

Workers Comp
It Matters

Onboarding New Employees/Injury Prevention in Manufacturing

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Volkswagen



Onboarding and Injury Prevention in Manufacturing

About me.....



Making sure our employees are healthy, feel valued



and want to stay at VW.....



Background

CHALLENGES

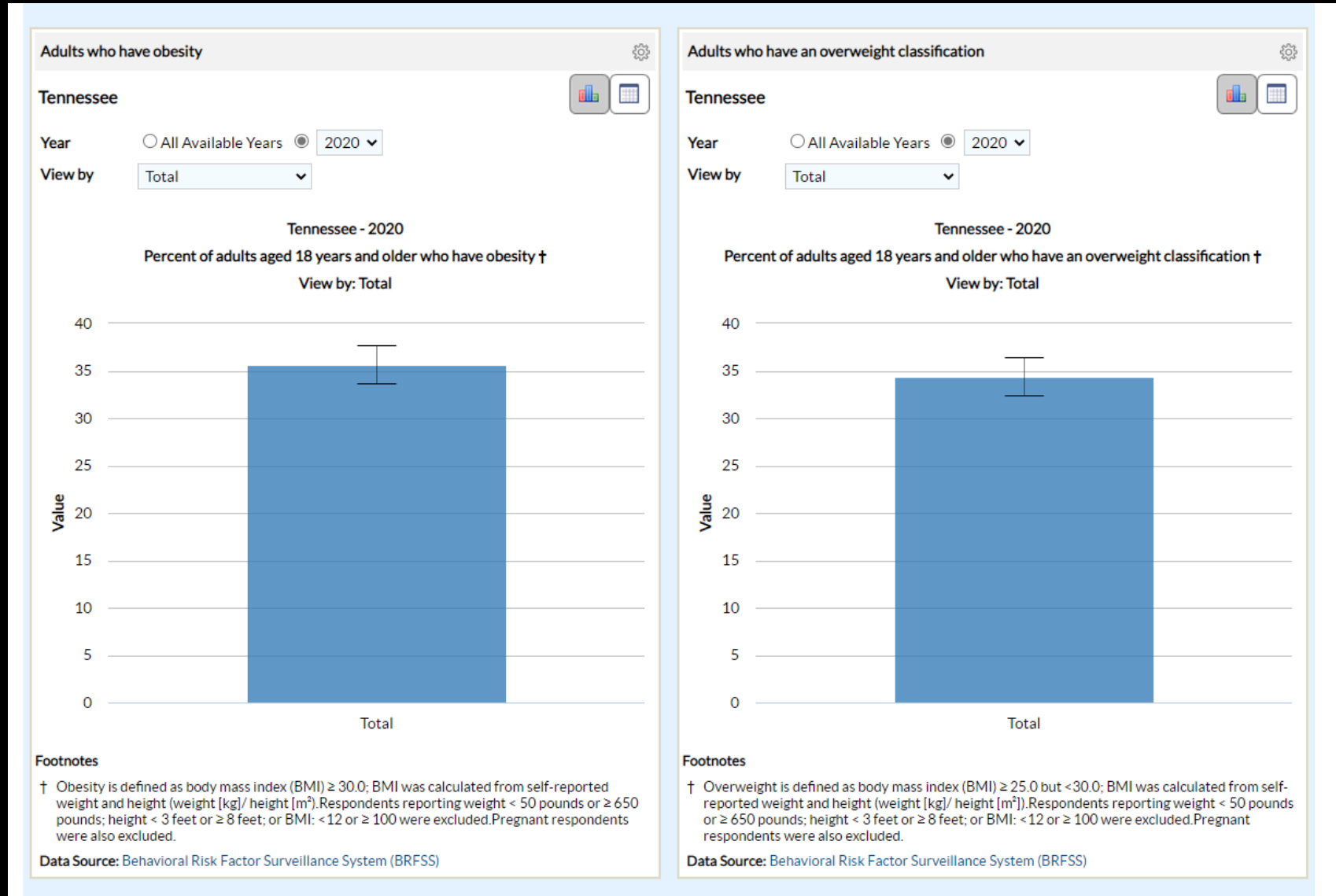
- Work injuries are very expensive in the U.S. ~ \$100,000 back surgery
- Litigation society, high risk of employee legal claims due to injury
- Low unemployment rates – shortage of replacement labor
- New hire physical readiness for production demands

OBJECTIVES

- Prevent injuries through Medical/Wellness team
- Provide programs that keep employees healthy and engaged
- Increase employee retention
- Employee suitable candidates
- Instill VW cares!



