Impact of COVID-19 on Inequalities and Work |
| 27 | Continuing to Work from Home During COVID-19 |
| 28 | The Impacts of Language Barriers on the Return-to-Work Experience |
| 29 | Successful Leadership During COVID-19: Supporting Remote Teams |
| 30 | Employee Legal Rights During COVID-19 |
| 31 | Menopause in the Workplace |
| 32 | The Critical Importance of Cultivating Psychologically Healthy and Safe Work Environments |
| 33 | Return to Work: A Broad Picture |
| 34 | Social Stigma in the Workplace During COVID-19 |
| 35 | Successful Return to Work for Cancer Survivors |
| 36 | Vocational Rehabilitation: An International Perspective |
| 37 | The Impact of Technology on Worker Wellbeing |
| 38 | Navigating the Hybrid Workplace |
| 39 | Workplace Disclosure Among Persons with Non-Visible Disabilities and Illnesses |

Being a national organization, the expansion of educational tools and resources in both official languages is important. All podcast episodes come with summaries and key learning objectives from our Lectures on-Demand and e-Courses that help keep the learning engaged. These podcasts aim to be short and high impact, providing an opportunity for learning on the go, anywhere anytime!

Downloadable Resources

Over the past fiscal year, we have designed downloadable resources in the form of infographics to support our audience's learning journey.

This year, we held the third edition of our conference series focused on the future of work that continued offering a new avenue of knowledge mobilization and value for our participants. One way we enhanced the value was the professional design of internal and external research project infographics. In addition, we also produced 10 live-event graphic recordings summarizing key ideas presented in each panel and conference information overall, providing a more visual knowledge mobilization medium.

48 infographics developed

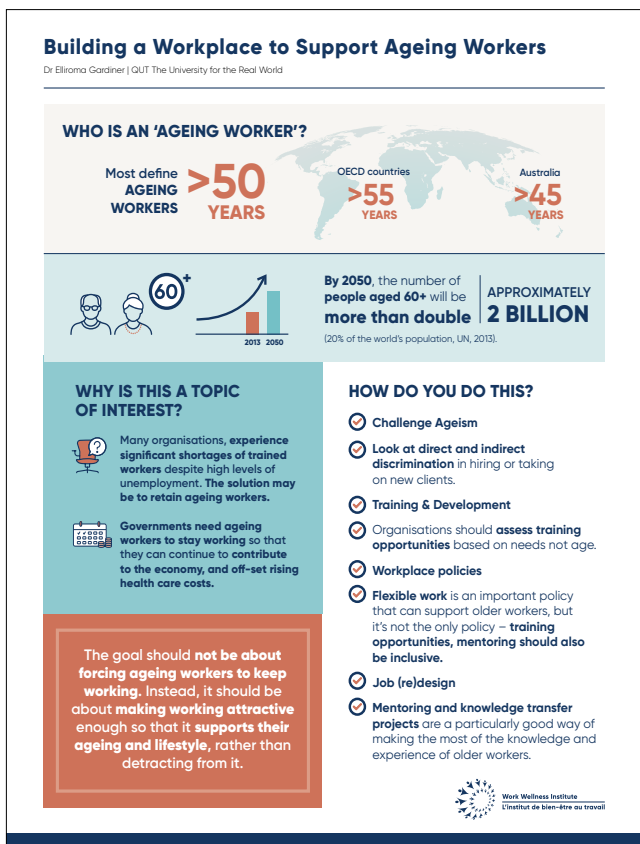


IN ENGLISH



IN FRENCH

10 graphic recordings produced



Throughout the conference series, we produced 28 infographics in total with 16 being in English and 12 in French. As we continue to produce webinars, e-Courses and future events, we look forward to exploring the different forms of downloadable resources to further benefit our audience.



Work Wellness Institute Portal

Resource Portal

The Work Wellness Portal is a 'one-stop-shop' centralized resource database for organizations and individuals to access information and resources on employing and retaining individuals living with disabilities. In addition, it is an effort to reduce the gap between what is known from research and what is done in policy, training, and practice to facilitate safe, healthy, and inclusive workplaces.

