



2026 WELLNESS AWARD

AWARD OVERVIEW

While the definition of wellness continues to evolve, so does the CRCA's Health and Safety Committee. This year, the committee has decided to bring a new approach to the award in its efforts to recognize member companies' efforts to create and promote a culture of wellness.

Eligible to Apply: CRCA Associate & Contractor Members

Application Deadline: October 1st

SUBMISSION REQUIREMENTS & JUDGING CRITERIA

Companies that wish to be considered must submit an application, in PDF format, that touches on each of the items listed under all four of the wellness cornerstones outlined below, and as described in detail in the following pages.

- 1 Initiative, Engagement & Participation
- 2 Total Wellbeing Support
- 3 Clinical & Measureable Outcomes
- 4 Leadership Engagement & Support

**Submit your application to
info@crca.org**

1 Initiative, Engagement & Participation

Application Must Touch On/Communicate:

- A.** Demonstrate high rates of employee involvement in health and behaviour changing activities
- B.** Show initiatives that support the whole employee
- C.** Team Structure
- D.** Collaborative Planning
- E.** Use of Technology

Cornerstone #1 S.M.A.R.T. Judging Criteria:

- a.** Is there a crafted operating plan in place?
- b.** Does the plan capture the organization's goals for wellness?
- c.** Is the team structure cross-functional, or is there an effective process for wellness accountability?
- d.** Is there a system of collaboration & coordination in place to support the efforts in wellness?
- e.** Is there a use of technology in place to support collaborative efforts?

2 Total Wellbeing Support

Application Must Touch On/Communicate:

- A.** Offers comprehensive support that encompasses physical, emotional, occupational, and social pillars (rather than solely physical health)
- B.** Measure What Matters
- C.** Meaningful Workforce Data
- D.** Caring Approach
- E.** Autonomous Approach
- F.** Work Environment
- G.** Employee & Family Benefits
- H.** Policies & Practices to Support Employee Wellness

Cornerstone #2 S.M.A.R.T. Judging Criteria:

- a.** Does the program cultivate supportive health promoting environments, policies & practices?
- b.** Does the program assess what matters most to employees and the organization?
- c.** Is there a collection process for meaningful information about the workplace to inform on the wellness efforts?
- d.** Is the program created with an approach grounded in caring?
- e.** Does the program encourage employees to pursue their own well-being?
- f.** Does the program encourage employees to pursue a path toward their own physical safety, in and out of the workplace?
- g.** Does the plan provide and implement benefits to support the wellness of employees and their families?
- h.** Does the program provide and encourage a social and welcoming atmosphere?

Application Must Touch On/Communicate:

- A.** Establishing Outcomes
- B.** Provides Quantifiable Improvements in Biometric Data (Blood Pressure, BMI Reduction, Etc.) and Reduces Healthcare Claims
- C.** Strategic Program Planning
- D.** Workforce Outcomes
- E.** Workplace Outcomes
- F.** Qualitative & Quantitative Methods
- G.** Progress Towards Vision
- H.** Communication of Findings
- I.** Celebration of Success
- J.** Continuous Improvement

Cornerstone #3 S.M.A.R.T. Judging Criteria:

- a.** Does the program conduct evaluations, communicate, celebrate, and iterate?
- b.** Does the program collect meaningful data to evolve the wellness strategy?
- c.** Are operational plans for wellness initiatives tied to the organization's strategic priorities?
- d.** Does the plan reflect on the meaningfulness of outcomes reflecting employee wellness?
- e.** Does the plan reflect on the meaningfulness of outcomes reflecting wellness in the workplace?
- f.** Does the program collect and develop insights using various evaluation methods to inform on the wellness strategy and tactics?
- g.** Does the program allow for progress towards the organization's vision?
- h.** Do the findings get communicated with all the stakeholder groups?
- i.** Does the program recognize achievements and share outcomes to reinforce engagement and continuous improvement in the wellness initiative?
- j.** Does the program allow for the use of findings to improve the wellness approach?

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Leadership Engagement & Support

Application Must Touch On/Communicate:

- A. Participation
- B. Core Business Values
- C. Committed & Aligned Leadership
- D. Collaboration in Support of Wellness
- E. Role Modeling
- F. Accountability

Cornerstone #4 S.M.A.R.T. Judging Criteria:

- a. Is there active visible participation from leadership?
- b. Does the program integrate wellness into the organization's core business values?
- c. Are leaders throughout the organization deeply committed to the wellness of employees and wellness in their own lives?
- d. Is there a formal or informal team that is dedicated to building and sustaining a successful worksite wellness initiative?
- e. Do the leadership and management teams champion the program through their role modeling?
- f. Does the program acknowledge accountability of employee wellness for the leadership and management teams?

Participants will be recognized at the 2026 CRCA Awards Dinner on Friday, December 4th.

Event information can be found at www.crca.org/events.