

Pre-employment/ Post-offer Agility Testing



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A GSC Consulting Services Company

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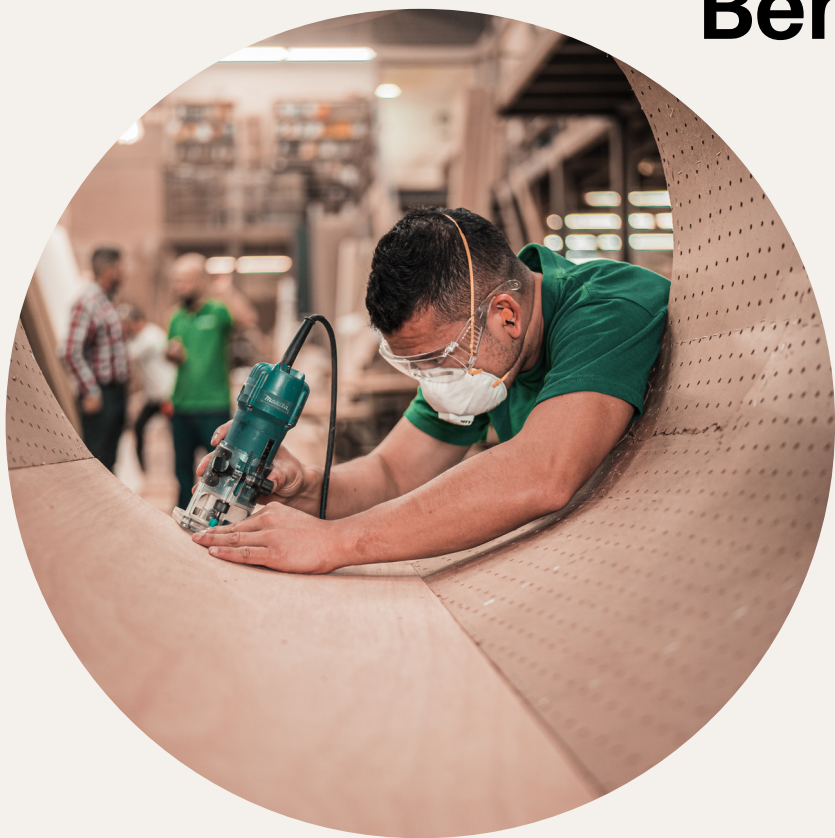
Why Should Your Company Use Agility Testing?

Pre-employment/Post-offer agility testing provides advantages for HR, EHS, Production and Profitability!

- **Eliminate the 'walking wounded.'** PE/PO agility testing allows for companies to ensure that a candidate for employment can meet or exceed the physical requirements of the job within EEOC/ADA compliance. The testing identifies the applicants not physically capable of performing the job before hiring them.
- **Reduce Employee Turnover.** According to NIOSH, 10% of applicants who fail the testing should not be hired or they can be placed in a job more suited to their abilities, which reduces turnover.
- **Reduce Injuries.** Agility testing reduces the injury rate. This is HR and Safety working hand in hand.
- **Saves Money, Increases ROI.** Agility testing statistics show companies can save an average 80% on medical claims and reduce MSD's slips, trips, and falls by up to 96%.

Pre-employment agility testing has been shown to save an average of 80% on medical claims & reduce MSD's, slips, trips and falls up to 96%.

Benefits of PE/PO Agility Testing Include:



- Reduced recruitment and hiring costs.
- Improved employee retention.
- Reduced work-related injuries.
- Improved productivity and quality.
- Improved employee morale.
- Can be used for structured return to work.

What are the 3 steps to creating defensible Pre-employment/ Post-offer Agility Testing?

1. Perform a Job Analysis for each job using the Department of Labor Handbook for Analyzing Jobs..

The Dept of Labor Handbook for Analyzing Jobs is considered to be the 'Gold Standard' in Job Analysis.

- A Job Analysis using this handbook is the first step in creating agility tests that are EEOC/ADA compliant. It establishes a baseline for how the job should be done, not how employees may be currently performing the job.
- Identification of essential functions, job tasks and elements are critical for test development. Items should be quantified with measurements.
- Inclusion of a supervisor and at least 1 employee that currently performs the job is critical to validate that the job demands are accurate.



2. Make sure your tests are EEOC/ADA compliant.

- Develop a job-specific test that reflects the maximum physical requirements of the job.
- Validate the test by having a minimum of 3 employees currently performing the job complete the test and provide feedback. Make any applicable adjustments to the test. After adjustments, the test is ready to administer.
- Create HR policies for hiring process that include the testing process. Policies should include:
 - ✓ Standardized policy on when to administer tests.
 - ✓ Standardization of test administration.
 - ✓ Standardization of all failure/re-take policies.



3. Use NIOSH standards to ensure the test are effective.



NIOSH has reviewed tests nationally and has determined that an acceptable failure rate should be 10%. This number represents the “hidden walking wounded” or those applicants that are not able to meet the essential functions of the job at the time of their application.

If a test passes more or less than 90% of the applicants, then the test is not effective!

Many companies are not using NIOSH standards and their tests are not defensible in court.

A Valid and Defensible Employment Test Must:

Be Based on Dept of Labor Handbook for Analyzing Jobs

Based on actual measurements.