The Work Wellness Portal currently hosts over 300 resources our users can search and browse. Over the past year, the Information Resources department focused on growing and diversifying the number of resources through the active search and identification of the latest research in Work Wellness. We look forward to continually uploading new, emerging research and resources for our audience.

300+ resources to browse

Speakers Bureau

Are you looking for a quality speaker specialized in Work Wellness for your next organizational event? Connect with our Speakers Bureau today!

The Work Wellness Institute Speakers Bureau aims to connect qualified speakers to individuals and organizations looking to explore healthy workplace practices. By utilizing our services, you will gain access to our pool of diverse speakers ranging in subject expertise.

The Speakers Bureau was designed and launched in response to an identified need for a centralized and accessible bank of credible speakers in workplace wellness. At this time, we have recruited 35 professionals, representing expertise in topic areas such as equity, diversity and inclusion, the future of work, employee burnout, as well as disability management. Prominent members of the Speakers Bureau include a National Hockey League Broadcaster, Registered Psychologists, TED Talk Speakers, as well as university professors across North America.

35 Members of the
Speakers Bureau





Stakeholder Engagement

Active engagement of academics, community, and industry partners, as well as external stakeholders continue to be at the core of the Work Wellness Institute's success. Identifying opportunities to both explore new partnerships and expand on existing ones has been a driving factor in our stakeholder engagement initiatives this year. As the organization continues to establish itself as a recognized resource center within the work wellness community, we strive to produce research informed, quality products to engage existing and new stakeholders.

Social media

Over the past year, we have increased our presence and reach on social media through streamlined branding and messaging across all channels. A new marketing and communications plan was developed and implemented this past year with help from an external marketing specialist. The goal is to foster growth and outreach for organizations who prioritize learning about and implementing effective initiatives to provide a safe, inclusive environment to their employees.

Across our four social media channels, the use of short videos and campaigned posts showed positive growth and reach with our audience. Posts with actionable tools and practices to implement fast change for organizations continue to show the highest engagement, with news about our upcoming webinars and e-Courses closely behind. Our overall engagement this year has been increasing, reaching 3,928 individuals across four social media channels. Additionally, we saw a significant growth in our following audience, from 7,468 to 13,406 followers. This increase in followers has allowed our organization to reach more individuals and disseminate knowledge through a wider lens to organizations that need it most.

As social media continues to evolve, we are excited to connect with our audience. To stay in touch with us daily, follow us on [Twitter](#), [Instagram](#), [LinkedIn](#) and [Facebook](#).

PLATFORM	POSTS*	ENGAGEMENTS*	FOLLOWERS*
Twitter	140	643	4890
Instagram	167	1046	801
LinkedIn	182	837	1741
Facebook	205	1402	5974
TOTAL	694	3928	13406

*(this year)

YouTube

YouTube continues to be a major vehicle for our knowledge mobilization activities. During this past year, we uploaded 24 new resources in the form of Webinars, Thoughts to Inspire presentations and interviews, as well as conference recordings. We saw an increase of 96 subscribers, bringing our total number of subscribers to 1,588 as of March 31st, 2023. This resulted in an overall increase in viewership for our resources as well, accumulating over 10,611 views for our webinars and 919 views for our Thoughts to Inspire mini-series. We hope to introduce new vehicles of knowledge for our audience to enjoy.

Newsletter

Our newsletter has become a powerful vehicle for increasing webinar attendance, e-Course enrollments, Thoughts to Inspire viewership and conference registrations. This year, we are excited to see our newsletter subscribers increase by 1,294, bringing our total number of subscribers to 3,359. Over the course of this year, we published 13 newsletters, keeping our audience up-to-date with the latest research, professional development opportunities as well as practical tools and initiatives to implement in the workplace. As we continue into the next fiscal year, this tool will continue to be integral in mobilizing knowledge regarding healthy workplace practices.

Participation

The Work Wellness Institute continues to experience high satisfaction rates and attendance across all educational resources, specifically webinars and e-Courses.

