

**Fact Sheet –****Work Transition for Workers and Employers****Helping injured workers get back into the workforce**

Workers who are hurt at work want to get better and back to work as soon as they can. Unfortunately, for various reasons, some workers can't go back to the same job or employer they had before their injury or illness. Instead, they may need to learn new skills to do different work, sometimes in different kinds of workplaces. For these injured workers, the WSIB provides Work Transition services as part of its Work Reintegration Program. These services include a careful assessment of a worker's abilities and, when needed, high-quality, credible training to equip them for their return to the workforce.

**Respecting workers and protecting their dignity**

Work Transition services help reintegrate injured workers into safe and suitable work, while protecting their dignity. The services are centred on effective and meaningful input and choice on the part of the worker. They emphasize the shared obligations of workers and employers after a workplace injury or illness, maintaining the pre-injury employment relationship wherever possible.

**Offering a wide range of options to suit workers' needs**

Work Transition provides injured workers with the choice of attending either a Public College or registered Private School/Career College for skills upgrading or academic training. It also provides for opportunities to:

- get training on the job
- participate in a wider array of programs in public colleges (such as an International qualification assessment and apprenticeships), and
- conduct work trials with new employers to assess a mutual fit.

**Special provisions for older workers**

For qualified workers over 55, there is an option that allows them to plan their own work transition. These workers can either participate in a work transition plan with the WSIB, or opt to self-direct their own plan over a period of 12 months and find employment on their own.

**Support to find a job and keep it**

Work Transition also helps injured workers to find jobs and retain them. Workers get two weeks of job search training, followed by 10 weeks of employment placement assistance, which includes actual job leads. Once employed, workers get support to help them hold on to their job.

**Providing for low-wage earners**

Enhanced work transition plans allow young worker low-wage earners who are injured at work to get upgrading/retraining that could result in an occupation with higher wages than at the time of their injury.

**A flexible approach**

Work Transition Services are flexible enough to cover a wide range of work scenarios. For example, they recognize that part-time employment may be the best option for some workers.

**The WSIB ensures compliance**

While the WSIB continues to work together with the workplace parties throughout the Work Transition process, workers and employers have certain co-operation and re-employment rights and responsibilities. To support its new Work Reintegration Program, the WSIB has introduced new policies that include penalties for worker and employer non-cooperation, and for breach of an employer's re-employment obligation.

**The WSIB provides expert advice and assistance**

WSIB Case Managers are here to help keep the lines of communication open between workers, employers and the WSIB. They help to set goals, plan activities, and coordinate solutions with workers and employers. They are supported by Return to Work, Work Transition, and Employer Liaison Specialists.

**About the Workplace Safety and Insurance Board**

Ontario's Workplace Safety and Insurance Board plays a key role in the province's occupational health and safety system. The WSIB administers no-fault workplace insurance for employers and their workers and is committed to the prevention of workplace injuries, illnesses and fatalities. The WSIB provides disability benefits, monitors the quality of healthcare, and assists in early and safe return to work for workers who are injured on the job or contract an occupational disease.

This and other fact sheets are available on the WSIB website, most in several languages, at [www.wsib.on.ca](http://www.wsib.on.ca). For information in other languages and in alternate formats such as Braille and large print, you can also send an email to [translation@wsib.on.ca](mailto:translation@wsib.on.ca) or contact our toll-free Multilingual Hotline at 1-800-465-5606 or our Telephone Service for the Deaf (TTY) at 1-800-387-0050, from 8:30 a.m. to 4:30 p.m. weekdays.