

**Alberta WCB  
Policies &  
Information**

Chapter:

**BENEFITS**

Subject:

**RETURN-TO-WORK SERVICES**

Authorization:

Date:

**BoD Resolution 2018/04/25**

**June 26, 2018**

**APPLICATION 6: TRAINING-ON-THE-JOB PROGRAMS**

1. *What is the purpose of training-on-the-job programs?*

The purpose of training-on-the-job programs is to provide workers, who are not able to return to pre-accident employment due to compensable work restrictions, with skill development and work experience.

2. *Who is eligible for training-on-the-job programs?*

Injured workers are eligible for the program if:

- they are medically able to return to work,
- they cannot return to the pre-accident occupation due to compensable work restrictions,
- the date-of-accident employer cannot provide suitable modified or alternative employment, and
- they require training to obtain suitable employment as part of the return-to-work plan.

3. *Who pays for training-on-the-job programs?*

The cost of training-on-the-job programs is shared between WCB and the training employer.

4. *What if a worker is injured during the training-on-the-job program?*

Workers are covered if they are injured or aggravate the previous injury during the training-on-the-job program.

WCB does not charge the training employer's account if the worker is injured or aggravates a previous injury during the training-on-the-job program. Instead, the costs of injuries sustained during training-on-the-job programs are charged to the industry (see Policy 05-02, *Cost Relief*).

5. *When is this policy application effective?*

This policy application (Application 6 – Training-on-the-Job Programs) is effective September 1, 2018, except when noted otherwise in a specific policy section(s).

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[Document History](#)

**Previous versions**

- [Policy 0405 Part II, Application 4 - April 2018](#)
- [Policy 0405 Part II, Application 4 - August 2015](#)
- [Policy 0405 Part II, Application 4 - January 2004](#)
- [Policy 0405 Part II, Application 4 - September 2001](#)
- [Policy 0405 Part II, Application 4 - October 1997](#)
- [Policy 0405 Part II, Application 4 \(consolidated manual 1st Issue\) - February 1997](#)