

Job Trials

What is a Job Trial?

A Job Trial offers short-term, real-world work experience for the job seeker while giving the employer a chance to evaluate the candidate's suitability. It's a low-risk, high-reward opportunity that can lead to a longer-term hire with additional supports available.

Job Trials are intended to:

- Reduce risk for employers who are unsure about hiring a candidate outright.
- Give job seekers real-world experience in a work environment they are interested in.
- Support hiring decisions by allowing both parties to assess the fit before committing.
- Bridge the gap for job seekers who face barriers to employment, such as lack of recent work experience, career changes, disability, or gaps in confidence.

They're especially useful for:

- Physically demanding or high-turnover roles.
- Candidates with limited references or previous work experience.
- Employers who are hesitant to invest in full onboarding without a trial period.

During a Job Trial, employers receive:

- A flexible trial period (typically 2 to 4 weeks).
- The ability to assess a candidate's fit before committing to hire.
- Help developing a basic training plan to guide the trial.
- The option to transition to a Brokered Incentive Agreement if the trial is successful.
- Access to wage subsidies, where applicable, once a hire is confirmed.

To qualify, employers must:

- Be licensed to operate in Ontario.
- Have workplace WSIB coverage or alternate insurance.
- Comply with the Employment Standards Act and Occupational Health and Safety Act.
- Offer positions that are not commission-based or part of a union hiring hall.

If you would like more information, please visit www.canadacareer.ca or contact us at 613-257-3237.

Applications must be assessed and approved by the Job Developer prior to hiring. Employers and clients must be registered with CCA to access these programs.



This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario.