THE FUNCTIONAL CAPACITY EVALUATION

Software Summary

The Functional Capacity Exam (FCE) evaluates an employee’s ability to perform their job tasks. The software analyzes the injured employee’s health status, needs and restrictions, degree of impairment, and ability to return to work. It easily detects malingering and symptom magnification. The detail-rich FCE report delivers scientifically determined, accurate assessment of the individual’s health and capabilities.

Rigorous, Impactful Testing Without the Hassle.

A confusing or overcomplicated test doesn’t mean it’s a good one. The foundation of the FCE is user-friendly, comprehensive testing. The software is simple to learn and straightforward to perform, yet never sacrifices on detail or rigorous results. Peer-reviewed research shows the FCE boasts excellent face and construct validity, as well as good content validity and reliability. Deliver a solid report your customers can rely on - without hassle.

Reports that Hold Up in a Court of Law.

The FCE report is a legally defensible document you can stand behind confidently. Extensive footnotes and quantitative data make it rock-solid in court.

Easily Identify Malingering.

The FCE measures minute changes in heart rate, muscle fatigue, and more to confirm whether participants work to maximum ability during the test.


The FCE’s methods are based on research published in peer-reviewed academic journals. Yet it’s always straightforward to use and understand.
How Does the FCE Detect Malingering?

**Heart Rate Response Method**
The FCE monitors the participant’s heart rate to ensure they are trying their hardest during testing. A 35-50% increase indicates the participant demonstrated maximal effort.

**Isometric Validity Tests**
The FCE measures the participant’s consistency of strength. Tests will show muscle fatigue with repeated strain, indicating maximal effort. Inconsistent readings indicate sub-maximal effort.

**Psychometric Questionnaires**
The FCE screens participants with questions and drawings to determine their level of perceived pain and functional limitations. Inconsistencies in the participant’s responses indicates malingering.

**Organic vs. Non-Organic Pain Behaviors**
The FCE utilizes standardized scientific tests to determine whether the participant’s exhibited pain behaviors follow normal or abnormal musculoskeletal and neurological patterns.

**Observation Methods**
The FCE accounts for observations of signs of strain, allowing the evaluator to differentiate between maximal and sub-maximal effort with a high degree of reliability and validity.

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**Ask Us About Our Other Health Testing Services!**

- **The Pre/Post Employment Test**
  Determines a worker’s ability to perform their physical job tasks.

- **The Functional Fitness Test**
  Analyzes an individual’s level of physical fitness.

- **The Health Risk Assessment**
  A holistic assessment of an individual’s overall health.
What is the HRA?
The Health Risk Assessment (HRA) is a holistic appraisal of an individual's overall health. The 10-to-15 minute evaluation consists of a vital sign assessment, peer-reviewed health and lifestyle questionnaire, and physical measurements. The HRA generates a rich report analyzing the individual's health and lifestyle, metabolism, body competition, vital signs, possible health risks, and overall health score. It even detects early signs of several diseases and health risks.

Rigorous, Impactful Testing Without the Hassle.
A confusing or overcomplicated test doesn’t mean it’s a good one. The foundation of the HRA is user-friendly, comprehensive testing. The software is simple to learn and straightforward to perform, yet never sacrifices on detail or rigorous results. Peer-reviewed research shows the HRA boasts excellent face and construct validity, as well as good content validity and reliability. Deliver a solid report your customers can rely on - without any unnecessary hassle.

Essential to Corporate Wellness Initiatives.
Market the HRA to your clients as part of a wellness program. Healthier employees means the HRA will pay for itself in reduced healthcare spending.

Clear Scores. Concrete Health Data.
The HRA's easy-to-understand report takes the mystery out of good health. Organizations can set program goals based on concrete data. Individuals can comprehend their risks and how to improve.

Flag Early Warning Signs.
The HRA can flag early warning signs of obesity, heart disease, diabetes, cancer, stroke, and more. For definitive diagnoses, clients should see a doctor.
Essential to Corporate Wellness Initiatives.

Market the HRA to your clients as part of a corporate wellness program with great ROI.

Northeast Utilities

Their wellness program yielded a $1.4m reduction in behavioral claims, 31% decrease in smoking, 29% decrease in inactivity, 16% decrease in mental health risk, and a 11% decrease in cholesterol risk. The ROI was 600%.

Johnson & Johnson

Their program involving 18,331 employees brought about an $8.5m/year reduction in healthcare costs. That’s $464 per employee per year.

PepsiCo

Their program lowered healthcare costs $360 per employee per year.

Return on Investment Findings

Healthcare cost reduction: $3.27 to $6.00 savings for each dollar invested and 18% to 26% reduction in healthcare costs.

Absenteeism reduction: $2.50 to $10.00 savings for each dollar invested and 25% to 30% reduction in absenteeism costs.

Presenteeism reduction: 1% reduction when one healthcare risk factor is reduced and $1000 saving per risk factor reduced.

4. John P. Caloyeras et al., “Managing Manifest Diseases, but Not Health Risks, Saved PepsiCo Money Over Seven Years,” Health Affairs.
5. Milani RV, Lavie CJ. Impact of worksite wellness intervention on cardiac risk factors and one-year health care costs.

Ask Us About Our Other Health Testing Services!