- force
- frequency
- weight
- height
- distance

for EVERY

- function
- task
- element

Use NIOSH Standards

- Created with a 10% Failure Rate.
- Pass/Fail of the entire test only.
- Updated when there are changes to the job that may affect the physical requirements.

Be Fair to All Employees

- Standardized to ensure consistency for every applicant.
- Validated with employees currently performing the job.

What are 3 common reasons company management may be hesitant to use pre-employment/post-offer agility testing?

1. "Won't we be risking a law suit?"

Legal and HR may be hesitant to implement a PE/PO testing program due to the potential risk of an EEOC or ADA suit for discrimination.

Answer:
Yes and No.

Defensability: If your current testing isn't EEOC/ADA compliant then, yes, you are risking a law suit. If you use EEOC/ADA compliant standards which insures defensibility of PE/PO testing, then it's much less likely.

Risk: Using a neutral 3rd party vendor like GSC On-Site helps ensure your company against risk. GSC backs all of it's testing data.

Expertise: Using GSC On-Site, gives you the advantage of their 25 years of extensive expertise and proven methods to help you set up your PE/PO testing correctly.

2. "Can't we just do it ourselves?"

Company management may think PE/PO agility testing is simple and HR or Safety should be able to set it up on their own.

Answer:
Yes, you can do it yourselves, but there are proven advantages to using a vendor.

Risk: Establishing your own form of agility testing is possible, but if the tests are not EEOC and ADA compliant, the risk of a law suit is much greater.

Expertise: Every element must be accurately measured, documented, and used to establish compliant testing. Having a qualified vendor do this ensures a systematic and consistent approach and frees up internal resources for more important and pressing matters.

Results: PE/PO tests must demonstrate a 10% failure rate to be accurate and achieve ROI advantages. The stats must be monitored over time to maintain results and savings. Using an outside vendor with proven methods not only reduces liability, but puts a plan in place to monitor results so you continue to see the increased ROI and reduction in injuries.

3. "What's wrong with doing it the easy way?"

Management may say, "It's more time consuming to develop the test correctly for EEOC and ADA compliance than just a lifting test that's not job specific."

Answer:
The time spent to establish correct testing is insignificant compared to the ROI.

Risk: Job specific testing takes longer, but it's the only way to establish EEOC/ADA compliant PE/PO agility testing.

Benefits: The benefits of using job specific measurements to establish EEOC/ADA compliant PE/PO agility testing far outweigh the time spent.

ROI: PE/PO agility testing has been shown to save an average of 80% on medical claims & reduce MSD's, slips, trips and falls up to 96%.

- ✔ **GSC On-Site will help you establish EEOC/ADA compliant testing .**
- ✔ **You can administer the tests, or we can do it for you.**
- ✔ **PE/PO agility testing leads to documentable reductions in medical expenses, time off work, employee turnover, and injuries.**
- ✔ **ROI savings can be projected for your company based on your data.**



GSC staff taking measurements at a job site.

Find out how this will work for your site.

Get details on how we can help you do this for yourself.

Or...
Get details on having us do this for you.

Schedule a 15 minute complimentary consultation because:

- You'd like more information on how this might work at your company.
- Your current testing is ineffective.
- You're concerned that your current testing may be non-compliant.
- You'd like to get a quote on establishing this for your site.
- You'd like to improve the profits for your site!

<https://calendly.com/gsconsite/chat-pre-employment-post-offer-agility-testing?month=2023-07>

click here or paste this link into your browser..

Why is GSC On-Site Services a Resource You Can Trust?

Experience & Quality

- 40+ years of Job Analysis experience.
- 25+ years of experience developing and administering EEOC/ADA compliant agility testing.
- Meets NIOSH guidelines for failure rate.
- Defensible test that is backed by GSC On-Site Services.

HR Support

- Assistance for HR with policy development for testing.
- Assistance to determine job(s) to be included in testing.
- Incorporates edit of job information and test validation by employees performing the job.
- Standardized test documents and training if GSC is not administering the test.

Forms Included

- Sample documentation for applicants.
- Consent for testing.
- Documentation for pass/fail.

The GSC On-Site Bonus

Job Analysis creates the basis for Pre-employment/Post-offer agility testing. Job Analysis deliverables include:

- HR Job Summary with physical demands.
- Video of job to show applicants during the interview process.
- Physician Summary Report for return to work.
- Ergonomic Risk Assessment Report and cost-effective recommendations.

Choose GSC ON-Site

25 Years, Best in the Industry

We helped write the law.

Gil Smith, our founder, sat on the committee that wrote the standards and ethics for the ADA law.

We have a proven track record.

GSC On-Site Services has been providing Pre-Employment/Post-Offer Agility Testing services to customers for over 25 years.

We are innovators.

Our team of experts uses the Department of Labor Handbook for Analyzing Jobs. They document all weights, forces, frequency, heights, and distances, which are critical in defining the essential functions, tasks and elements of the job. GSC On-Site can help determine the way the job should be done (not just through observation of how the employees are performing the job or second hand interviews.)

How this helps you:

This knowledge gives you the power to make more informed hiring decisions, which improves employee retention, morale, productivity and quality while reducing injuries and hiring costs.



Schedule a 15 minute complimentary consultation because:

- You'd like more information on how this might work at your company.
- Your current testing is ineffective.
- You're concerned that your current testing may be non-compliant.
- You'd like to get a quote on establishing this for your site.
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