

Work Testing

We custom design our work tests to be effective and functional tools for pre-employment (baseline), annual (periodic) and return-to-work (post-injury or -illness) screening. The information provided by these job-specific tests enables employers to make the most informed hiring and placement decisions possible. It also helps match applicants to the positions for which they are most qualified and best suited, and prevent on-the-job injuries among employees.

Our team of work testing experts develops each test based on personal observations of the worksite, expert assessments, and information provided by the employer. We design all testing components to relate directly to the specific physical demands identified by our job analyses. Additionally, we validate all tests using data we obtain from current workers who are successfully performing in those jobs with that employer.

Features

- » Valid, objective and defensible hiring tool to determine whether an applicant's physical abilities match those needed to perform in the job safely and effectively
- » Individualized body mechanics and job-specific safety instruction for employees before they start in their jobs or return to work following an injury or illness
- » Unmatched expertise in designing tests for companies of any size, in any industry, at any location or multiple locations
- » Highly flexible program, which allows us to adapt the work tests to your needs, specifications, industry, work environment, safety concerns, regulatory requirements, and other unique factors
- » Significantly greater value than the generic, off-the-shelf tests offered by most providers

HealthForce performs all work tests in conjunction with medical clearance from one of our occupational medicine physicians. As appropriate, we may also include job-specific equipment as part of our testing process to make the testing components more realistic and predictive of the individual's future job performance.

What's unique about our program?

HealthForce helps you maximize the value of every dollar you spend on work testing. All of our tests include one-on-one body mechanics instruction, and our evaluation criteria always account for the person's use of safe body mechanics.

We design our work tests based on essential job functions. Testing may also assess cardiovascular fitness, productivity, work-related behavioral criteria, and other job-specific criteria as needed. Tests are administered by HealthForce clinical staff with extensive expertise in identifying musculoskeletal dysfunction and providing body mechanics instruction. In addition, our tests:

- » are designed specifically for each employer and each job,
- » are updated when needed based on ongoing communications with the employer,
- » are routinely validated to ensure full compliance with the Americans with Disabilities Act (ADA) and other applicable regulations,
- » use actual job equipment whenever possible to make the tests more realistic,
- » include activities that are functional, providing objective and valuable information about the person's ability to safely perform the essential functions of the job,
- » use evaluation techniques that are developed following in-depth observation of the jobs by our work testing experts and a Vocational Rehabilitation Counselor, and
- » can be performed by a network of HealthForce and non-HealthForce clinics.

Customer benefits

Our unique work testing program yields:

- » a more capable and productive workforce,
- » reduced incidence of employee injury and illness, and related healthcare costs,
- » fewer and less costly workers' compensation and disability claims,
- » expert, accurate identification of applicants who are best suited to the job,
- » results and recommendations that are fully compliant with applicable regulations, and
- » greater awareness among new-hires and employees that the employer is concerned about their health, safety and well-being.



HealthForce provides custom-designed testing setups and realistic scenarios to accurately predict whether an individual will be able to perform specific job functions safely and effectively.



Our tests, which we routinely validate to ensure regulatory compliance, serve as an objective, defensible hiring tool to help assess each candidate's physical abilities and suitability for the job.

About HealthForce

HealthForce is a single-source provider of workplace health solutions, serving thousands of local, regional and national employers. We are an innovator in employee health, offering superior care to injured and ill employees, and designing and delivering workplace health services to improve employee health and productivity.

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