

POST-OFFER EMPLOYMENT TESTING (POET)

The first line of defense against workplace injuries stands at the start of a worker's journey with your company. Post-offer Employment Testing, or POET, provides managers the opportunity to screen potential hires with custom-tailored processes that determine the individual's fitness for duty in their role. Using tests that check for physical aptitude in the specific areas that most affect the employee based on the job they've been offered, POET helps screen for potential physical risks, injury hazards, and productivity rewards, dramatically cutting the risk of injury to new hires within the first six months of employment. Since employers can't collect health data on new hires until after the worker has officially joined the organization, POET is designed to capture the essential functions of each job and check for outstanding safety risks associated with the role's physical requirements, all within the bespoke framework of DORN's Body, Behavior, and Environment approach to workplace wellness and safety.

Benefits of Post-Offer Employment Testing

- Ensure that new hires are physically equipped to handle the essential functions of the job
- Place candidates in roles where they will excel
- Boost employee retention with happier workers who know they can do the job
- Know that you're hiring the right person for every role
- Reduce injury rates and screen out risk factors for health and safety incidents

Results of POET

Companies that utilize post-offer employment testing regularly experience less turnover, fewer injuries, and lower costs from preventable workers' compensation claims. Case studies from POET applications around the nation have shown:

- Lower training costs—new hires generate about 16% in additional costs to replace a trained worker
- Better productivity among workers—you know you're hiring the right people for the job
- Robust health metrics for your workforce—know and understand the needs of your people from the moment they're hired
- Fewer injuries and lower costs related to claims, care, and absenteeism



About DORN Companies

For nearly 20 years, DORN has led the cutting edge of workplace safety solutions, offering holistic, proactive strategies to help organizations in all sectors reduce injuries, cut costs, and boost productivity. With a whole-person approach to safety that evaluates Body, Behavior, and Environment, DORN deploys custom-built solutions based on trusted science and the expertise of a nationwide team of workplace safety specialists. Whether through ergonomic assessments, PainFree treatments, biomechanics programs, technology solutions or coaching and training, DORN solutions significantly enhance organizational efficiency and employee effectiveness while improving the overall culture of the organization. With an annual ROI of nearly 600% and a reach of over 40,000 employees, we have saved employers over \$100 million in workers' compensation and healthcare claims and costs.

Contact us to learn more:

(888) 870-8828
info@dorncompanies.com
www.dorncompanies.com