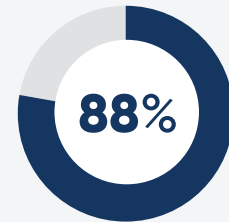
Across our online courses (e.g., self-paced, live-facilitated, accredited lectures on-demand), we saw 880 enrollments from this past fiscal year. Further, resources were well received by participants who reported an average satisfaction rating of 88%.

Uptake of our webinars remain high. Over the year, we registered 11,958 views (lectures on-demand and live webinars). Similarly, webinars were well received this year, with a satisfaction rating of 93.2%.

Across our online courses, the numbers:



ENROLLMENTS

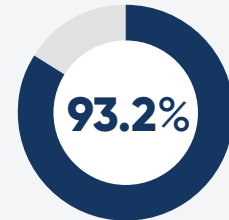


SATISFACTION RATE

Webinars, the numbers:



IEWS +
ATTENDEES



SATISFACTION RATE





Membership

Learn actionable new skills based on trusted research. When you become our member, you are eligible to participate in all our evidence-based, topical educational resources, relevant to all industries.

As of 1 June 2023, we launched our new membership program which includes more benefits for our members;

350+ Lectures on Demand

18 Self-paced e-Courses

Discounts on our live workshops

New monthly Lectures on Demand

Access to new e-Courses

Accreditation across select programming

[Learn more](#) about Work Wellness Certifications.

Complete our certification programs to increase your knowledge and awareness, while also learning strategies and practical tools to enhance your capacity in building a collaborative, healthy, inclusive and productive workplace.

Individual

\$250

Annual Membership

[REGISTER](#)

Corporate

from \$7,500

Additional Perks
for Corporate

[LEARN MORE](#)

Work Wellness Institute Certifications for members only include:



Leadership Certification



**Inclusivity Recruitment & Retention
Certification**



Ambassador Certification

Your membership fees contribute to the expansion of our ongoing and new research projects which result in actionable steps that improve workplace wellness. Join the Work Wellness Institute in transforming research into workplace performance and health.

Existing and Emerging Partnerships

Partnerships have always been and will continue to be an essential practice of this organization in an effort to expand our reach. Throughout this past fiscal year, we have grown existing partnerships as well as fostered new ones.

Many of these new partners have been integral in expanding our organizations reach throughout the work wellness community and have worked to deliver new and exciting educational opportunities. In particular, our partnership with The Network for Advancing and Evaluating the Societal Impact of Science (AESIS) has allowed the leadership of our organization to attend international conferences and make connections across the world to advance workplaces. In addition, the relationship with the Executive Health and Safety Council of BC has allowed our organization to become more involved with British Columbia's workforce and explore new areas to learn, teach and share.

Community Involvement

Over the course of this past fiscal year, we have attended, partnered and presented at a series of relevant conferences. The participation of these conferences has allowed the organization to expand our reach in the work wellness community, as well as create new partnerships and relationships with organizations committed to turning research into practice. The conferences attended include:

- > Manufacturing Safety Alliance of BC: Attended and sponsored the Soaring Eagle Leadership Award (June 2022)
- > Harvard University: Presented at the Harvard Institute for Learning and Teaching (August 2022)
- > Global Workplace Wellness Community of Practice: Attended the Global Wellness Summit (September 2022)

Some continued and sustained partnerships to highlight include:

MOSAIC

CPHR Nova Scotia

CPHR New Brunswick

CPHR Manitoba

The President's Group

Executive Health & Safety Council of BC (EHSCBC)

iCanWork

University of Northern British Columbia (UNBC)

Riipen

As we build capacity and create new educational content, we are continuously looking for new organizations to partner with and create better workplaces for all.

