

Work assessment (WA)

Employers have a duty to cooperate in all aspects of the worker's safe and early return to work. A WA is used to help the date-of-accident employer train a permanently injured worker in a new position.

A WA is designed to provide the employer financial assistance if needed to help a permanently injured worker return to work and learn new skills outside of their date-of-accident position. It can also be used to determine a worker's capability for employment or suitability for a specific job or skills area.

What will WCB do to help you?

- Help identify an opportunity within your organization for a worker to return to work and learn new skills.
- Assist in developing a suitable training plan (if applicable).
- Coordinate external training, job coaching or ergonomic assessments (if applicable).
- Provide subsidy for training wages on a declining scale.

The cost of a WA is shared between WCB-Alberta and the employer. We will reimburse a percentage of the salary you pay the worker while they learn a new job within your organization.

The percentage of reimbursement varies and depends on the related skills and abilities the worker requires to become competent in the new position. These amounts are easily negotiated with WCB.

Benefits

The worker develops new skills and gains work experience. The employer retains a valued employee while receiving financial assistance from WCB during the training period.

Other benefits include:

- Helping workers return to meaningful work during recovery and setting them up for success if they have long-term or permanent work restrictions.
- Saving money on training costs/wages during the training period.

- Increasing your team's cross training capabilities and maintaining your skilled workforce.
- Saving time with prescreening and recruitment.

How long does the WA last?

The duration and amount of financial assistance varies and depends on the skills and abilities needed for the position. A WA can be as short as a few weeks or last beyond six months.

Where can I get more information?

Please contact the worker's case manager or one of the service providers below:

Internal WCB providers

Industry specialists or re-employment specialists 780-498-3200

External WCB providers (re-employment specialists)

CBI 403-256-8060
Lifemark 403-297-9500

WA example showing typical duration and cost sharing:

For a six-month WA period, WCB-Alberta could subsidize the first two months at 100%, the third and fourth months at 75%, the fifth month at 50% and the sixth month at 25%.

This is negotiable and should reflect the skills the worker is expected to learn over the training period and as per the training plan when applicable.