

FOOD SERVICES OF AMERICA

Top 5 US-headquartered food distribution company

Pre-Work Screening Tailored For Each Location Pays Off

the CHALLENGES

- Requirements at different locations were no longer uniform
- Job descriptions for various roles had become out of date
- Concern over potential injuries due to new hires unable to perform job
- Sought a fair test procedure across all sites
- Wanted to keep workers' compensation costs low

the RESULTS

- Customized screening tests developed for each of 15 locations
- All functional job descriptions updated to aid recruiting
- More thorough hiring process with fast pass/fail reports
- Highly accurate tests designed for specific roles

"WorkWell has been super. Their team really knows their stuff, and they were great at helping us think things out and putting new tests together. What's more, they respond right away; we recently had a need we thought would take days, but WorkWell resolved it that afternoon."

Martin Bean, Corporate Safety Manager, Food Services of America



Pre-Hire to Retire Prevention, Wellness and Treatment

FOOD SERVICES OF AMERICA

Top 5 US-headquartered food distribution company

their STORY

A premier foodservice provider for customers throughout the nation, Food Services of America (FSA) has been a **WorkWell** client for nearly a decade. Initially, they asked WorkWell to create a pre-work screening program for one location, and then replicated the program in their 14 other locations — which at that time had identical needs.

This worked fine for many years. However, over time, differences grew between the locations. For example, one location requires workers to lift 100 lbs. of frozen meat, while others do not. As a best practice, FSA determined it was time to revalidate their program.

WorkWell was asked to reassess each location and update both functional job descriptions and pre-work screening tests based on individual needs. New tests were created for specific roles at each particular location, designed to better ensure that new hires would be able to perform the physical work needed.

business IMPACT

Improved Productivity

Employees hired are better able to perform the job and meet FSA corporate standards.

Consistent Process

FSA is now poised to revalidate job descriptions and pre-work screening tests on a regular basis.

favorite DISCOVERY

“WorkWell even helps us screen out unqualified candidates before the test. Thanks to our detailed job descriptions, very often individuals don't show up for the test if they don't think they can pass.”

Martin Bean, FSA Companies



Pre-Hire to Retire Prevention, Wellness and Treatment