

A workplace injury can be devastating—a permanent injury even more so.

Workers who are left with a permanent disability after a workplace injury are often not able to return to work at the same level of pay as they earned prior to their injury. In those situations, WCB will compensate the workers for any earnings loss. This is called an Economic Loss Payment (ELP). The human and financial impact is significant. In many cases, workers receiving an ELP are not able to find employment and their income is significantly impacted.

Provincially, ELPs account for one-third of your claim costs

Benefits to permanently injured workers have increased dramatically over the past 5 years and now account for nearly one third of all claim costs. There is massive opportunity for Alberta's employers to correct this growing trend by providing long term modified work for their permanently injured employees and workers. The impact of providing jobs to these skilled workers is immeasurable for the worker who secures a job and could have a significant impact on reversing the growth trend impacting claim costs. The WCB Alberta is able to help you – you can contact WCB to see how they can provide you with the incentives and supports to create a successful solution to this growing concern.

Taking Action

Industry has the ability to solve this problem. Employers need to take action and find job options for permanently disabled workers who are fit for suitable employment. It's important to remember this is not just a return to a job for an injured worker. For many, it's also a return to life.

This is where you come in. WCB's training-on-the-job (TOJ) program helps you hire capable workers who haven't returned to work yet. It is [one of the many tools](#) that can help permanently disabled workers return to work.

As part of the TOJ program you:

- Have access to a skilled employment pool.
- Save time with the pre-screening and recruitment process.
- Save money on training costs/wages during the training period.

- Have protection from the costs of any injury or re-injury that might occur during the TOJ program.

Ready to get involved?

Getting involved with the TOJ program is easy. All you have to do is keep WCB in mind when you have a job posting. In addition to your standard posting process, you can also send your job postings to WCB at https://www.wcb.ab.ca/forms/toj_form.asp

From there you can expect to hear from a WCB representative as they look to identify a suitable candidate for you to consider for the position. If you decide to hire the candidate it would open up the opportunity to use WCB's TOJ program. WCB is available to answer your questions and support you through the process.

If you have any questions about the TOJ program, or have TOJ opportunities you'd like to discuss, please let me know. I can provide some additional detail and/or connect you with someone from WCB to meet with you. If you are already connected to an Industry Specialist (formally Account Manager), you can reach out to them directly or call 403-205-8051 to be put in touch with an Industry Specialist.