

TESTING FOR THE RIGHT FIT

HOW PRE-EMPLOYMENT PRE- AND POST-OFFER TESTING CAN SAVE YOU MONEY

Every employer wants to fit the worker to the job. Where the job has significant physical requirements, the employee’s physical ability to do the work is crucial. Pre-employment pre- and post-offer testing can do just that. Testing can save an organization hundreds of thousands in potential costs by preventing injury to unqualified or unfit workers.

Follow the hiring process of the hypothetical organization below.

PRE-OFFER
AGILITY TEST

WHEN: This test is given before an official offer of employment is made to a candidate.

WHAT: A Pre-Offer Agility Test¹ is used to determine whether or not a potential candidate has the physical ability required for the job. The results are based solely upon their strength and ability to meet the job-related essential-function tasks required.



\$100K*
SAVED

**FAILED ESSENTIAL
JOB FUNCTIONS**

Potential candidates failed to safely perform the tasks required for the job—saving the organization \$100,000 in potential injuries.

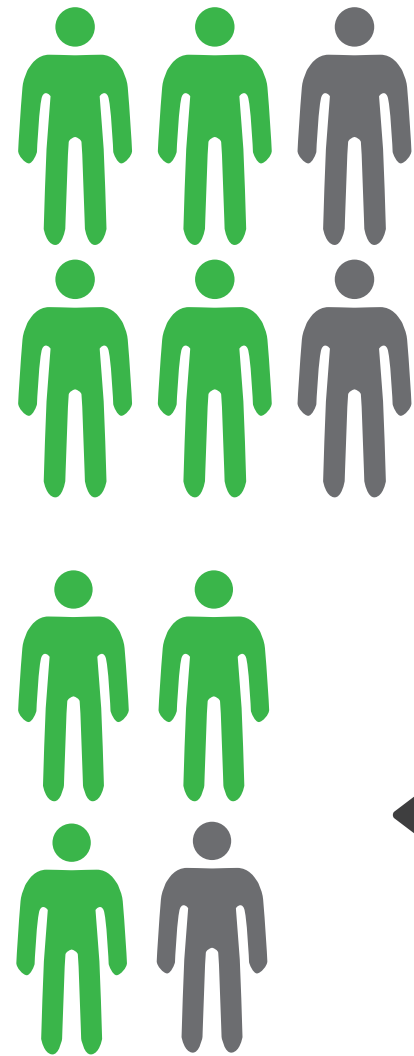
JOB OFFERED

COMPREHENSIVE
PRE-EMPLOYMENT
POST-OFFER

WHEN: This test is given after a bona fide offer of employment has been made, but before the candidate officially begins work in the capacity of the new position.

WHAT: The Comprehensive Pre-Employment Post-Offer Test¹ is used to determine whether or not a job candidate can safely perform the essential functions of the job position offered. It includes:

- Medical history review with a clinician
- A series of comprehensive medical measurements
- Strength measures
- Dynamic lifting & progressive lifting sequence
- Cardiovascular measures
- Essential job functions testing which demonstrate the capability to safely perform the essential functions of the job



\$50K²
SAVED

**LACK OF NEEDED
STRENGTH**

After receiving an offer, 2 of the candidates failed to lift the required load necessary for the job, saving the organization \$50,000 in direct costs due to potential back injuries.

\$25K²
SAVED

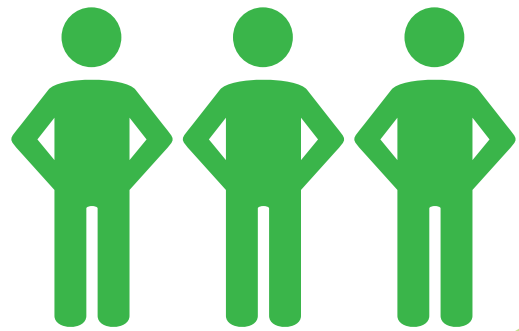
MEDICAL HISTORY

After receiving an offer and passing other parts of the test, the individual did not meet the medical requirements due to a history of multiple back surgeries with current positive symptoms—saving the organization \$25,000 in potential direct medical costs.

EMPLOYED

YOUR NEW HIRES

This organization’s new hires successfully passed all of the necessary tests and requirements for the job. Thanks to pre-employment pre-offer and post-offer testing, the organization saved hundreds of thousands in potential costs due to unfit workers.



MONEY SAVED
\$175,000*

Preventing even one serious on-the-job injury can pay for hundreds of pre-employment tests.

* Hypothetical dollar amount, cost savings could be more or less

1. WorkSTEPS, Inc, <http://www.worksteps.com/services/new-hires/>

2. Costs based on the National Council on Compensation Insurance averages

Interested in learning more about how testing can create the perfect fit and save your organization money?

GIVE US A CALL:
877-348-4975
Find out more at: wellworkforce.com