CDC Obesity and Overweight Statistics – 2020 TN



>30BMI

>25 BMI but <30



Volkswagen Workforce

BMI Average VW

Male: 29.4

Female: 29.8



Why is this a problem?

1. Physical jobs
2. Potential injuries
3. Disease risk



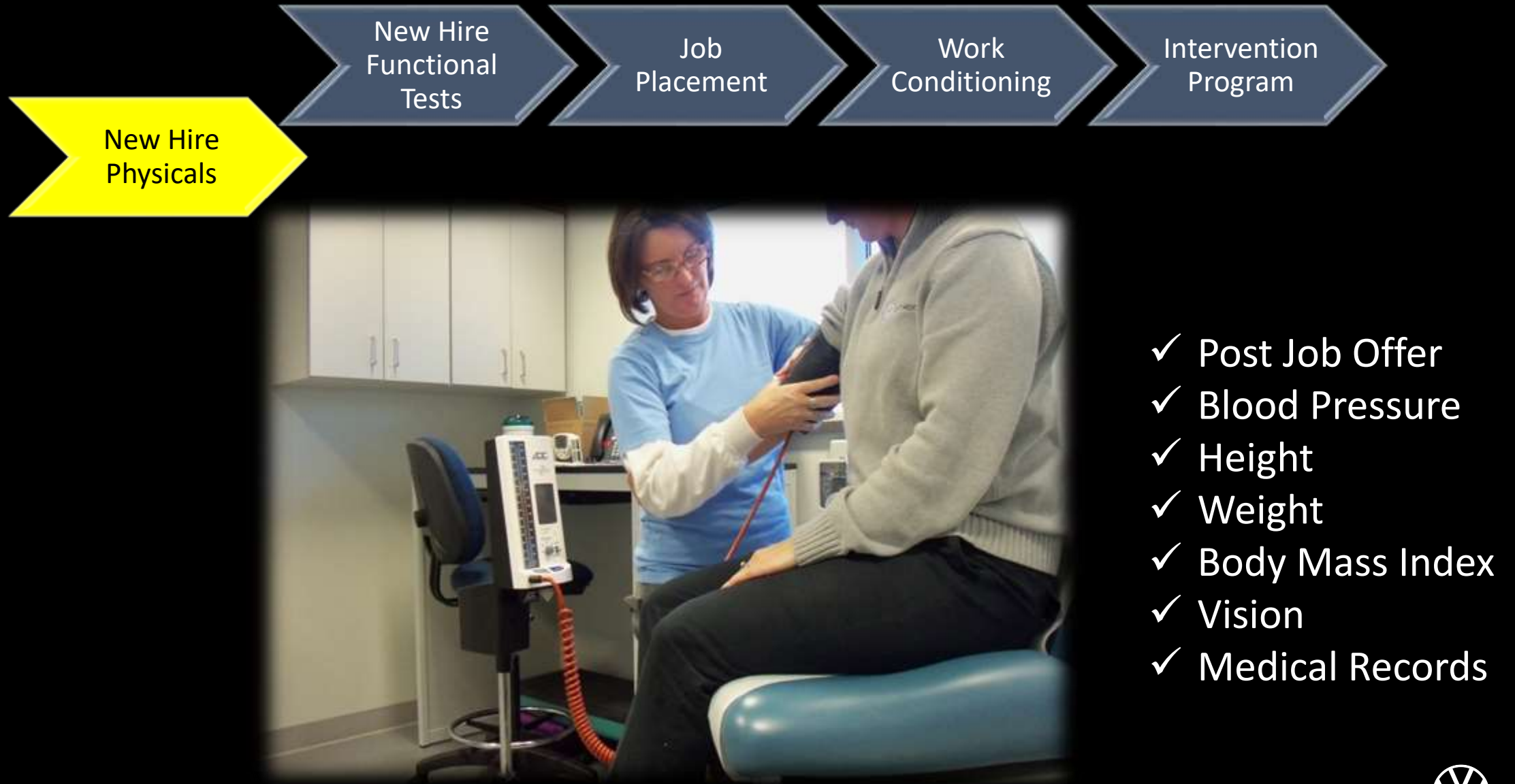
Unique Programs Ensuring Employee Success



