Using Analytics to Help Prevent Worker’s Compensation Claims/Incidents and Lower the MOD

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October 3rd, 2018
Big Goals… “Easy” Solutions

LOWER THE MOD
Big Goals… “Easy” Solutions

HAVE FEWER INCIDENTS!!!
Data to the Rescue!!!
Where do we go from here?

1. Collect/Analyze

2. Develop/Implement Training

3. Track/Did it Work?
• National vs. State Data

• Industry Specific

• [Website Link] www.bls.gov/iif
So Much Data...Where to Begin?

This single incident on a loss run report has 42 Data Points!!!
Key to Tracking is FOCUS!!!

We are going to focus on just two:

**Age**

Time of Accident

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Proportion of the world population aged 60 years or more

<table>
<thead>
<tr>
<th>Year</th>
<th>Proportion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1950</td>
<td>8%</td>
</tr>
<tr>
<td>2000</td>
<td>10%</td>
</tr>
<tr>
<td>2050</td>
<td>21%</td>
</tr>
</tbody>
</table>

Source: UN report World Population Ageing 1950-2050
Age and Your Employees

1. All Employees

2. Employees w/ Incidents

3. New Hires*

*For analyzing purposes ONLY!!!
Age Impact on Return to Work

<table>
<thead>
<tr>
<th>Duration</th>
<th>25 to 34</th>
<th>55 to 64</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 day</td>
<td>18.4%</td>
<td>9.3%</td>
</tr>
<tr>
<td>2 days</td>
<td>13.7%</td>
<td>15.4%</td>
</tr>
<tr>
<td>3 to 5 days</td>
<td>21.7%</td>
<td>11.6%</td>
</tr>
<tr>
<td>6 to 10 days</td>
<td>14.9%</td>
<td>12.4%</td>
</tr>
<tr>
<td>11 to 20 days</td>
<td>13.7%</td>
<td>14.1%</td>
</tr>
<tr>
<td>21 to 30 days</td>
<td>6.2%</td>
<td>10.0%</td>
</tr>
<tr>
<td>31+ days</td>
<td>13.9%</td>
<td>24.7%</td>
</tr>
</tbody>
</table>

*Source: Bureau of Labor Statistics*
Time of Accident Overview

1. Time of Day

2. Time on the Job
Time on Day Factor - Incidents

- 12am - 8am: 16.6%
- 8am - 12pm: 34.8%
- 12pm - 4pm: 30.2%
- 4pm - 12am: 18.4%
Time on the Job Factor - Incidents

- Less than 2 hours: 19.3%
- 2 to 4 hours: 26.6%
- 4 to 6 hours: 21.0%
- 6 to 8 hours: 21.3%
- 8+ hours: 11.9%
Develop/Implement Training
Who needs the Training?

- All Employees?
- Employees with Incidents?
- 1\textsuperscript{st} Shift or 2\textsuperscript{nd} Shift or 3\textsuperscript{rd} Shift?
- Office or Floor?
- New or Seasoned?
When to Conduct the Training?

• What time of day works best for operations?

• When will trainees retain training the most?
  • Lunch – NO!
  • Right Before Shift End – NO!!
  • Before Coffee – NO!!!

• Don’t forget to track, the first choice may not always be the best
# Communication thru Generations

<table>
<thead>
<tr>
<th>Boomer</th>
<th>Gen X</th>
<th>Millennial</th>
</tr>
</thead>
<tbody>
<tr>
<td>Face to face or call</td>
<td>Email or IM</td>
<td>Just text me</td>
</tr>
<tr>
<td>Loyal to job</td>
<td>Work to live</td>
<td>Play then work</td>
</tr>
<tr>
<td>Print me a copy</td>
<td>Send me a copy</td>
<td>I’ll Google it myself</td>
</tr>
<tr>
<td>Respect my title</td>
<td>Respect my ideas</td>
<td>Respect my skills</td>
</tr>
<tr>
<td>Focus on process</td>
<td>Focus on results</td>
<td>Focus on involvement</td>
</tr>
<tr>
<td>Work comes first</td>
<td>Family comes first</td>
<td>Friends come first</td>
</tr>
</tbody>
</table>
How to Track the Results?

• Recall how the data was originally collected?

• Spreadsheets are our FRIENDS!!!
  • Use color to make more user friendly

• Use Worker’s Compensation Carriers/Agent

• Focus on a FEW key data points
Biggest Mistake w/ Determined Success
What Does Success Look Like?

- **Trainings Communicated More Effectively**
  - Does it meet the 6 Questions?

- **Employees Have the Knowledge to Work Safer**
  - Don’t confuse Safe with Efficient

- **Safer Employees Have Fewer Preventable Incidents**

- **Fewer Incidents = Lower MOD = Lower Costs**
Thank You!!!

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