



Pre-Hire Work Sim for Lake Owasso

Job Position: Residential Counselor

Name: _____ Date: _____

Age: _____

Handedness: R L

Job-Simulation Tasks

Essential Job Task	Perceived Exertion (1-10)	Description of Test & Comments	Met or Not Met?
Lift/Carry Counselors may need to lift/carry various grocery supplies, laundry baskets, wheelchairs and other equipment up to 60 lbs.		Using a crate with 10" handles: <ul style="list-style-type: none"> • Carry 30# crate for 50 ft. • Carry 60# crate for 50 ft.. • Floor to waist lift of 30# for 3 repetitions. • Floor to waist lift of 60# for 3 repetitions. 	Met Not Met Met Not Met Met Not Met Met Not Met
Stair climbing: Counselors will need to climb stairs (typically one flight) while carrying laundry baskets (up to 25#).		Climb one flight of 15 stairs carrying 25# laundry basket. Leave basket at the top of stairs and return down stairs.	Met Not Met
		Reverse this process after Push/Pull activity. Process completed two sets during testing.	Met Not Met
Push/Pull: Counselors will maneuver wheelchair through doors, up/down ramps, over weathered surfaces, etc. They must also be able to push/pull wagons filled with grocery supplies for up to 100 yards.		Candidate will maneuver wheelchair with 200 lb. "client" through door. Push wheelchair for 200 ft. and return through door.	Met Not Met
		Pull wagon for 100 yards filled with 80lbs.	Met Not Met
Panic Alarm: Counselors will need to have the ability to run up to 50 yards to assist with resident issues in emergency situations.		Candidate responds and runs as quickly as possible for 50 yards. Upon arrival, speak clearly for 2 sentences to communicate with co-workers.	Met Not Met
		Pick-up 3 tipped over chairs from floor and squat/kneel to clean floor spill for 2 minutes.	Met Not Met
Dressing Simulation: Counselors will assist residents with personal cares including dressing occasionally.		Dress "resident/Therapist" in shorts (while supine), T-shirt, jacket and shoes (while sitting).	Met Not Met
One Person Transfers, Reverse: Counselors will need to perform standing pivot transfers to assist residents in moving from surface to surface.		Complete a standing pivot transfer of a 150 lb. "client" independently with client requiring minimal assistance.	Met Not Met
		Repeat transfer again with client requiring moderate assistance.	Met Not Met
Ambulating: Counselors must have the ability to walk with residents while utilizing a transfer belt.		Place transfer belt on 150 lb. "client" who is unsteady/weak/needs re-direction and walk them for 100 ft.	Met Not Met
Two Person Transfer: Counselors complete two person transfers when residents require maximal assistance.		Candidate will lift 150 lb. "client" wearing a transfer belt from ground to chair with one other person.	Met Not Met



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Behavioral Assists: Counselors need to control residents with holds and physical positioning to avoid injury to resident and self.		Standing stooped behind resident (avoid head butting from behind), counselor must wrap arms around resident's body and hold their crossed arms while struggling for 1 min.	Met Not Met
		Bring Resident to ground by bending the knees and position them on their side and counselor laying across their body holding the resident's arms while on their knees for 1 min. then side sitting on their hip for 1 min., repeat these positions for 1 min. each. Stand following the behavioral control techniques.	Met Not Met

Check	Employment Test Result:
	Physical abilities Do / Do Not match the functional requirements of the job description.
	Modifications of the job or changes in the applicant's physical abilities Would / Would Not be necessary in order to perform these tasks.
	If job modifications or changes in applicant's physical abilities are needed a MOH physician or PA should review these test results
	<p>Reviewed by MOH Physician or Physician Assistant: YES NO</p> <p>Name of PHYSICIAN: _____ Date: _____</p>

Comments:

Name of Evaluator: _____

Date: _____

Lake Owasso will make the final determination based on if they are able to provide reasonable accommodations.

Send these 2 sheets to employer



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Job Position: Residential Counselor

NAME: _____ DATE: _____

POSITION: Residential Counselor DOB: _____

Flexibility

Normal Tight Very Tight
 1 2 3 4 5

Strength

Normal Good Fair Poor
 5 4 3 2

NECK

	<u>RIGHT</u>	<u>LEFT</u>
Rotation	_____	_____
Side Bend	_____	_____
Flexion	_____	
Extension	_____	

	<u>RIGHT</u>	<u>LEFT</u>
	_____	_____
	_____	_____

SHOULDER

	<u>RIGHT</u>	<u>LEFT</u>
Abduction	_____	_____
Adduction	_____	_____
Flexion	_____	_____
Extension	_____	_____
Int. Rotation	_____	_____
Ext. Rotation	_____	_____
H-adduction	_____	_____
H-abduction	_____	_____

	<u>RIGHT</u>	<u>LEFT</u>
	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____

ELBOW

	<u>RIGHT</u>	<u>LEFT</u>
Flexion	_____	_____
Extension	_____	_____
Pronation	_____	_____
Supination	_____	_____

	<u>RIGHT</u>	<u>LEFT</u>
	_____	_____
	_____	_____
	_____	_____
	_____	_____

WRIST

	<u>RIGHT</u>	<u>LEFT</u>
	_____	_____
	_____	_____

Grip strength average _____ lbs. _____ lbs.
 Low/High range _____ lbs. _____ lbs.

TRUNK/BACK

	<u>RIGHT</u>	<u>LEFT</u>
Rotation	_____	_____
Side Bend	_____	_____
Flexion	_____	
Extension	_____	

	<u>RIGHT</u>	<u>LEFT</u>
	_____	_____
	_____	_____

LOWER

EXTREMITIES

	<u>RIGHT</u>	<u>LEFT</u>
Quadriceps	_____	_____
Hamstrings	_____	_____
Dorsiflexion	_____	_____
Plantarflexion	_____	_____

	<u>RIGHT</u>	<u>LEFT</u>
	_____	_____
	_____	_____
	_____	_____
	_____	_____

Comments: _____