

# Food Production Case Study

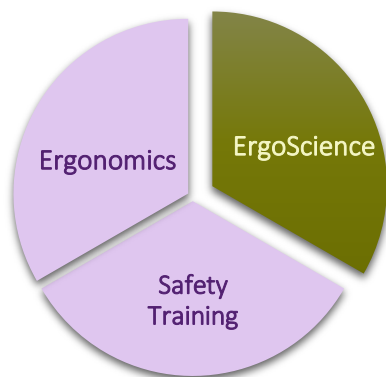
## Our client

One of the largest privately held meat processing companies in the Mid-west, our client harvests and processes beef – both ground beef and case-ready meat at multiple facilities, employing over 4,000 employees.

## The challenge

Meat harvesting and processing is strenuous work involving heavy lifting and forceful repetitive gripping. Both low back and shoulder injuries were a significant problem. In addition, wet and damp surfaces were creating slip and fall injuries. The average annual cost of injuries for just two of their facilities exceeded *\$700K/year!*

Several of their safety and work comp professionals began to notice that many of their injuries were occurring in their newly hired employees with some of the post-accident investigations showing that many new-hires had pre-existing conditions and previous work comp injuries.



The Safety Team had conducted extensive safety training and executed whatever ergonomic changes were realistic for their organization. But despite all their efforts, injuries continued to be higher than desired. When they learned about ErgoScience pre-hire/post-offer Physical Abilities Testing and about the outcomes we had achieved with others, they were eager to see if it would benefit their organization and opted for a 2-year trial in two locations. They realized that pre-hire Physical abilities testing is really the foundation upon which they could build more effective safety training.

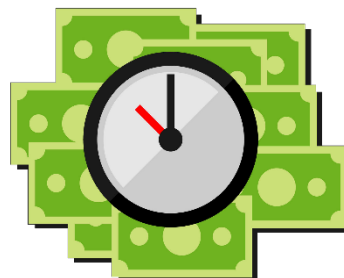


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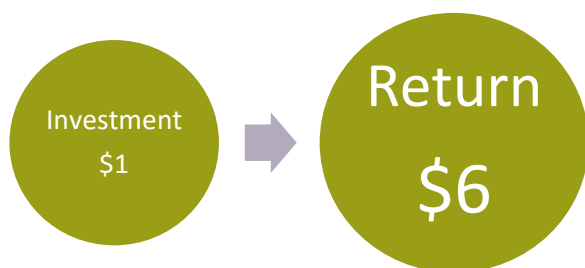
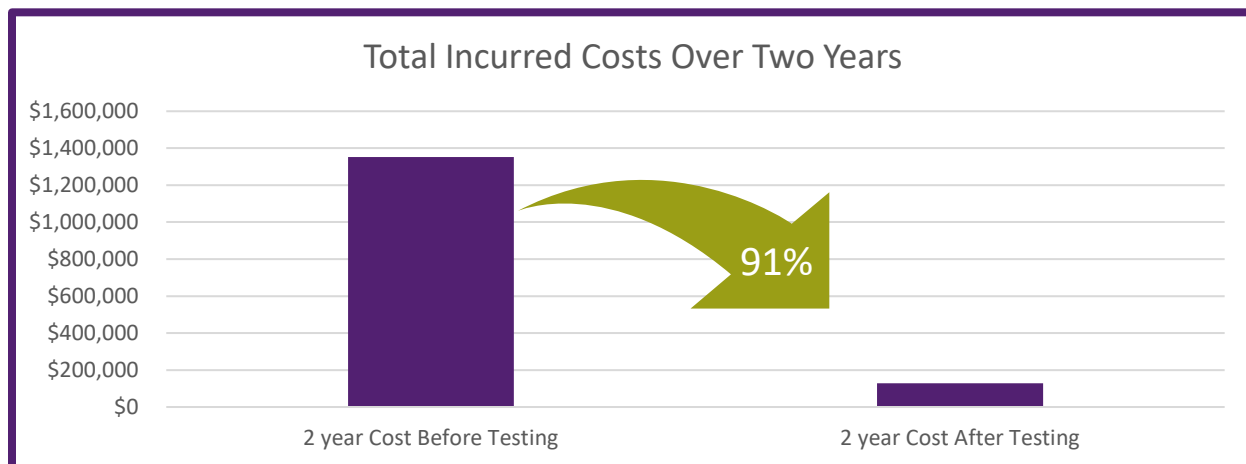
## The solution

**ErgoScience** performed job analyses and developed job-specific assessments that were **ADA** and **EEOC compliant**. A near-by physical therapy clinic was trained in test administration and the client's talent acquisition team was trained to request testing using the ErgoScience web-based testing application.

Over a 2-year period ErgoScience tested over **775 applicants at two facilities**. One of the initial concerns was that the testing would slow down the hiring process. The team quickly realized that from the time the test was requested to the time the test result was ready was just under 2 days. **Background checks took longer than that**. Another concern was about how high the fail rate would be but found that the 8% fail rate was tolerable – especially since they were experiencing less turn-over.



At the end of the first two years of testing at the two pilot facilities, ErgoScience and the client collaborated on evaluating the outcome of the testing. A key finding was that the two-year average annual total incurred costs (direct costs only) for strains and **sprains and slips, trips and falls** among new hires had **decreased by an average of 91% at the two facilities!**

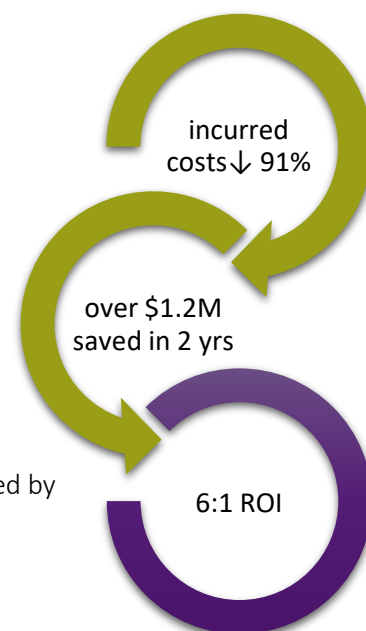


In addition, the client realized an average of 6:1 return on investment given their injury savings compared to the cost of the program

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## Conclusion

Our client is extremely pleased with the results they have achieved with this program and consider it the **foundation of their injury prevention program**. The executive team has full confidence that they employ workers who are **physically capable** of doing the job and who can truly benefit from their excellent safety and ergonomic training programs. This program has not only produced **tangible results** through reduced costs, but it has created other **collateral outcomes** as well, with improved on-time delivery, customer satisfaction and improved employee morale.



We should talk if you share some of the **concerns** and **frustrations** experienced by this organization as listed below:

- ✓ Higher than desired OSHA recordables
- ✓ Increasing workers' compensation costs
- ✓ High rates of injury among new hires
- ✓ Post-injury evidence of pre-existing conditions
- ✓ High turn-over



If you've implemented other conventional injury prevention strategies but feel you could do more, reach out to us for a **no-obligation consultation** to see if pre-hire **Physical Abilities Testing** is right for your organization.

Get information and pricing