



# Job Ready Services

Job Ready Services, LLC



February 2009

## The Economy: The Best of Times or the Worst of Times?

Over the last year we have seen great changes in the economic stability of our country and not for the better. We have seen the impact of failed financial giants and the demise of many companies. With this, however, we have seen several growing sectors of our population: the aging worker, the unemployed worker and the injured worker. Aging workers who had plans to retire, are now hanging on to their jobs as they have seen the value of their retirement funds reduced or depleted by the instability of the market. This has resulted in limited job opportunities, company closings, tightening of credit, cutting back on inventories and downsizing. Construction and service industry positions usually filled by undocumented workers are being filled by anyone who happens to be in the right place at the right time. Rumors of impending lay-offs are hitting the American workforce with a predictable outcome: desperate unemployed workers will scramble for any benefits they can find. While unemployment insurance provides support for just 26 weeks, workers comp can help pay the bills for years and years.



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Where can we find “the best of times” in this economic climate? Now is undoubtedly the best time for employers to implement a functional employment testing program. Lack of objective functional testing offers increased risk of hiring your next claim. The ADA Amendment Act, in effect on 1/1/2009, will result in new challenges to the employer to base the hire or withdrawal of hire on objective testing of the candidate’s safe and productive ability to perform the essential functions of the job, with or without accommodation. Testing of existing workers offers an opportunity to identify “at risk employees” and provides cost-saving interventions versus managing a worker’s comp claim or worse yet a disability claim. Testing workers at point of return from leave or injury provides accountability from medical providers and workers to provide effective and objective proof of ability to safely return to work. Companies who are testing are realizing 50%-80% in cost savings—a return on investment that is invaluable in these economic times. For some companies, this ROI could mean the difference between closing their doors or saving their business as well as their greatest assets—their employees.

Which scenario will you find yourself in, the best or worst of times? Please join us for our seminar on February 26 focusing on many of the issues raised in this newsletter.

### News and Upcoming Events

#### ANNUAL SEMINAR:

**The Aging Workforce: Challenges and Solutions for Hiring, Injury Management and Wellness**

**Thursday, February 26, 2009  
8:30 am—4:00 pm  
Raleigh, NC**

**Register for seminar soon!**

**Cost increases after February 12!!!**

**Credits approved: HR, OHN, CCM, CRC and Dept of Insurance**

#### LUNCH & LEARN:

**Thursday, February 12, 2009  
12:00pm-1:00pm**

**“Knee Injuries: Anatomy, Prevention and RTW”**

**Dr. Robert Jones**

**Approved: CCM and CRC**

**Reminder: Early referrals for Work Conditioning could return the Injured Worker to work earlier and safer than waiting to do an FCE that may very well be invalid. Work conditioning is a daily program specifically designed to return the worker to work safely. If instituted early in the medical rehab of the IW, work conditioning results in a much increased likelihood of RTW, saving \$ in worker’s comp & absence costs.**

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**For more information on any of these events or services, please contact Michelle Morgan:**

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