

## Training on the Job (TOJ)

The TOJ program is designed to help you get a new job when you cannot return to your pre-accident job. If you find a job that requires onsite training, we will share the cost of training for the new position with your new employer.

While in the TOJ program, you receive your full salary and we reimburse the employer a percentage of the salary paid while you learn the new position. The program helps you get a job, and helps your new employer cover training costs.

### Finding an employer

During your job search, if you identify a potential employer, your case manager can ask them if they are interested in the TOJ program. Talk to your case manager.

### How long can the TOJ program last?

You, your case manager and your new employer will determine the length of your TOJ program (up to 4 months) by assessing the skill requirements of the new job, your transferable skills and the time required for you to learn the new skills to become a fully productive employee.

### What if I am reinjured during a TOJ program?

Individuals hired through the TOJ program are covered by WCB. If you are injured or aggravate your previous injury during the TOJ program, the claim costs are applied to the industry and not your new employer's WCB account.

### Why would an employer be interested in TOJ?

- Access to a skilled employment pool.
- Save time with prescreening and recruitment.
- Save money on training costs/wages during the training period.
- Employer protection for the costs of any injury or re-injury that occur during a TOJ program.
- Employers will have a fully trained staff member who will contribute to the company.

*The TOJ programs helps you develop new skills and experience in a real work setting.*