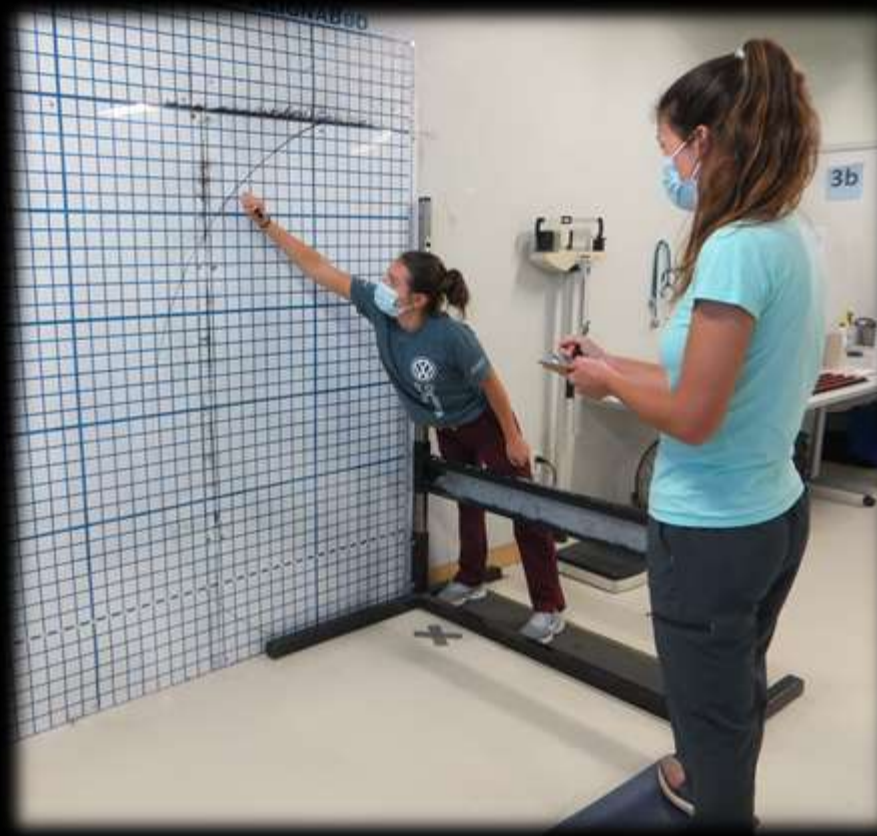
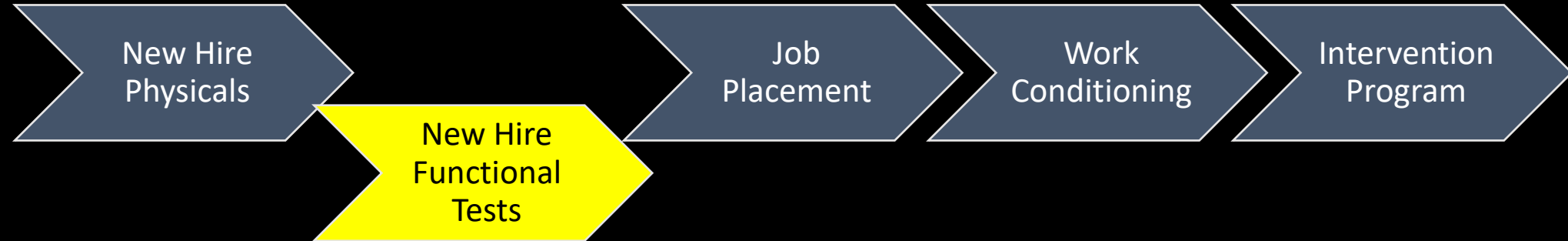
- 5 Step Team Effort
- Electronic Integration
- Preventive Health Focus
- Innovative employee readiness programming



