

## Training-on-the-Job (TOJ) FAQ

### Why should I consider a TOJ as part of my hiring program?

For some workers, returning to their pre-accident job and employer is not possible. These workers are still able to engage in meaningful work but need to find a new job.

The human and financial cost of permanent injuries is significant. From 2014-2018, economic loss payment (ELP) costs have risen 180%, going from \$86 million to \$249 million.

This represents an increase from 440 workers needing permanent wage top-ups to 880. Supporting permanently injured workers in their return to work reduces the human and financial cost of permanent injuries and it's the right thing to do.

### Will providing a TOJ opportunity to a permanently injured worker impact my premiums?

Though there is no direct impact to your premiums when you provide a TOJ, you are indirectly helping to manage the cost of permanent injuries in Alberta. This can have a positive impact on rate setting for all employers in the province since ELP costs are factored into rate setting.

### What resources are available to help my company with a TOJ?

When you hire a worker returning to the workforce after an injury, they may require some additional time, training and support to help them succeed.

We can help. We can provide wage assistance, training, ergonomics, assistive devices and other supports that may be required for the worker to perform the job requirements. Each worker/job/needs will be assessed on an individual basis.

### What kinds of jobs are best for TOJs?

You can provide any available job posting for TOJ; however, often workers returning to the workforce are supported most effectively with entry level jobs that have room for growth.

These workers will have some restrictions because of their workplace injury, and sedentary and light entry level positions usually work best.

### If I submit a job posting, will there always be a candidate available?

No. Posting positions with us provides many benefits for workers and for employers. There are between 400-600 workers annually who would benefit from a TOJ program. Given the varying levels of work restrictions and experience, it's not always possible to match a job to a candidate.

### What if a worker is reinjured during a TOJ program?

If there's a new injury or a re-injury to your worker while participating in the TOJ program, those claim costs would be removed from your experience. After the TOJ is complete, the worker is covered for injury like all of your other employees.

### What if the worker I'm considering needs training or new skills to successfully perform the job?

This would be assessed on a claim by claim basis, depending on the type of training required. Training can be approved and covered for workers when required to support the TOJ position. In some cases, it may be a shared agreement between the employer and WCB.

### What if the worker I hire needs adaptive equipment?

We can perform an ergonomic assessment and provide any required assistive devices needed to support the worker to safely perform their job. This can include anything from modifications to a work space to specialized equipment or voice recognition technology, etc.

## What if after hiring the worker, they are not able to acquire the skills needed or they're not a good fit?

The intent of providing a TOJ is to ensure a worker has a permanent opportunity within your company. We understand that this does not always happen.

If you determine the worker is not a good fit, then you treat a TOJ like you would any other employer/employee scenario—you make a decision in the best interests of your company.

We are here to help you overcome barriers, but you are under no obligation to keep the worker if you feel the worker is not a good fit or a suitable candidate.

## My worker has permanent restrictions. Can I do a TOJ with my injured worker?

Yes, this process is known as a Work Assessment. Please contact your case manager for details.

## Ready to get started?

Please call us at 1-866-922-9221 for more information.

