



## ON-THE-JOB TRAINING PROGRAM

The no-risk way to fill vacant positions with trained candidates, and help injured workers return to the workforce

The Workplace Health, Safety and Compensation Commission (WHSCC) has a great program aimed at helping workers acquire new work experiences, while giving new employers a financial incentive and a risk-free opportunity to hire custom-trained employees.

Good workers seldom come fully trained for the specialized needs of a particular workplace. Our On-the-Job Training Program gives you the chance to hire qualified people through the WHSCC while receiving financial assistance.

### WHY HIRE AN INJURED WORKER?

For some workers, a return to their original job following an injury is simply not possible. When this happens, the human cost to the worker and the financial cost to the employer and the compensation system can be extreme.

Injured workers who do not return to the workforce after an accident are financially dependent on employers through the WHSCC, which is costly for all employers, and can be demoralizing for workers. When considering our program, it is important to remember the following:

- These workers were the victims of an accident – not the cause.
- Injured workers can bring excellent work habits and valuable knowledge to a workplace.
- Financial assistance will be provided by the WHSCC for costs associated with training needs.

### A FLEXIBLE, RISK-FREE PROGRAM

The Commission's On-the-Job Training Program is very flexible and has a goal of helping injured workers return to suitable employment without risk to their new employer. How is this accomplished?

- WHSCC-supplied rehabilitation specialists, in consultation with you, carefully assess the skills needed for your job vacancy.
- Only suitable candidates are referred by the WHSCC, saving time in the recruiting process.
- When on-the-job training is necessary, the WHSCC provides financial assistance until full employment status is reached.

- The WHSCC provides the support of a rehabilitation specialist, an occupational therapist and, where necessary, technological support to help a worker-trainee fit in with the needs of your workplace. When required, ergonomic modifications or adaptive devices are provided by the WHSCC.
- If the employee is not a good fit in your workplace, either of you can end the agreement at any time, with no financial risk or consequence.
- New employers need not be concerned about claim costs associated with the worker's former injury – any costs associated with that injury are charged to the worker's original accident employer.

### WORKING TOGETHER

The WHSCC will work with you and the employee throughout the process. Our On-the-Job Training Program will help you find a suitable employee for any vacancy within your company, will provide financial assistance for re-training on the job, and will give an injured worker the opportunity for a meaningful and productive future.

### WHSCC OFFICES

#### Saint John Office

(Head Office)  
Phone 506 632-2200  
Toll Free 1 800 222-9775

#### Grand Falls

Phone 506 475-2550  
Fax 506 475-2568  
Toll Free 1 800 222-9775

#### Moncton

Phone 506 867-0525  
Fax 506 859-6911  
Toll Free 1 800 222-9775

#### Bathurst

Phone 506 547-7300  
Fax 506 547-7311  
Toll Free 1 800 561-2524

#### Workers' Rehabilitation Centre (WRC)

Phone 506 738-4021  
Fax 506 738-4050  
Toll Free 1 800 222-9775

If you would like your workplace to be considered for an On-the-Job Training Program placement, please call your local WHSCC office and ask for the Regional Director.

[\[www.whscc.nb.ca\]](http://www.whscc.nb.ca)