- > Vancouver School Board: Presented at the VSB Pro D Day Expo (October 2022)
- > McMaster University: Sponsored the Forum of Innovation and Societal Impact (October 2022)
- > International Leadership Association: Attended the ILA Conference (October 2022)
- > AESIS: Attended the Social Sciences and Humanities Conference (November 2022)
- > SSHRC and ESDC: Attended the forum for an Immigrant Social Society (November 2022)
- > iCanWork: Presented at the Cancer and Work Employment Conference (November 2022)
- > Saskatchewan Safety Council: Attended the Saskatchewan Health and Safety Conference (February 2023)

Community of Practice

The Vocational Rehabilitation Network is a community of practice made of national and international vocational rehabilitation (VR) groups, including: the Vocational Rehabilitation Association in Canada (VRA Canada) and the UK (VRA UK), the Australian Rehabilitation Providers Association (ARPA National and Queensland), BBRZ (Austria), and the Council of State Administrators of Vocational Rehabilitation (CSAVR, USA).

In March 2023, we launched the Vocational Rehabilitation Network website: [VRNet International](#), along with an interactive [LinkedIn Group](#) to provide a common space where VR professionals can share and advance their knowledge, research, and practice base with each other, while building an international community that raises the profile of the practice of vocational rehabilitation. These tools will provide emerging global trends and topics, upcoming events and conferences, best practices, and professional development opportunities. A global perspective will strengthen and expand the VR network allowing professionals to learn from different lenses and collaboratively.

Advisory Committees

National Advisory Committee (NAC)

The National Advisory Committee (NAC) is a committee of academics, practitioners, and individuals with lived experience, instrumental in our pursuit of problem identification, research and knowledge mobilization that impacts Canadian communities. The NAC continues to support this continuum by providing input on emerging issues and trends, identifying research questions, helping with the prioritization of resource development and continuous improvement, as well as discussing new initiatives, programming and services. Engaging the NAC was at the focus of the Work Wellness Institute through individual and group meetings to uncover employer needs and barriers to implementation, as well as find ways to support employers in turning knowledge into practice. We are creating a plan to improve and identify ways of communicating and working together, as well as identifying new industry representatives that can contribute to the committee.

Review Committee

Our Review Committee ensures we continue to provide high-quality and timely evidence to our users. The Committee is currently made up of international, university-affiliated academics and professionals specialized in a variety of subjects related to work wellness. On a quarterly basis, members of the committee are assigned resources and educational materials in their area of expertise to review. Research for review is identified by our Information Resources team.

Currently, over 400 resources have been reviewed by our Review Committee and over 300 have been accepted and published to the Work Wellness Institute Portal.

The Review Committee continues to grow. Currently we have 8 active review committee members specializing in over 20 topic areas related to the workplace wellness field.

A blue-tinted photograph of three people in an office. A woman on the left is resting her chin on her hand, looking thoughtful. A man in the center is looking at a laptop. A man on the right is in a wheelchair, also looking at the laptop. The background shows office desks and plants.

Projects

The Work Wellness Institute has focused on expanding and diversifying the delivery of our timely, credible, and evidence-based resources to our stakeholders. This year we have seen the successful and impactful completion of two multi-year projects. Since 2019, these projects continue to be indispensable resources that have reached 19,000+, and have been pivotal to growing the Work Wellness Institute into the organization it is today. Our projects have allowed us to build connections with employers across Canada and contribute to supporting a more inclusive and effective Canadian employment landscape.



Harnessing Talent Alliance Project

Harnessing Talent: Alliance for Recruiting and Retaining Canadians with Disabilities (HT) was a five-year project led by the Work Wellness Institute and funded by Employment and Social Development Canada with the goal of helping employers recruit and retain employees with physical and/or mental health disabilities. The success of this project has come with two additional amendments extending the project to 2023. The unemployment rate for people with disabilities in Canada is more than double that of people without disabilities, despite two-thirds of people with disabilities indicating that they are willing and able to work (Morris et al., 2018). Further, as the work force ages, and with 11 in 25 older adults in Canada living with chronic health conditions, organizational policies and practices need to shift to promote extended working lives. This project engaged employers to help them prepare the workplace for the integration of people with disabilities and support current employees with health challenges.