The Pre/Post Employment Test

Determines a worker’s ability to perform their physical job tasks.

The Functional Fitness Test

Analyzes an individual’s level of physical fitness.

The Functional Capacity Exam

Evaluates an employee’s ability to safely complete work tasks.
THE FUNCTIONAL FITNESS TEST

Software Summary
The Functional Fitness Test (FFT) combines physical measurements with exercise tests in order to assess an individual’s overall level of fitness. The software automatically generates a rich yet easy-to-understand report analyzing body composition, flexibility and posture, muscle strength, balance and motor coordination, and speed and agility. The FFT assigns a straightforward fitness grade to each area, which combine together into an overall fitness grade.

Rigorous, Impactful Testing Without the Hassle.
A confusing or overcomplicated test doesn’t mean it’s a good one. The foundation of the FFT is user-friendly, comprehensive testing. The software is simple to learn and straightforward to perform, yet never sacrifices on detail or rigorous results. Peer-reviewed research shows the FFT boasts excellent face and construct validity, as well as good content validity and reliability. Deliver a solid report your customers can rely on - without any unnecessary hassle.

A Motivator That Delivers Results.
The FFT’s trackable improvements and comparison feature (“Your cardiovascular fitness is above average for your age!”) are powerful motivators.

Take the Mystery Out of Fitness.
The FFT’s easy-to-understand health report a makes planning a fitness regimen easy. Organizations can set program goals based on concrete data. Individuals can comprehend their risks and how to improve.

A Fitness Test for Everyone.
The FFT software accounts for performance norms for men and women 18-90+, automatically suggesting the physical tests best suited to everyone.

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Essential to Corporate Wellness Initiatives.

Market the FFT to your clients as part of a corporate wellness program with great ROI.

Northeast Utilities²
Their wellness program yielded a $1.4m reduction in behavioral claims, 31% decrease in smoking, 29% decrease in inactivity, 16% decrease in mental health risk, and a 11% decrease in cholesterol risk. The ROI was 600%.

Johnson & Johnson³
Their program involving 18,331 employees brought about an $8.5m/year reduction in healthcare costs. That's $464 per employee per year.

PepsiCo⁴
Their program lowered healthcare costs $360 per employee per year.

Return on Investment Findings
Healthcare cost reduction: $3.27 to $6.00 savings for each dollar invested⁴,⁵ and 18% to 26% reduction in healthcare costs⁶,⁷
Absenteism reduction: $2.50 to $10.00 savings for each dollar invested⁶,⁵ and 25% to 30% reduction in absenteeism costs⁸
Presenteeism reduction: 1% reduction when one healthcare risk factor is reduced³ and $1000 saving per risk factor reduced⁹

4. John P. Caloyeras et al., “Managing Manifest Diseases, but Not Health Risks, Saved PepsiCo Money Over Seven Years,” Health Affairs.
5. Milani RV, Lavie CJ. Impact of worksite wellness intervention on cardiac risk factors and one-year health care costs.

Ask Us About Our Other Health Testing Services!

The Functional Capacity Exam
Evaluates an employee's ability to safely complete work tasks.

The Pre/Post Employment Test
Determines a worker's ability to perform their physical job tasks.

The Health Risk Assessment
A holistic assessment of an individual's overall health.
Software Summary

The Pre/Post Employment Test (POET) assess a worker’s ability to perform the physical demands of their job. As part of the POET, examiners conduct an on-site analysis of the physical demands of specific job activities and create a testing protocol specific to the work environment. The test itself consists of a safety pre-screen, standardized objective tests and measurements, and job-specific tests, culminating in a detailed, automatically generated report with pass/fail recommendations.

Rigorous, Impactful Testing Without the Hassle.

A confusing or overcomplicated test doesn’t mean it’s a good one. The POET is predicated upon user-friendly, comprehensive testing. The software is simple to learn and straightforward to perform, yet never sacrifices on detail or rigorous results. Peer-reviewed research shows the POET boasts excellent face and construct validity, as well as good content validity and reliability. Deliver a solid report your customers can rely on - without any unnecessary hassle.

Perform the POET to Your Specifications.

The POET is highly customizable. Design your own test, or select from the POET database of over 10,000 predesigned jobs, plus DOT and O*NET data.

Follow Up a JDA with the POET.

Administer a Job Demand Analysis (JDA) followed by the POET. Easily assess the physical demands of a given job, and workers’ ability to perform that job.


The POET’s peer-reviewed testing delivers impactful results with minimal effort on your part. For instance, the report automatically generates a line-by-line job match: just look for the all-green down the side.

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The POET, Backed by Data

Market the POET as a statistically proven way they can reduce injury rates and workers’ compensation spending.

A study of 18 industries reported a 68% reduction in work injuries when POET testing was implemented¹.

A meta-analysis of 3 studies indicated the POET was associated with a 21% higher employee retention rate and a 47% lower workers’ comp rate².

A further study determined the POET decreases the average cost per injury from $1433 to $322³.

Companies save $6–$18 for every $1 spent on POET screening⁴.

3. Nassau D. The effects of pre-work functional screening on lowering an employer’s injury rate, medical costs, and lost days. Spine.

Ask Us About Our Other Health Testing Services!

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Evaluates an injured employee’s ability to safely complete work tasks.

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