

HIRE A WORKER PROGRAM

HIRING ASSISTANCE FOR B.C. EMPLOYERS

WORK SAFE BC

WORKING TO MAKE A DIFFERENCE
worksafebc.com

CUT THE COSTS OF HIRING

In today's market, it can cost thousands of dollars to replace a worker. The Hire a Worker Program gives B.C. employers access to skilled workers without incurring the usual costs associated with advertising, recruitment, and training.

Employers who use our hiring program will qualify for cost-incentive programs designed to help offset the costs of training a new employee.

The Hire a Worker Program is designed to assist B.C.'s employers and injured workers who are ready to return to the workforce. WorkSafeBC's (the Workers' Compensation Board) Vocational Rehabilitation Services will connect you with experienced and skilled workers who are able to fill a wide variety of jobs, and we'll share the costs of training.

HOW IT WORKS

You tell us what you require, by submitting a job opportunity to our web site, and we'll search for a match from our client base of job-ready workers.

Our clients have a variety of skills and are able to fill a wide variety of new or existing positions.

Some examples of jobs recently filled by previously injured workers include quality assurance inspector, partsperson, carpenter, salesperson, nurse case manager, heavy equipment operator, truck driver, painter, office supervisor, dock foreman, customer service representative, network specialist, and computer programmer.

COST INCENTIVES

When you decide to hire through this program, we can offer incentive programs to assist with the training period. We can negotiate the length of the training period based on your needs and the worker's experience.

The Hire a Worker Program allows you to customize the training plan for the new employee.

Funded training programs

In order to allow you to assess a worker's suitability for the job, WorkSafeBC can continue to pay a worker full benefits at the start of training, as part of a fully funded work assessment.

The work assessment can be followed by a cost-shared on-the-job training program, in which WorkSafeBC's contribution decreases and the employer's increases as the worker becomes trained.

An example would be a 16-week training program for a job paying \$720 a week. The first four weeks are fully funded by WorkSafeBC as an assessment to confirm the worker's suitability for the position. During the next 12 weeks of the

program, WorkSafeBC will reimburse you for a portion of the salary, on a sliding scale, as the worker becomes trained in the new position.

Weeks	Paid by WorkSafeBC		Paid by Employer	
1-4	100%	\$2,880	0%	\$0
5-8	75%	\$2,160	25%	\$720
9-12	50%	\$1,440	50%	\$1,440
13-16	25%	\$720	75%	\$2,160
Total costs		\$7,200		\$4,320

By the 17th week, the worker is a trained and productive employee on your company payroll.

In this example, the worker returns to work and the employer saves \$7,200 in salary costs by participating in the Hire a Worker Program.

Job-related expenses covered

In many instances WorkSafeBC may also assist with the cost of other job-related expenses, such as tuition for courses or ergonomic aids, if required by the worker. A more detailed explanation of these programs is available by contacting Vocational Rehabilitation Services.

FOR MORE INFORMATION

Call us at 1 866 266-9404 to find out how you can cut the high cost of hiring, or visit our web site at WorkSafeBC.com, select the Employer & Small Business Centre, then Hire a Worker.

There are vocational rehabilitation consultants in every WorkSafeBC office in British Columbia. Once you contact WorkSafeBC either by phone, fax, or by submitting a job opportunity online via the Employer & Small Business Centre at WorkSafeBC.com, a consultant will contact you to discuss the details and answer any questions you may have.

WorkSafeBC Vocational Rehabilitation Services

Phone 1 866 266-9404

Fax 604 232-5858

E-mail edap@worksafebc.com

The Hire a Worker Program can help you:

- Find the people you need to work in new or existing positions
- Meet the needs of your organization with custom cost-incentive programs
- Reduce training and wage costs through cost-sharing arrangements
- Submit a job opportunity directly through the Employer & Small Business Centre at WorkSafeBC.com.

Call WorkSafeBC's Vocational Rehabilitation Services today at 1 866 266-9404 to find out what the Hire a Worker Program can do for you.

