

# Personal circumstances may influence finding a job

When an injured worker is looking for work, there are personal circumstances that may present additional challenges to finding a job - these are unique to each person.

## What personal circumstances may impact a job search?

The Workers' Compensation Board (WCB) hired an independent researcher\* to review WCB data and determine what personal circumstances could be associated with longer job searches for injured workers. Their analysis determined four personal circumstances may influence the ability to find a job:

1. **Education level** – People with no high school education may have a tougher time locating employment.
2. **Requirement of an interpreter** – A lack of language skills may make the job search more challenging.
3. **Age at the start of the job search** – People 60 and over may take longer to find work as compared to other age groups.
4. **Time between the work accident and the start of job search** – People who have been away from work due to injury longer than two years may struggle to get back on track.

This information supports that not all injured workers will experience the same path to a successful job search. Some may need a little more support in the form of time and/or additional resources (like one-on-one coaching).

In addition to these four circumstances, WCB has added one more: a worker's regional unemployment rate. It may take a little longer to find job leads depending on where a worker lives.

\* R.A. Malatest & Associates Ltd.

## How these personal circumstances may impact job search benefits and you:

If you are unable to return to your date of accident work or place of employment due to injury related work restrictions, you will receive re-employment support through WCB. This support will help you determine what new jobs are possible for you.

Once you have worked with an expert re-employment specialist to identify a job goal for yourself, you will be offered 16 weeks of a financially supported job search (approx. 4 months). This means you will receive your full compensation rate while you work to secure your future goal position and you will have coaching support throughout the entire process.

As your WCB supported job search proceeds, WCB will determine if any of these personal circumstances are impacting your success and if you need additional support to identify viable job leads or obtain a job. If you do, additional benefits may be offered to help you.

WCB will make every reasonable effort to support you in your job search. We want you to recover your independence and succeed.