Employment and
Social Development Canada

Through this project, we provided practical tools, educational resources, and programs and services to help employers apply evidence-informed best practices in disability management. Activities focused primarily on provinces and territories represented by participating Chartered Professionals in Human Resources associations with membership in British Columbia, the Yukon Territory, Alberta, the Northwest Territories, and Nunavut. We expect it to become a national program in the future.

Achievements over the course of this project:

1. Held over 98 Webinars across the project.
2. Gained 11,708 views on our resources through platforms such as YouTube.
3. Developed 18 Self-Paced Courses.
4. Produced 39 podcasts to be housed on our app 'Workistic'.
5. Engaged over 25 community partner organizations.

Building Capacity

Building Capacity is a four-year project funded by the Employment and Social Development Canada (ESDC) under the Social Development Partnership Program. Now entering the final year of the project, Building Capacity allows the Work Wellness Institute to build capacity to plan, deliver and evaluate our programs and activities. Throughout this project, we have provided credible, science-informed, practical tools and educational resources to facilitate employment retention, return to work, and inclusion of people with impairments and disabilities. In developing these resources, we have partnered with the global community of researchers, professionals, and employers to prevent impairment-related job loss and worklessness. In addition, we have developed these resources to help support work participation for those at risk, or with, chronic and episodic health-related challenges.

Additionally, throughout this project we have built capacity internally to better serve the work wellness community. In doing so, we have established a National Advisory Committee that works collaboratively to address existing and evolving social issues facing people with disabilities and their work participation. Furthermore, we are engaging academic researchers via a Review Committee to support the creation of the Work Wellness Institute Portal; a global hub of high-quality research and evidence-based resources related to the creation and maintenance of inclusive workplaces.

Achievements to highlight in the projects 3rd year:

1. An increased employee satisfaction rating of 93% and a confidence in management rating of 100%
2. The development and nurturing of 34 partnerships with organizations across the world.
3. Gaining 13,400 unique followers across four social media platforms.
4. Achieving 2,854 newsletter subscribers.





National Accessibility Resources for Employers (NARE)

National Accessibility Resources for Employers (NARE) was a two-year project funded by the Future Skills Centre (FSC). This project focuses on the distribution and creation of resources for employers to improve processes and policies to engage, accommodate and retain employees living with disabilities. The FSC is a pan-Canadian initiative, connecting ideas and innovations generated across Canada so that employees and employers can succeed in the labour market. FSC aims to help all Canadians benefit from effective skills development, while adopting an inclusive approach to supporting underserved Canadians living in rural, remote, and Northern communities.

The pandemic required a rapid response in the field of research and policy design, highlighting lessons about the challenges of this approach and the frameworks and foundations required to strengthen Canada's response to ongoing and future disruption. This project's primary objective was to track the dissemination and uptake of resources through an



expanded network while identifying formats and efficiencies that drive increased awareness and mobilize key knowledge and skills to the end user. A secondary objective is to research the process of rapid project design and implementation and evaluation. By investing in skills innovation, the launch of this project continues to address the ongoing challenges towards a sustainable long-term recovery

Achievements to highlight over the course of this project:

1. Hosted 3 conference series installations
2. Met with 9,000 external stakeholders through community involvement
3. Developed 3 animated self-paced courses and 2 courses with a facilitator
4. Gained an additional 20 unique partner organizations
5. Produced 20 NARE specific webinars



Research

In our quest to turn research into practice, the Work Wellness Institute spent the past year focusing on several studies that have the potential to make positive change for workers across Canada. In the first part of the year, we concluded a study examining the needs of employees and employers when not only returning to work but also sustaining successful employment in the longer term. We also started a new study, funded by the Future Skills Centre, examining the opportunities, challenges, and gaps for people with disabilities who work in the gig economy. Additionally, as more people are living with Long COVID, we are studying the types of accommodations that help workers continue their employment.

All of these studies have strong knowledge mobilization plans to ensure that findings from this important research become actionable, improving the lives of workers in Canada and providing guidance for employers. Beyond journal publications and white papers, we are creating digestible material such as infographics, and short videos to translate our research. We have also planned online lectures, and public talks to further our reach. We are creating tools that employees and employers can use to help navigate conversations around workplace accommodations, based on our recent research findings. The research department is

woven into all areas of the organization, and we work closely to ensure our research is mobilized.

