

BUILDING SAFELY, BUILDING BETTER INTEGRATING PEER SUPPORT RECOVERY NAVIGATORS (PSRNS) INTO THE BC CONSTRUCTION SECTOR

Substance use and mental health challenges impact the safety, morale, and financial performance of every construction site in British Columbia. Traditional company policies and the public healthcare system are insufficient to address this pervasive industry challenge, especially in the earlier stages when support is most beneficial.

The **Peer Support Recovery Navigator (PSRN) Program**, a BC Construction Safety Alliance (BCCSA) initiative developed in partnership with national educational expert Dr. Paul Farnan, offers an innovative and strategic solution. **The program is provided at no cost to employers (employers only provide employee's time)**, and leverages the uniquely powerful asset of workers with lived or learned experience of recovery - the untapped superpower of peer support - rather than solely relying on external resources.

PSRNs are **not** counsellors or therapists. Nominated by their employers, they are workplace colleagues who complete the customized BCCSA-PSRN training program. They offer practical, confidential guidance and navigation for co-workers to access professional resources as they uphold the highest standards of ethics and confidentiality. They can also assist the workplace in becoming more informed on recovery related issues.

For Construction Leaders | The ROI of a Recovery-Inclusive Workplace

Integrating PSRNs into your organization offers more than support; it's a proactive business strategy that provides tangible competitive advantage and strengthens your bottom line.

BUSINESS BENEFIT	HOW THE PSRN PROGRAM DELIVERS
Elevate Safety Culture	PSRNs provide early, confidential, peer-based support <i>before</i> personal challenges escalate into safety risks, incidents, or lost time.
Increase Productivity & Retention	By supporting workers on their personal recovery journey, companies foster deeper loyalty, reduce absenteeism, and decrease the costs associated with high turnover in a tight labour market.
Build a Competitive Recruitment Edge	Companies can become an employer of choice by genuinely investing in employee well-being, and attracting and retaining the reliable, high-performing workers who are successfully and consistently managing their personal recovery journey.
Mitigate Operational Risk	Recovery is the experience (a process and a sustained status) through which individuals, families, and communities impacted by severe alcohol and other drug (AOD) problems utilize internal and external resources to voluntarily resolve these problems, heal the wounds inflicted by AOD-related problems, actively manage their continued vulnerability to such problems, and develop a healthy, productive, and meaningful life.

CONTACT

For more information, email: psrn@bccsa.ca

TRANSFORMING LIVED EXPERIENCE INTO WORKPLACE LEADERSHIP

For Workers Who Want to Help Their Co-workers by Becoming a PSRN

If you are a construction worker who has lived or learned experience in recovery or has successfully navigated significant related challenges, your journey is your greatest asset. With the support of your employer, BCCSA PSRN training transforms your experience into a valuable workplace leadership skill that benefits your crew and the entire industry.

The PSRN Difference | Giving Back with Confidence

The one-day PSRN training session, sponsored by the BCCSA and led by Dr. Farnan, empowers you to be an effective, ethical, and helpful resource without taking on the responsibilities of a professional counsellor.

The PSRN model is grounded in trust and confidentiality. As a PSRN, you are there to listen, connect, and navigate - never to judge or provide treatment. You are a confidential go-to person, a colleague who has walked the same path.

OPPORTUNITY	HOW YOU CAN MAKE A DIFFERENCE
Be a Trusted Guide	Provide confidential, non-judgmental support to co-workers navigating their recovery, and offer the authenticity and understanding that only a peer who "gets it" can provide.
Offer Specialized Skills, with Clear Boundaries	Receive professional training in essential areas such as active listening, ethical conduct, recovery-informed communication, and crisis recognition. You will learn to set healthy boundaries and understand that your role is to navigate, not to treat. You are not expected to become a counsellor or therapist.
Contribute to Team Safety	Play a critical, proactive role in building a safer work environment where every worker feels supported and valued.
Join a Community of Practice	Connect with other PSRNs across the sector through a new BCCSA-led Community of Practice that offers ongoing support and mentorship after your initial training.

Join the Movement | Next Training Cohort

The recent inaugural PSRN Education Day was a resounding success and confirms the industry's readiness for this essential evolution in workplace culture. The BCCSA is now recruiting the next cohort of Peer Support Recovery Navigators and welcomes new employer partners.

Next PSRN Education and Training Day: December 08, 2025

FOR EMPLOYERS	FOR WORKERS
Nominate participants for training, learn how to integrate PSRNs into your organization, and align with leading occupational health and safety practices to gain a competitive edge.	Discover how your lived experience can make a lasting difference. Secure the support of your employer and reserve your spot in the next session to become a PSRN in a recovery-inclusive workplace.

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