



Physical Capacity Profile now in Ankeny

Methodist Occupational Health & Wellness now offers Physical Capacity Profile testing in our Ankeny clinic location. We now provide this service at all three of our Des Moines area occupational medicine clinics. Currently, about 140 central Iowa companies utilize the Physical Capacity Profile test in our clinics, representing companies from a wide variety of industries, including construction, health care, manufacturing, trades, and others.

UnityPoint Health – Des Moines has conducted PCP testing since 2007, and in 2012 we were proud to conduct the 100,000th test performed by the PCP testing network. In 2015, UnityPoint Health – Des Moines performed more PCP tests than any other testing site in the country. So why are all these Des Moines companies so interested in using this test?



Matching Employees to the Work They Do



It's documented fact that employees who are strong enough to perform the functions of their jobs are less likely to be injured, and if injured, take less time to recuperate. With this in mind, companies seek pre-employment screening options that can help them better determine whether or not an employee can handle the job they'll be doing.

The U.S. Department of Labor helped by publishing five work levels in the Dictionary of Occupational Titles:

Level 1	Sedentary Work	Exerting up to 10 pounds of force occasionally, and/or a negligible amount of force frequently. Involves sitting most of the time, but may involve walking or standing.
Level 2	Light Work	Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently. Required walking or standing to a significant degree; or requires sitting most of the time but entails pushing and/or pulling of arm or leg controls.
Level 3	Medium Work	Exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly.
Level 4	Heavy Work	Exerting 50 to 100 pounds of force occasionally, and/or 25 to 50 pounds of force frequently, and/or 10 to 20 pounds of force constantly.
Level 5	Very Heavy Work	Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly.

The PCP test uses 28 measurements of strength and agility to determine the maximum work level your applicant can safely perform.

Testing Myths Exposed

Many employers want to use pre-employment strength testing of some kind but feel that too many obstacles will make it difficult to implement a test and use the results during the hiring process. A few key myths contribute to this thought:



1. MYTH: TOO EXPENSIVE

Strength tests definitely add to your hiring costs. Different tests range from \$50 to \$150 in the Des Moines area.

REALITY: If testing prevents even one injury, the expense is typically more than covered.

2. MYTH: TOO TIME-CONSUMING

Employers in many industries need workers as soon as possible and fear that additional screening measures, like strength tests, will slow down their hiring process.

REALITY: Many strength tests, including the PCP test in our clinics, can often be scheduled same-day or next day, and clinics are typically willing to be flexible in scheduling to earn your business.

3. MYTH: TEST INFORMATION CAN'T BE USED LATER

Employers who have used "lift testing" in the past often find that the test might give them a pass/fail determination, but no additional information about an applicant's prior history is provided.

REALITY: The PCP test documents an applicant's pre-existing conditions, assigning an impairment percentage by body part using the AMA Guides to Impairment. This data can be used if that employee is injured on the job later. Ask your insurer how.

4. MYTH: THE EEOC / ADA WILL SUE ME

Google search "lift test lawsuit" and you're bound to find some doozies. Employers fear that implementing a test opens them up to potential litigation.

REALITY: Any required screening has the potential to invite litigation. However, when policies are carefully drafted and delivered consistently, employers have the legal right to use screening tools such as drug testing and strength testing. The PCP in particular has undergone EEOC scrutiny and ADA audits. In the end, the test is legal and the results can be used to make hiring decisions, as long as those decisions are made consistently for all applicants who take the test.

In the end, strength testing isn't for everyone, but for employers who want to get a better handle on their hiring process by finding a way to ensure their new hires are strong enough to do the work, it's a great option. Companies who use the PCP test have documented decreased injury rates and decreased work comp claims dollars. By hiring capable applicants, the company and the employee both win.

Check out the Physical Capacity Profile test online at www.pcpworks.com.

For a map of Des Moines area PCP testing sites, [click here](#).