



ROI Case Study:

The Journey from
Research to Adoption
and Acceptance for
Safer and Healthier
Construction
Workplaces

ROI Case Study: The Journey from Research to Adoption and Acceptance for Safer and Healthier Construction Workplaces

This case study delves into the critical variables that transfer qualified research to the workplace behaviours. A great deal of excellent research and practice standards are available to improve workplace health and safety, but the barriers to adoption have consistently impaired the progress of health & safety practices in construction.

This case study will highlight the other factors that take research into action and most importantly acceptance.



Who is Modern Niagara

Mechanical – Electrical – Building Services – Building Intelligence

OUR PURPOSE

To have a meaningful impact on Canada's building infrastructure and, in turn, on the communities where we live, learn, work, and heal now and in the future

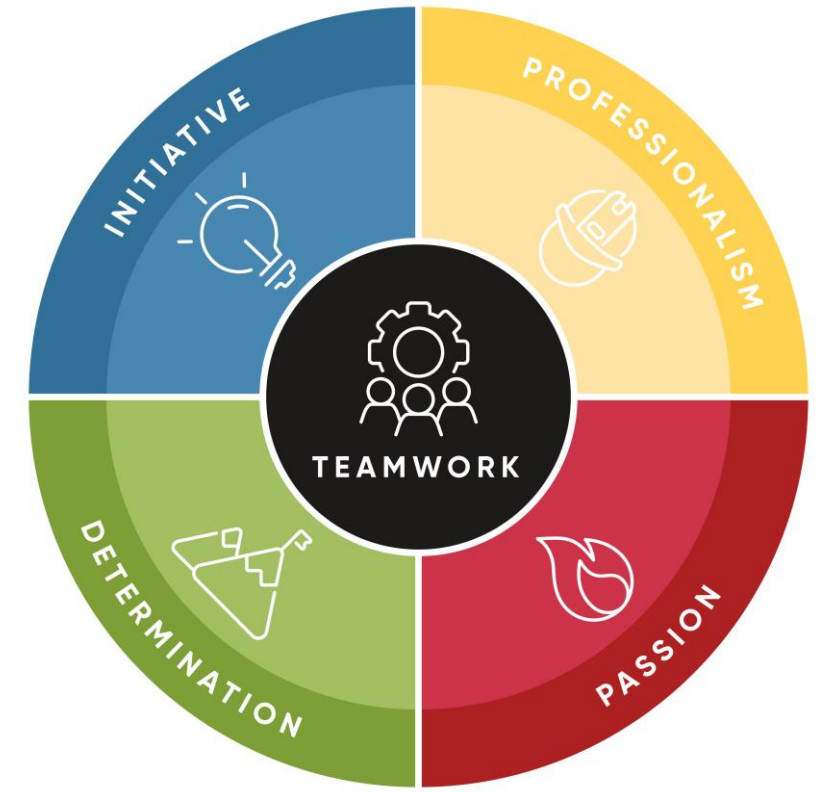
OUR VISION

Be the employer of choice for great tradespeople and professionals

Be the best at everything we do

Providing our clients with exceptional experiences

OUR CORE VALUES



THE SMaC* RECIPE

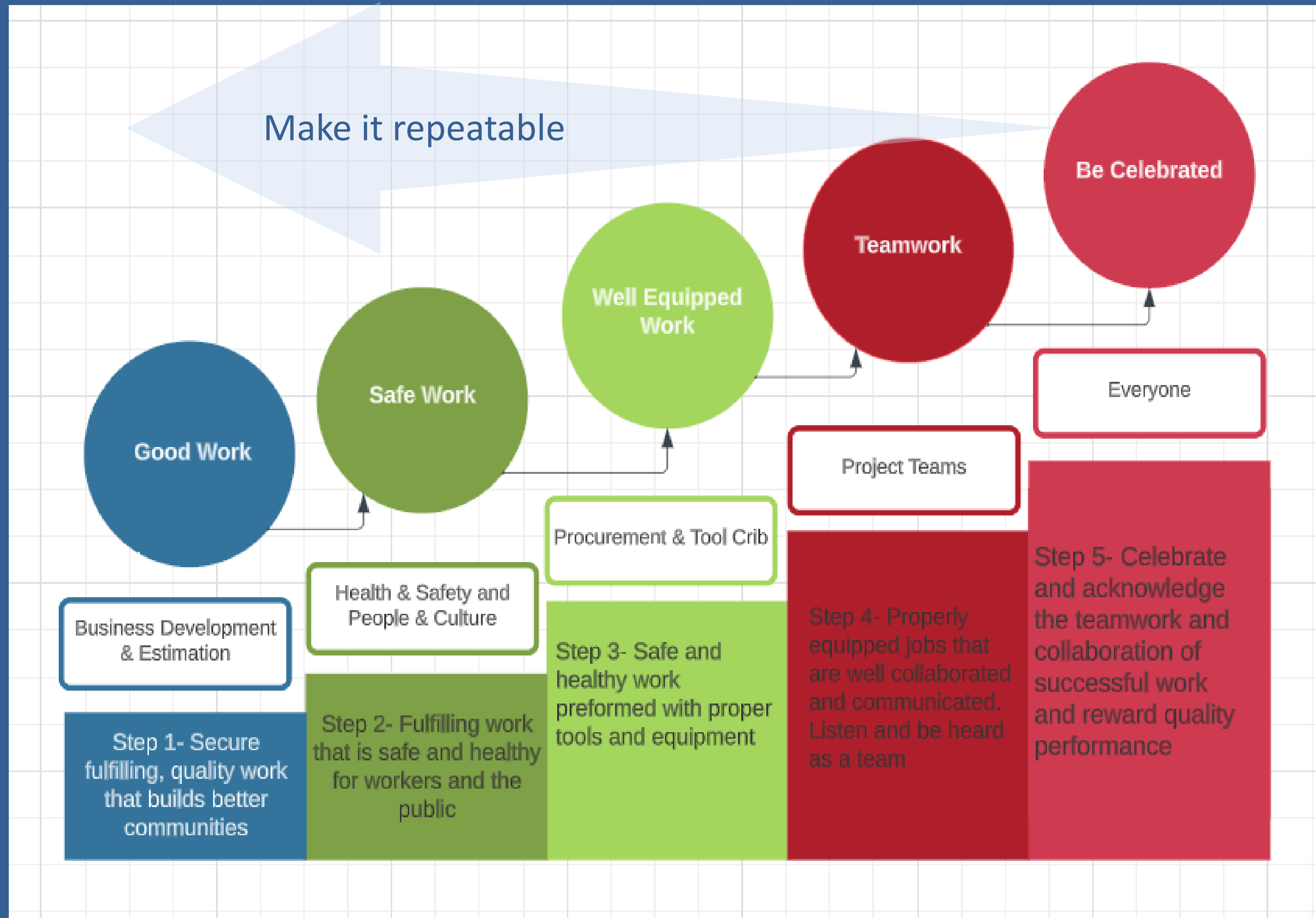


*Specific, Methodical, and Consistent—Jim Collins

People Centered Excellence



Motivating Engagement



CULTURE DEVELOPMENT

What is your outcome?

REACTIVE

PROACTIVE

CULTURE

What is your reference point?

LAWS

DATA

INTUITION

How are you speaking?

DICTATING

DISCUSSING

ENGAGING

How are you leading?

POLICING

COACHING

ADVOCACY

Who are you speaking to?

