



Silverado Dramatically Reduces Workers Compensation Expenses

The Situation

Silverado, who enriches seniors quality of life through Senior At Home Care, Memory Care Communities, and Hospice Care conducts business in an industry where workers compensation claims are commonplace. Often significantly impacting the organizations bottom line, finding the right employees can make all the difference. Unfortunately, knowing whom to hire can be a costly, time-intensive process involving interviews, background tests and drug tests, which can fail to give a full impression of how the employee will perform or if they're prone to risky behavior.

To that end, Silverado, with 59 locations in 8 states, was looking for a more effective process to reduce workers compensation claims and costs. The senior care provider implemented IntegrityFirst into their hiring process in June of 2010.

The Process

Between May 11th, of 2011 and April 30th of 2016, Silverado screened 12,240 job applicants with the IntegrityFirst assessment. From this group, IntegrityFirst disqualified 26.5% of candidates based on indications of risky behavior, including:

8.4%

Self-Admitted to
Theft

4.5%

Self-Admitted to
Substance Abuse

15.7%

Disqualified for
Dishonesty

<1%

Self-Admitted to
Hostile Behaviors

**Applicants who disqualify for dishonest or hostile behaviors must display a pattern of this behavior, as no single response will disqualify them from those two categories.*

The Results

By reducing both the number of workers' compensation claims and the costs per claim, Silverado achieved significant cost savings resulting in an astounding 22:1 ROI.

The IntegrityFirst assessment had a major impact on the quality of employees hired. Those employees who were screened were far more likely to come back to work after an accident or injury, resulting in a 72% reduction in days lost to workers compensation. In addition, when a workers' compensation claim was filed, it cost far less than those who were unscreened resulting in an overall workers compensation cost savings of 15% .

22:1

Return on Investment

15%

Reduction in
work comp costs

72%

Reduction in days
lost to workers
compensation claims

50%

Reduction in
work comp claims