Unique Programs Ensuring Employee Success



Unique Programs Ensuring Employee Success



- ✓ Measure physical requirements in the shops, update 2x/yr
- ✓ Conduct over 100 physical tests based on measurements



Unique Programs Ensuring Employee Success



	Assembly (14)	Logistics (3)	Paint (10)	Body (8)	QA*
Material Handling	X	X	X	X	
Bending	X	X		X	
Reach	X	X	X		
Driving		X			
Grip	X		X		
Hand Dexterity	X	X	X	X	X
Overhead	X				
Body Mass	X				

- ✓ Place new hires in jobs they are best fit physically
- ✓ Reduce the risk for injuries
- ✓ Fix ergonomic issues that make jobs difficult
- ✓ Management has access to information for manpower flexibility



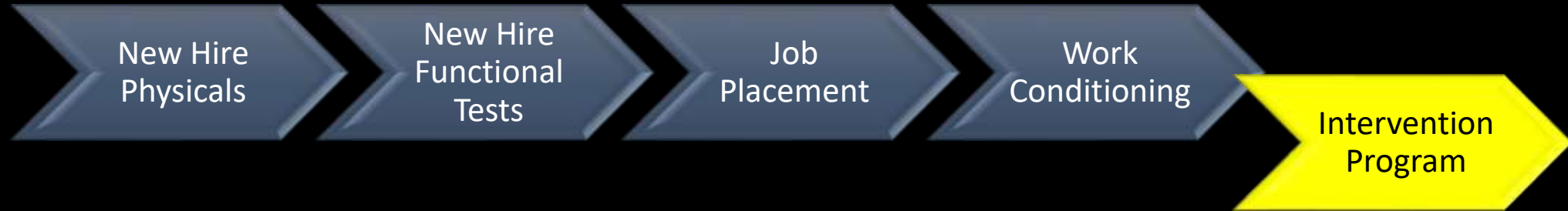
Unique Programs Ensuring Employee Success



- ✓ Condition new hires for production jobs
- ✓ 3 weeks @ 2 hours



Unique Programs Ensuring Employee Success



Operator clicks yes in time clocking system if need help from Intervention Team (discomfort)



System sends information to Intervention Team



Intervention team goes to floor, conducts job analysis, coaches employee, & works with supervisors to implement process changes. "First Responders"



If employee is not improving, Intervention team sends them to the VW Medical Clinic

2021 = 1302 Cases Reported → 0 Cases Sent to VW Medical → 100% Success Rate



Reporting Injuries

- Employee informs supervisor
- Supervisor sends to the On-Site Medical Clinic
- Report of Injury completed
- Panel of physicians
 - 1 onsite, 1 telephonic, 1 local
- Treatment of injury
- Supervisors are required to complete incident investigation within 24 hours
- Data analysis, sent weekly/accessible daily
- Reported daily in shop leadership meeting
- Weekly meeting with shops



Challenges

3rd shift hiring ramp

- 1000 + 800
- On-Site job fairs with tours
- Community events
- Personalized messaging

Attrition

- Stay interviews
- Focus group
- Line walks
- Supervisor training
- Bonus structure

Injury reporting culture

- New hire training
- Supervisor to employee communication
- Orientation expectations
- Meaningful truths – HARD WORK

Restriction seeking employees

- Unhappy with job assignment
- Navigating injuries vs job placement frustration



Thank You Tennessee





Questions

Marsha Wood
Manager
Health/Wellness

