

Integrated workplace support that strengthens people, systems, and student success

SBCI's Workplace Support Services provide school boards with informed, integrated solutions across disability, attendance, mental health, case management, and sector insights, strengthening employee well-being, operational stability, and sustainable capacity to support student success.

Workplace Support Services

School boards are navigating increasingly complex, interconnected workplace challenges that impact people, operations, and costs.

SBCI supports boards by:

- ✓ Supporting employees through non-occupational illness, injury, and workplace challenges
- ✓ Strengthening consistency, fairness, and defensibility in workplace practices
- ✓ Reducing escalation, prolonged absences, and system strain
- ✓ Using data and insight to inform planning and decision-making

Core Service Areas

Core service areas that support school boards in navigating complex workplace needs:

- ✓ Disability Support
- ✓ Attendance Support
- ✓ Mental Health & Well-Being
- ✓ Research & Insights, including the Annual Absence Study

SBCI's Approach

SBCI's Workplace Support approach is integrated, proactive, and school board-focused.

We work alongside boards to strengthen workplace systems that support employees while aligning with operational realities, legislation, and collective agreement obligations.

Our approach emphasizes:

Prevention – Proactive practices that help identify, address, and reduce workplace risks before issues escalate.

Promotion – Education, awareness, and workplace strategies that support employee well-being, reduce stigma, and strengthen organizational resilience.

Workplace Support – Ongoing review and alignment of workplace programs and practices to support fair, consistent, and sustainable employee outcomes.

Support is flexible and responsive, aligned to the needs and capacity of each board, and designed to complement existing internal expertise rather than replace it.

This approach helps boards strengthen safety practices while managing risk effectively.

Our Purpose

SBCI is dedicated to guiding school board Members with informed workplace solutions, grounded in excellence and focused on supporting employee well-being as a foundation for student success. Through expert, proactive, and school board-focused services, we support safer, healthier, and more innovative work environments across the education sector.



Expected Outcomes

- ➔ **More consistent and defensible** workplace support practices
- ➔ **Earlier identification** of risk and emerging trends
- ➔ **Reduced** escalation and prolonged absences
- ➔ **Improved alignment** across disability, attendance, and mental health supports
- ➔ **Greater confidence** across leadership and HR teams

Together, these outcomes support healthier workplaces, more sustainable systems, and sustained capacity to support student learning.

Connect with SBCI

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