



Post Offer Evaluation Program Saves Money for Clients

According to national statistics, the cost of medical care is growing at twice the rate of inflation. As a result, today's employers are struggling to find proven methods for reducing work-related injuries. Advanced Consulting & Ergonomics (ACE) is pleased to release statistical data that supports the use of Post Offer Evaluations (POEs) as a proven method for dramatically reducing work-related injuries. The POE is an ADA[†] compliant, physical agility, screening test for new hires and internal company transfers. These evaluations reduce employee injury rates by screening out applicants who are unable to perform the physical functions required for a specific job.

In 2007, three ACE client companies initiated on-site injury intervention programs, coupled with POEs, for all manufacturing and warehouse/material handling new hires. On average, these client companies experienced an injury rate of approximately 1% for new employees, compared to a national average of nearly 15%. Post Offer Evaluations clearly represent huge potential savings for program adopters through reduced workers compensation claims and decreased turnover.

Cost Justification

Company XYZ hired and evaluated 200 new workers in 2007. Of these 200, only 4 new hires (2%) reported a work-related injury within the first six months of employment. Without POEs, based on the national average for new hire injury rates, Company XYZ could have experienced nearly 26 (15%) work-related, new hire injuries during this same period. Factoring this rate by the average direct cost per work-related injury (\$12,000), POEs equate to a cost savings of more than \$250,000, even before indirect costs!

With appropriate test design and implementation, Post Offer Evaluations are a legally defensible way to ensure that new hires are capable of performing the physical functions required of their jobs.

The numbers are compelling. How can you afford NOT to implement Post Offer Evaluations to screen your prospective employees? Call us at Advanced Consulting & Ergonomics (ACE) for a free consultation to learn more about this program.

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317-390-5590**

[†]Americans with Disabilities Act.