

Long-Term Senior Care Provider

Benchmark Period: Feb. 2012 – Jan. 2013 (12 months)

Program Overview:

A national provider of senior long-term and memory care was experiencing a high rate of new-hire musculoskeletal injuries, including sprain/strains, overexertion, cumulative trauma and contusions in the three year period prior to implementing BTE’s Post Offer Employment Testing (POET) solution. BTE was retained to develop a validated POET program on a pilot basis in one state in order to screen incoming front-line care providers and to prove the efficacy of the program.

POET Program Evaluation:

During the 12 month period following implementation of the BTE POET program, 994 care providers were tested. Twenty eight percent (n=274) of the new hire candidates did not meet the required job demands so their conditional job offers were revoked.

For the one year pilot period, claims filed within the first year of employment were separated into two buckets: claims that were POET tested and claims that were not tested. All other factors were equal- same state jurisdiction, same job title, etc.

POET Program Metrics:

Group	No. of Impact Claims*	Incurred Cost	Avg. Cost per Claim
Not POET Tested	51	\$333,314	\$6,535
POET Tested	15	\$25,507	\$1,700

*Impact claim defined as an injury POET could have prevented such as sprain/strain, over exertion, etc.

Key Take-Aways

- **92%** improvement in incurred cost: POET tested vs. non-POET tested
- **74%** lower average cost per claim: POET tested vs. non-POET tested
- **20%** improvement in case closure rate: POET tested vs. non-POET tested
- Injury incidence rate on POET tested candidates: **2.8%** vs. 15% national average
- Assuming a 25% injury rate on failed candidates, the company avoided an additional **\$447,647**

First year savings:

Direct savings exceeded all program development and testing costs by **59%**, and by **282%** including claims avoidance

First year Net ROI (with loss development factor applied):

559%. For every dollar spent, this employer saved **\$4.59** (not counting claims avoidance)