INDIVIDUALS

TEAMS

SYSTEMS



Trust threshold

80%

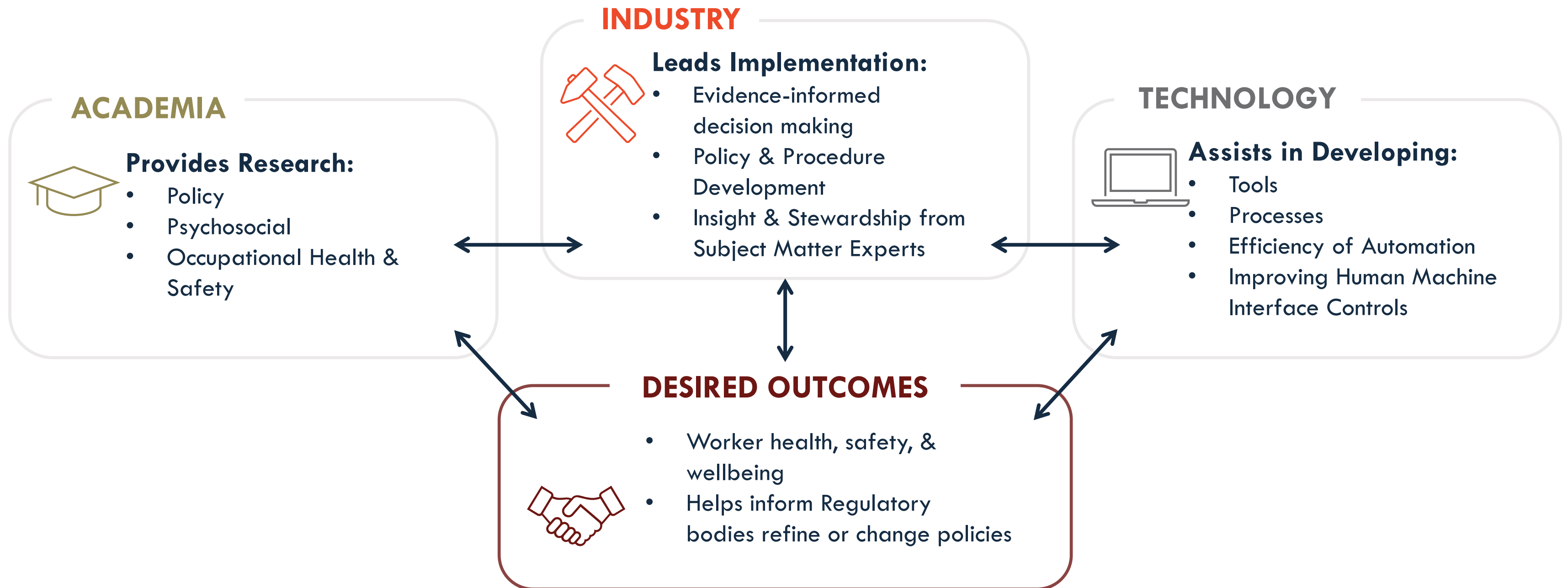
Trust threshold

80%

Trust threshold



A Model of Intentional Collaboration: Academia – Industry - Technology



Health & Safety Research Excellence Specialist

“ The role of the health & safety research excellence specialist is to be a resource for leaders, decision makers and the executive team to provide data, analytics, program development strategies and objective health & safety program recommendations. The health & safety research excellence specialist role is also to assess and build the health, safety, mental health and safety culture programs in keeping with the most up to date research, legislation, regulation, equipment innovation and internal program analytics.”

Health & Safety Research Excellence Specialist

- Research and investigate programs, tools and equipment innovation opportunities that align within the operational strategy
- Identify data, analytics, trends and projections for operational leaders to make guided, safe operational decisions in health and safety, mental health, people & culture, DEI, CSR and sustainability.
- Develop and improve administrative, digital, software tools for the improved performance of health & safety
- Annually strike an OHS manual review committee and ensure the manual is rolled out each year
- Develop and facilitate training related content for specific projects in research and excellence
- Support and provide data and content for the estimating and procurement teams

Health & Safety Research Excellence Specialist

- Support to the field specialists by:
 - Creating safe work procedure content
 - Creating site specific safety plan content
 - Providing training content
 - Researching and advising on safety topics on site or in planning meetings
 - Developing and managing safety talks, tailgate talks or any other necessary safety talks for the workforce
 - Developing podcasts, videocasts and supporting ongoing training tool development (ie videos)



Step 1

OHS expenditures in the Ontario construction sector

In the Ontario construction sector, 30 employers estimated OHS expenditures and investments per worker per year on five dimensions



Average total OHS expenditures in the construction sector
\$3,630 per worker per year

Modern Niagara total OHS expenditure
\$2,880 per worker per year

Mustard C, Tompa E, Landsman V, Lay M. What do employers spend to protect the health of workers? *Scand J Work Environ Health*. 2019;45(3):308–311. doi:10.5271/sjweh.3778

Example of research to action



MENTAL HEALTH STRATEGY



Modern Niagara became the **first construction company** in Canada to hire a Mental Health & Psychological Safety Specialist and have developed a mental health strategy for implementation in the Canadian construction space in February 2020.

In August 2023, Ellis Don stated a MH&PS including hiring a specialist with Mental Health Specialist.

Conversation

