

## Train and Place (TaP) program

Our TaP program includes two key components—a training partner delivering current industry-specific training and an employer like you ready to provide [training-on-the-job \(TOJ\) opportunities](#).

### We will help by:

- Developing a suitable training program with you that meets your hiring needs.
- Pre-screening potential candidates to ensure they meet your requirements and are a good fit prior to training.
- Providing subsidy for wages during the TOJ period.
- Providing you with support from a team of experienced professionals through the duration of the program.

### The program benefits both you and your new worker:

You and your new worker can both benefit through TaP. Your worker develops skills and gains work experience while you benefit from fully trained staff who will contribute to your company. Other benefits include:

- Access to a pool of workers trained to your specifications.
- Time savings with prescreening and recruitment.
- Money savings on wages during the TOJ period.
- Protection for the costs of any injury or re-injury that might occur during the TOJ.

### The cost of the program is shared between you and WCB

The cost of the training portion of the TaP program is covered by WCB. We will also reimburse a percentage of the salary paid to the employee at the start the TOJ portion of the program. The percentages of reimbursement depend on the length of time and amount of on-the-job training needed for the position.

This amount is negotiated as part of the set up for the TaP program and is pre-set for all workers entering that specific program.

### How long does the TaP program last?

The duration of formal training is based on the requirements of the position. This ranges from a few weeks to a few months. The TOJ portion of the program following the training typically runs for up to nine months depending on the type of job.

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

People hired through the TaP program are covered by WCB. If a worker is injured or aggravates a previous injury during the program, the claim costs are applied to the industry and not your WCB account.

### What is the difference between the TaP and TOJ programs?

The TaP program includes additional features above and beyond what is offered in a TOJ. A TaP provides group training that is tailored to an employer's need. You have the opportunity to screen and hire candidates ahead of time so you know you are getting the right staff, trained to meet your needs. Following the successful completion of training, the candidate will start their TOJ with you while they continue to learn and enhance their skills on the job.

### Looking for more information?

Please contact [MailboxMHTAPinquiries@wcb.ab.ca](mailto:MailboxMHTAPinquiries@wcb.ab.ca) for more information about the program.

