



Who Should attend:

Safety & Health Professionals
Physical Therapists
Physical Therapy Assistants
Occupational Therapists
Occupational Therapy Assistants
Human Resource Professionals
Athletic Trainers
Exercise Physiologists
Allied Health Professionals

Contact Hours:

16 Hours

Tuition:

\$500.00

Education Level:

Introductory
No pre-requisite required

Content Domain:

Evaluation

Course Instructors:

See reverse for course instructors

Course Approval:



State of Illinois Physical Therapy
Continuing Education Sponsor



OCCUPRO
3535 30th Ave, Suite LL1
Keshosha, WI 53144
866-470-4440

www.occupro.net

Course Description

The pre-placement post-offer screening training program is designed for professionals who are looking to implement or expand their knowledge in performing pre-placement post-offer testing/screening. Many therapists know how to create pre-placement post-offer tests but lack the knowledge that makes sure the testing they create meets ADA, EEOC, and case law standards. Following the completion of this two day program you will be able to perform the industry's best job demands analysis to determine the essential functions and their associated physical demands. This information will then be used to create an ADA, EEOC and case law compliant pre-placement post-offer screen.

Your hands on experience during this course will include performing an actual job demands analysis at a local employer and using the gathered information to create your testing. Trainees may bring in videos of jobs they are presently creating testing for and by the end of the training the attendees and instructors will assist in creating your pre-placement post-offer screen. OccuPro's Online Assessment Application will be utilized during the course as a training tool.

Satisfactory course completion as an assessment of learned outcomes includes:

- Participation in the two days of training
- Performing a job analysis and creating a pre-placement/post offer evaluation
- Classroom presentation/critique of your pre-placement/post offer evaluation

Learning Outcomes

By the end of this training program learners will be able to:

- Perform essential job demands analysis at a local employer
- Create high level tests based on the actual job evaluated
- Create a pre-placement post-offer screen from a video of a job you bring
- Write industry accepted essential functions and job descriptions using the US Department of Labors sentence analysis technique
- Expand your market share into this cash based market
- Recognize the importance of the following federal law, case law, and research supporting testing
 - Americans with Disability Act (ADA)
 - Equal Employment Opportunity Commission (EEOC)
 - Case law since the 1960's
 - Review of studies that support pre-placement post-offer screening
 - Return from the course with research and regulations supporting testing for your customers
 - Preparing for legal scrutiny
- Gather and store the important information
- Develop Post-Offer Screening including the following:
 - Test development including job replicated testing and standardized tests
 - Tests to use and not to use
 - Administering and validating your test
 - Writing up your results
- Understand program implementation, review and market expansion
 - Yearly review of each contract
 - Marketing your program to future customers
 - Creating proposals and writing contracts for testing



Course Instructor



Jim Mecham, MS, OTR/L, CPE, CFCE

Jim's global experience working with organizations implementing various injury cost reduction services has helped these organizations positively influence their bottom line. Jim has developed and implemented pre-placement post-offer assessments within organizations throughout North America. He has performed hundreds of high level job analysis and used this information to create legally defensible Post Offer employment tests for multiple local, national, and international organizations. His Bachelors of Science in Occupational Therapy and Masters of Science in Industrial Engineering is a perfect fit to recommend prevention strategies to reduce work related injuries and implement programming that assists employers in hiring employees that can safely perform the essential demands of a job. Jim is a Certified Professional Ergonomist and has been awarded this certification through the Board of Certification in Professional Ergonomics. He continues to consult with organizations globally to implement American with Disabilities Act compliant, Civil Rights Act compliant and legally defensible Post Offer Employment Tests. Jim's extensive experience in the field of industrial ergonomics provides many real world stories in regards to implementing services that reduce workers' compensation injuries and illnesses. Jim has provided pre-placement post-offer continuing education courses throughout North America since 2002 and has trained hundreds of medical professionals how to implement this profitable program in their own practice.



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