

Your COR Roadmap

Certificate of Recognition | Step-by-Step Guide

What is COR?

COR (Certificate of Recognition) is a nationally recognized voluntary certification program that verifies your company has a health and safety management system meeting provincial standards. COR is available across Canada through provincial certifying partners and is endorsed by the Canadian Federation of Construction Safety Associations (CFCSA). A valid COR qualifies your company for **WCB premium rebates**, demonstrates your commitment to safety, and is often a pre-qualification requirement to bid on projects with government agencies and prime contractors. See page 2 for a full province-by-province comparison.

Why Get COR Certified?

WCB premium rebates (up to 20%) | Required to bid on many government and private contracts | Proves safety commitment
| Reduces workplace incidents and costs | Nationally recognized certification

The 4-Step COR Process

1

Choose a Certifying Partner and Register

Register with a COR-approved Certifying Partner in your province. Each province has one or more partners organized by industry. Choosing the right partner matters, as training requirements and turnaround times vary significantly between them. Some partners require **no employer courses** to get started, while others require **multiple mandatory courses**. **On-Track can help you select the best partner for your industry and province.**



2

Implement a Health and Safety Program

You need a comprehensive written safety program (manual) that meets your certifying partner's auditing criteria, including policies, procedures, formal hazard assessments, and all required forms across the COR audit elements. Most partners require **6 to 12 months of documentation** before your audit. **On-Track can build a custom program tailored to your operations and industry.**



3

Complete an External COR Audit

Unlike SECOR, COR requires a **certified external auditor** to audit your health and safety management system. The audit includes a documentation review, employee interviews, and site observations. To pass, you must score **80% overall with no less than 50% in any element** (requirements vary slightly by province). **On-Track provides certified COR auditors for both ESC and ACSA.**



4

Maintain Your COR

Your COR is valid for **3 years** in most provinces. In the years between external audits, you must complete **annual internal maintenance audits** to keep your certification active and remain eligible for WCB rebates. **On-Track can complete your maintenance audits each year to keep you in good standing.**

Result: Government-issued COR Certificate + WCB Premium Rebate Eligibility

Valid for 3 years with annual maintenance audits. COR reciprocity is available for companies working across multiple provinces.

COR by Province

Quick reference to COR program differences across Canada

	Alberta	British Columbia	Saskatchewan	Manitoba	Ontario	New Brunswick	NL / NWT / Nunavut
Company Size	10+ employees for COR (10 or fewer = SECOR)	20+ employees for COR (19 or fewer = Small COR)	10+ employees for COR (9 or fewer = SECOR)	All sizes (COR and SECOR available)	All sizes (no separate SECOR program)	All sizes (construction industry focus)	All sizes (construction and related industries)
WCB Body	WCB Alberta (PIR program)	WorkSafeBC	Saskatchewan WCB	WCB Manitoba (SAFE Work MB)	WSIB Ontario	WorkSafeNB	WorkplaceNL / WSCC
Key Certifying Partners	AASP, ACSA, ESC, AMTA, AMHSA + others (13 total)	BCCSA, go2HR, BC Forest Safety Council, ESC	SCSA (Sask Construction Safety Assoc.)	CSAM, MHCA	IHSA (sole authority for COR in Ontario)	NBCSA (NB Construction Safety Assoc.)	NL: NLCSA / NWT+NU: NSA-NT
Employer Training Required	Varies: ESC = none, ACSA = 4 courses, AASP = online course	Yes - varies by certifying partner	Yes - LSE + safety courses through SCSA	Yes - 4 training modules through CSAM	Yes - IHSA management and auditor training	Yes - 6 COR courses through NBCSA	Yes - varies by association
External Audit Required	Yes - certified external auditor	Yes - certified external auditor	Yes - SCSA external auditor	Yes - external auditor through CSAM/MHCA	Yes - IHSA-approved external auditor	Yes - external audit required	Yes - external audit required
Passing Score	80% overall, 50% per element	80% overall, 50% per element	80% overall, 50% per element	80% overall, 50% per element	80% overall, 65% per element (COR 2020)	80% overall, 50% per element	80% overall, 50% per element
Min Documentation	3-12 months depending on partner	Varies by certifying partner	6+ months recommended	Full year recommended	12 months minimum	6-12 months	6-12 months
Certification Period	3 years with annual internal maintenance	3 years with annual internal maintenance	3 years (annual + external every 3rd year)	3 years with annual maintenance	3 years with annual internal maintenance	1 year initially, then annual renewal	3 years with annual maintenance
WCB Incentive	Up to 20% premium rebate through PIR	Up to 10% base premium rebate	WCB premium rebate (amount varies)	15% rebate or \$3,000 (max 50% of premiums)	WSIB HSEp/SOSE incentives (no auto rebate)	WorkSafeNB incentive program	NL: WorkplaceNL PRIME rebate
Cross-Provincial	ESC covers AB, BC, SK with one audit. Reciprocity available to other provinces.	ESC covers AB, BC, SK with one audit	ESC covers AB, BC, SK with one audit	COR reciprocity through CFCSA	Out-of-province equivalency through IHSA	CFCSA reciprocity available	CFCSA reciprocity available
Required for Bidding	Yes - many government and prime contractor bids	Yes - many government and prime contractor bids	Yes - government and large projects	Yes - City of Winnipeg and government work	Yes - Metrolinx, TTC, municipalities, major GCs	Yes - NB Dept of Transport and government contracts	NL: Yes - all govt-funded construction contracts

How On-Track Safety Can Help

- **Custom safety manuals** written to pass COR audit standards, 3 to 5 business day turnaround
- **Certified COR auditors** for external certification and annual maintenance audits (ESC and ACSA)
- **1,500+ online safety courses** - code ONTRACK10 for 10% off, or free Corporate Training Portal with 20% off for 3 months
- **Certifying partner guidance** to help you choose the right partner for your industry and province

Ready to Get Started?

Reply to this email or visit
www.on-tracksafety.com/get-cor-certified