

Training on the Job (TOJ)

When it is identified that you are medically unable (because of the accepted work place accident) to return to your date of accident occupation, your case manager will consider suitable re-employment assistance to meet your needs. Your case manager will initially determine, by talking to your accident employer, if any modified job opportunities exist with them. If your accident employer is unable to find you suitable employment, other re-employment assistance is considered. The training-on-the-job program is one of the options available through the re-employment assistance program.

How it works

A TOJ program is an individualized program set up to help you return to work with either your date of accident employer or a new employer, learning new skills. This program is also an incentive for employers to hire people who do not have the experience necessary to get into that line of work. WCB - Alberta subsidizes (tops up) your wages while you learn these new skills in a different job*. This working arrangement is a win-win situation for you and your new employer. Your employer gets an opportunity to see if you are appropriate for the job, while you get an opportunity to be trained in a different job and return to the workforce safely.

Your case manager will review and determine your entitlement to a TOJ program based on your individual need.

** Depending on the details of your new position, WCB can reimburse your new employer at a decreasing percentage of the wages (e.g. 1st month – 100%, 2nd month – 75%, etc.).*

***WCB does not pay overtime, holiday pay or the employer's portion of the worker's Employment Insurance, Canada Pension Plan contributions or WCB premiums.*

Finding an employer

When you have identified a potential employer, WCB can approach the potential employer to determine if they are interested in sponsoring you in a TOJ program. Talk to your case manager.

Determining the length of the program

You, your case manager and your new employer will determine the length of your TOJ program (usually three to six months) by assessing the skill requirements of the new job, your transferable skills and the time required for you to learn new skills to become a fully productive employee.