

Hire a Worker Program

Support for B.C. employers





Connecting B.C. employers to skilled workers

Find out more

Read stories about how B.C. employers are benefiting from participating in the Hire a Worker program.

For many B.C. employers, finding qualified workers is challenging, and the cost and time needed to recruit and train new staff is often a significant investment. WorkSafeBC's Hire a Worker program can help.

As an employer, participating in the program means you'll be matched with skilled, experienced individuals who are ready to return to work after recovering from an injury. You'll receive personalized support from our Vocational Rehabilitation Services (VRS) team throughout the recruitment, hiring, and training process, and have access to benefits such as financial assistance and customized training plans.

With the program, you're not only saving time and money, you're giving someone who was injured on the job the opportunity to return to meaningful work. This will have a positive influence on your workplace morale and culture, raise your profile as an employer, and most importantly, enable you to make a difference in a worker's life.



“We get access to a pool of workers we wouldn't otherwise reach, which allows us to hire good people who are driven and excited to work and learn. These individuals get the opportunity to start a new — and hopefully, lifelong — career with us.”

— Justin Leisle
health, safety & environment
manager at Ventana Construction



Save time and money

Participating in the program offers significant financial benefits for employers. We do the work of identifying and vetting potential candidates for you, which saves you time and reduces your recruitment costs. You're also eligible for other financial assistance to offset expenses associated with training and orienting workers hired through the program.

Paid work assessment (subsidy program)

The program offers a fully-funded work assessment period to give you time to evaluate the worker's suitability for the job.

This means that during the initial training period, WorkSafeBC will continue to pay the worker's full benefits. Following the initial assessment phase, you can participate in a cost-shared, training-on-the-job incentive for the worker. In this case, as the worker gains more experience on the job, our contribution will gradually decrease and yours will gradually increase.

Alternatively, you can choose to skip the initial assessment period and instead go directly to training the worker on the job if this option better suits your recruitment needs.

Our job developers and employment specialists provide support for you and the worker throughout the training-on-the-job and work assessment period.

Program benefits include:

- Save time and effort finding qualified workers
- Offset your recruitment and training costs
- Get personalized service from our VRS team
- Get support developing a customized training plan

Our job developer and employment specialists will identify skilled workers who match your recruitment needs —saving you time, money, and effort.

Duration and terms of the training-on-the-job incentive are determined on a case-by-case basis and may vary.

- Employers have placed workers in a variety of roles, including:
- Safety coordinator
 - Warehouse supervisor
 - Parts-person
 - Carpenter
 - Cashier
 - Driving instructor
 - Construction estimator
 - Heavy equipment operator
 - Truck driver
 - Painter
 - Office administrator
 - Traffic control person
 - Customer service representative



Example

A worker is in a 16-week training program for a job paying \$720 a week. WorkSafeBC will fully fund the first four weeks. During the next 12 weeks of the program, we will reimburse you for a portion of the worker’s salary, on a sliding scale, as they become trained in the new position.

Weeks	WorkSafeBC pays		Employer pays	
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 will be a trained and productive employee on your company payroll. Note that the duration and terms of the training-on-the-job incentive are determined on a case-by-case basis and may vary.

Support for job-related expenses

We can also help you cover other job-related expenses for the worker, such as tuition for courses or ergonomic aids, as required. Talk to the job developer and employment specialist working with you to learn more about financial assistance for these expenses.

“The workers that have joined us are already trained, experienced, and 100 percent ready to work. All of them have been very motivated, willing to learn, and patient with students.”

— Dan Bilbija
owner, Gold Star Professional
Driving School



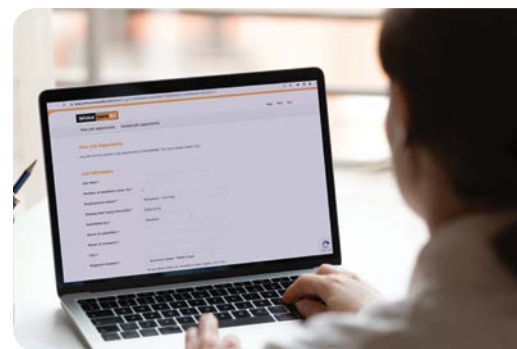
Benefit from personalized service

From day one of your participation in the program, our VRS team is there to support you. We'll guide you through each step of the recruitment, hiring, and training process to ensure that the experience is positive and mutually beneficial for both you and the worker.

After you submit a **New Job Opportunity form**, one of our job development and employment specialists will reach out to you to discuss your unique recruitment needs.

We'll then search our database of job-ready workers who have the skills, aptitudes, and experience to fulfill your job requirements. Once we identify potential candidates, our job developer and employment specialists will connect with you to go over next steps.

After you've hired a worker, our job developer and employment specialists will work with you to develop a customized training plan based on your operational needs and your new employee's experience. Once your worker starts, we'll check in regularly to see how things are going, and we'll also be available to answer any questions you may have or resolve any issues.





Get started

If you already have a job opportunity in mind, all you need to do to get started is complete and submit the **New Job Opportunity form**. To learn more about the about the Hire a Worker program, visit worksafebc.com/hireaworker, or contact our VRS team.

How to contact the team:

By email	hireaworker@worksafebc.com
By phone	1.866.266.9404