



# POET Progress Metrics: Food Processing Company

## Program Benchmark Period:

June 15, 2008 through June 15, 2009

## Program Set-Up:

This employer utilizes pool hiring and was faced with a high injury rate because the jobs are physically demanding. Through its detailed Physical Demands Analysis (PDA), BTE Technologies was able to categorize all jobs into 3 distinct Job Levels. This process enabled better job matching for new hires while minimizing fail rates and potential adverse impact. BTE was also able to initiate a number of cost-effective ergonomic modifications.

## Post Offer of Employment Testing (POET) Pass/Fail Rate:

In the first year of this program, 463 job candidates underwent Post Offer of Employment Testing (POET). Of those, 396 passed the criteria for Level 1 or higher.

Of the 463 tested, 67 job candidates failed the minimum requirements for any Job Level - approximately 14%. An additional 3% of job candidates did not meet the medical requirements to take the POET test, bringing the total fail rate of conditional job candidates to 17%.

## Claims Results:

	POET Program Year	Previous Year (pre-BTE POET)
MSD Claims Filed	10	40
MSD Claims Closed	5	24
MSD Claims Open	4	16
Delayed	1	0
<b>Total Claims Cost</b>	<b>\$22,885</b>	<b>\$246,468</b>

**The employer realized a 93% reduction in claims costs in the first year of the program.**

## Impact on Retention:

This employer had seen tremendous wasted costs on turnover, especially during employees' first year on the job. Most detrimental, though, was the turnover in the first two weeks on the job. The company's Human Resource professionals calculated the cost of these early losses at \$3,000 per person in combined recruitment and training costs.

In the last six months prior to the BTE POET program, the employer had an average of 51.5 employees quit their jobs *within the first two weeks of employment*. Most reported that the job was harder than they had anticipated. During the first six months of the POET program, only 13 employees left in their first two weeks on the job. **The employer has calculated a savings snapshot of \$115,500 in recruitment and training fees due to the 75% reduction of turnover in the first two weeks on the job.**