

Frequently Asked Questions

Individual and Employer Memberships

1. What are the membership benefits?

BENEFITS	INDIVIDUAL MEMBERSHIP	SELF-GUIDED EMPLOYER MEMBERSHIP	BASIC EMPLOYER MEMBERSHIP	FULL EMPLOYER MEMBERSHIP
Access to all the tools and resources needed to build a healthy, high performing work culture (access for all employees)	X	X	X	X
Digital partner badge	X	X	X	X
Access to practitioner ambassador certification*	X	X	X	X
Seat at our national online community of practice sessions with guest expert speakers	X	X	X	X
Access to monthly live and recorded webinars	X	X	X	X
Listing on website (as employer of choice committed to a healthy culture)	X	X	X	X
Ongoing professional development opportunities	X	X	X	X
15% off all training, products, conferences, and events	X	X	X	X
Company audit and tailored recommendations			X	X

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Strategy session or workshop of choice (90 minutes)			X	X
Employee survey, segmented report, analysis, and tailored recommendations				X
Master or Mentor Health and Performance Employer of Choice certification				X

2. What is a self-guided employer membership?

This membership includes all the perks of a regular membership expect for the personalized support including the assessment, tailored recommendations and strategy session or workshop of choice. Any employee can gain access to the individual Workplace Health and Performance Ambassador certification (there is a \$150 fee pers person) and you can still have a leadership readiness assessment done and get an employer of choice certification.

3. What are the membership and certification fees?

	PRACTITIONER	SELF-GUIDED EMPLOYER	BASIC EMPLOYER	FULL EMPLOYER
Annual Partner Membership	\$23 / month or \$275 / year	\$375 (<99) \$500 (100-499) \$725 (500-999)	\$847 (<99) \$1097 (100-499) \$1397 (500-999)	\$1297 (<99) \$1497 (100-499) \$1797 (500-999)

*Note, there is a \$150 assessment fee if to obtain the individual workplace health and performance ambassador certification, however access is included to the membership. Non-profit and government rates are available. Student and retiree rates are \$50/year. The practitioner certification fee is \$450.

4. How often do I have to renew my membership or certification?

Memberships and certifications are renewed annually.

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5. What are the requirements for membership?

Practitioners and employers must abide to a professional code of conduct at the time of registration. Practitioners or providers must be either studying or actively contributing to the field of human resources, workplace health and wellness, organizational performance and/or productivity. Employers need to have an interest and commitment to improving the health and performance of their organization.

6. What are the requirements for employer certification?

There are three levels of certification options available to support you where you are at.

Ambassador: Leadership must complete a short online confidential questionnaire to determine readiness and commitment and pass with a score of 70% or greater. This level of certification is included with any employer membership.

Master: One person must complete an audit of organizational practices. Next, we survey employees or review already collected survey data, to ensure employees feel their well-being, productivity and performance are supported and that they thrive at work. An alternative option is to tag on questions to your employee engagement survey.

Mentor: You have met the requirements of a Master and are willing to mentor another organization in an area of expertise. The mentorship relationship and commitment are set by the mentor.

7. How do I maintain an individual workplace health and performance certification?

You must obtain four continuing education credit hours per year. These credits can be obtained from any Wellness Works Canada webinar or community of practice sessions. They may also be obtained from a variety of other HR and OHS partners. Simply send us a copy of the education you are pursuing, and we will confirm if it is eligible.

8. Do your assessment tools and certification process align with the Psychological Health and Safety Standard?

Yes, all tools align with the Standard and help you in building a culture that supports overall well-being, productivity, and performance.

9. As an employer member, if we need further support after the strategy session, is there support available?

Yes, we will work with you to come up with a plan that makes sense. Consulting fees are very competitive at \$95/hour.