



## ON-THE-JOB Training Program

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

WorkSafeNB 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 WorkSafeNB while receiving financial assistance.

### Why Hire an Injured Worker?

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

Injured workers who do not return to the workforce after an accident are financially dependent on employers through WorkSafeNB (which is costly for all employers). This 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.
- WorkSafeNB will provide financial assistance for costs associated with training needs.



### A Flexible, Risk-Free Program

WorkSafeNB'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?

- WorkSafeNB's rehabilitation specialists (in consultation with you) carefully assess the skills needed for your job vacancy.
- WorkSafeNB refers only suitable candidates (saving time in the recruiting process).
- When on-the-job training is necessary, WorkSafeNB provides financial assistance until full-employment status is reached.
- WorkSafeNB 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, WorkSafeNB provides ergonomic modification or adaptive devices.
- If the employee is not a good fit in your workplace, you can end the agreement at any time, with no financial risk or consequence.
- New employers should 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

WorkSafeNB 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.



### WorkSafeNB Offices

#### Saint John Office

(Head Office)

Phone: 506 632-2200

Toll Free: 1 800 999-9775

#### Dieppe

Phone: 506 867-0525

Fax: 506 859-6911

Toll Free: 1 800 999-9775

#### Grand Falls

Phone: 506 475-2550

Fax: 506 475-2568

Toll Free: 1 800 999-9775

#### Bathurst

Phone: 506 547-7300

Fax: 506 547-7311

Toll Free: 1 800 999-9775

#### WorkSafeNB's Rehabilitation Centre

Phone: 506 738-8411

Fax: 506 738-3470

Toll Free: 1 800 999-9775

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

[www.worksafenb.ca](http://www.worksafenb.ca)