

# 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.