



Post Offer Assessments Save Money for Clients

According to national statistics, the cost of medical care is growing at a rate that is twice the rate of inflation. As a result, today's employers are scrambling for proven methods for controlling the occurrence rate of worker injuries. Advanced Worksite Solutions (AWS) is pleased to release statistical data that supports the use of Post Offer Evaluations (P.O.E.) as a proven method to dramatically limit injury occurrence rates. The P.O.E. is a physical agility test allowed under the ADA.

In 2007, three ACE clients utilized the On-site Injury Intervention program and utilized P.O.E.'s for all new hires. These three clients represent the manufacturing and warehouse/material handling environments. The key goal of P.O.E.'s is a reduction in injury rate for new employees during their first six months of employment. Our client companies experienced a 0-2% injury rate for new employees vs. the national average for companies that DO NOT use a Post Offer in the hiring process of ~15%. The use of P.O.E.'s clearly represented a huge savings for these clients.

DATA ASSESSMENT: (actual numbers)

Co XYZ, hired and tested 200 new workers in 2007. Of these 200 workers, 4 (2%) reported a work related injury within the first 6 months of employment. Had this employer NOT utilized the P.O.E., national statistics would suggest that they would have experienced a 15% injury rate or had 26 employees report a work related injury. At an average of \$12,000 in direct cost per work related injury (1) the difference in a 15% injury rate and 2% injury rate equates to greater than \$250,000.00!

In summary, with appropriate test design and implementation, the Post Offer Evaluation (P.O.E.) is a legal way to ensure that new hirers are capable of performing the critical and essential job functions.

The numbers are compelling, how can you afford NOT to have a P.O.E. process to screen your prospective employees.

Call us at AWS (317-590-5590) for a free consultation to learn more about the Post Offer Evaluation.