As we look forward to the coming year, we have created a strategic research plan to help guide our priorities, which include equity deserving populations, the aging workforce, people with disabilities in the workforce, technology in the workplace, and post-pandemic changes in the workplace and workforce.

Throughout all our work, our goal is to use research to inform workplaces on how they can become safer, healthier and productive environments for all.

Finance & Administration



Note to Financial Statements: Explanation of Fiscal Year-End Change and Impact on Financial Position

A delay in the completion of the audit process for one project led to a temporary and technical issue of not recognizing the funds as receivables in this year's financial statements. Specifically, the financial statements "may" (deleted) reflect a "loss position," even though the funds relating to the project holdbacks are virtually secured and would have been received and recognized in this subsequent financial period.

We wish to assure all stakeholders that the apparent loss position is a result of the coinciding timelines of the fiscal year-end change and the audit process for project holdbacks. It is a bookkeeping timing issue and not an indication of the financial instability or operational inefficiency of the Work Wellness Institute. It is anticipated that the audited financial statements for subsequent periods will accurately reflect the financial strength of the Institute, taking into account the released holdback amounts post-completion of the audits.

Background

The Work Wellness Institute (WWI) changed its fiscal year-end to March 31st, effective from the current financial

year. The change was strategically implemented to align the fiscal calendar more closely with the timelines of numerous projects undertaken by the Institute.

Project Holdbacks and Revenue Recognition

It is important to highlight that most of the Institute's projects incorporate a financial structure where 10% of the total project budget is held back until the fulfillment of all contract terms, including the completion of an audited financial statement for the project. These holdbacks are standard in our industry and are intended to ensure the accurate and complete delivery of all project deliverables.

Audit Requirements

As per the contract stipulations, the holdbacks are subject to an audit, and only upon the completion of this audit can the funds be formally recognized as a receivable in our financial statements. As our new fiscal year-end of March 31st coincides with the completion dates of numerous projects, the audit process for these projects extends beyond the fiscal year-end, thereby affecting revenue recognition for the period.

Finance & Administration

Expressed in Canadian dollars

	March 31, 2023	June 30, 2022
	\$	\$
ASSETS		
Current assets		
Cash	30,275	151,163
Restricted cash	359,334	1,978,367
Receivables	20,636	10,692
Prepaid Expenses	599,231	83,619
	1,009,476	2,223,841
Non-current assets		
Equipment	24,419	38,301
Deposits	-	4,780
TOTAL ASSETS	1,033,895	2,266,922
LIABILITIES		
Current liabilities		
Account payable and accrued liabilities	74,573	211,002
Deferred contributions	965,685	1,990,895
TOTAL LIABILITIES	1,040,258	2,201,897
NET ASSETS		
Surplus	(6,363)	65,025
TOTAL LIABILITIES AND NET ASSETS	1,033,895	2,266,922

	YEARS ENDED	
	Nine months ended March 31, 2023	June 30, 2022
	\$	\$
REVENUE		
Government grants	1,595,065	1,751,183
Membership revenue	7,002	8,021
Donations and other income	7,831	12,692
TOTAL REVENUE	1,609,898	1,771,896
EXPENDITURES		
Advertising	105,640	69,228
Amortization	13,882	18,562
Bank charges and interest	1,541	2,385
Consulting and other projects	313,248	392,922
Dues and membership	2,247	1,828
Insurance	2,403	3,094
Office and general	68,398	47,364
Professional fees	246,789	162,113
Rent	42,019	52,026
Telecommunications	4,570	39,625
Travel	58,769	9,697
Wages and benefits	821,780	960,387
TOTAL EXPENDITURES	1,681,286	1,759,231
Excess of revenues over expenditures	(71,388)	12,665
NET ASSETS, beginning	65,025	52,360
NET ASSETS, ending	(6,363)	65,025



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