

Training-on-the-job (TOJ) program

What it is and how it creates a win-win situation for everyone

Training-on-the-job programs provide skill development and work experience for workers who are not able to return to pre-accident employment due to compensable work restrictions.

WCB-Alberta can help with:

- funding for training
- wages
- ergonomic assessments
- protection to an employer for the effects and costs of any re-injury should that occur during a training-on-the-job program
- prescreening potential employees for your organization

Cost

The cost of training-on-the-job programs is shared between WCB-Alberta and the training employer. WCB-Alberta will reimburse a percentage of the salary you pay your new employee while they learn their new job. The percentages of reimbursement will vary and are dependent on the related skills and abilities the new employee brings to the position.

With the assistance of our trained service providers and case managers, we can save you time by building a solid developmental plan with you that will outline the skills your new staff member will learn, the timeframe for this training period and the cost sharing plan. At the end of this, you will have a fully trained staff member who will contribute to the success of your company.

What if a worker is injured during the training-on-the-job program?

WCB-Alberta does not charge the training employer's account if the worker is injured or aggravates a previous injury during a training-on-the-job program. Instead, the costs of injuries sustained during training-on-the-job programs are charged to the industry.

If you would like more information regarding WCB's Training on the Job (TOJ) program, please contact one of the following:

Your case manager- If you currently have an employee with an active claim, your case manager will be able to provide you with information regarding the TOJ program.

A job developer at the rehab center in your area - If you do not have an employee who has an active claim at this time, but you are interested in hiring someone on a TOJ, you could also contact the rehab center in your area and ask to speak to a job developer. While final approval for the TOJ needs to come from a case manager, a job developer would be able to provide general information regarding the TOJ program. The job developer would also be able to gather information regarding your employment needs and confirm if they currently have any suitable candidates they could forward to you for consideration. If you would like to obtain the phone number of the rehab center in your area, please call the claims contact center at the number below.