

# Introducing a Better Way to Onboard New Employees

## StrongStart: Ensuring Safety from Day One

The first 90 days on the job can be the most hazardous for employees in industries like warehousing, distribution, and logistics. New hires face the highest risk of injury during this critical period, and these injuries often contribute to early turnover. While many organizations have onboarding programs, they frequently fall short of aligning with safety objectives, leaving new employees vulnerable.

StrongStart transforms the new hire experience by prioritizing safety from the beginning. This innovative program draws on Strongarm's proven expertise in injury prevention and employee engagement, adapting these capabilities specifically for the onboarding phase. StrongStart equips new employees with the tools and guidance they need to establish safe movement habits, while helping managers lead the onboarding process with safety as a core focus.

The results speak for themselves. Organizations implementing StrongStart have seen up to a 55% reduction in musculoskeletal injuries among



new hires and a 30% decrease in turnover within this group. These outcomes not only protect workers but also drive operational success by retaining talent and minimizing downtime.

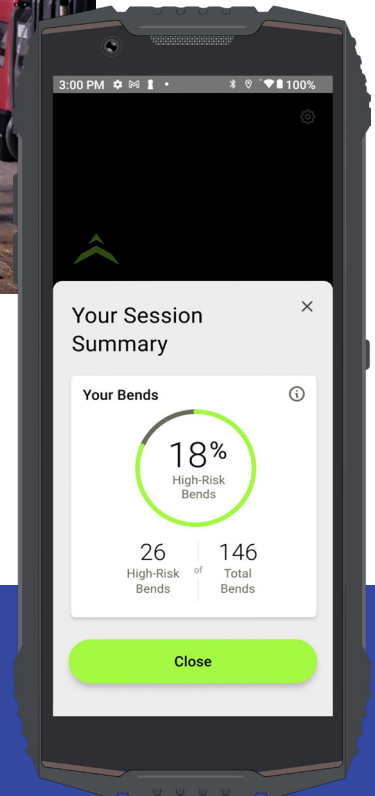
**Strongarm is aware of the significant challenges faced by every customer it serves, including difficulty in hiring, poor retention, and keeping new hires injury-free. To address these issues, Strongarm is excited to introduce StrongStart, a purpose-built solution aimed at helping both new and existing customers improve the new hire experience and capitalize on the opportunity.**

*– Alex Teller, Chief Commercial Officer*

# WHAT YOU GET

## FOR THE ATHLETE

- **Real-time feedback**  
Athletes receive haptic (vibration) alerts from the wearable sensor to help correct unsafe movements as they happen.
- **Data empowerment**  
Athletes gain access to their own safety data right from the sensor each time they check out and complete a session.
- **Meaningful engagement**  
Athletes receive insightful safety coaching from managers to ensure safety remains top of mind as production expectations ramp up.

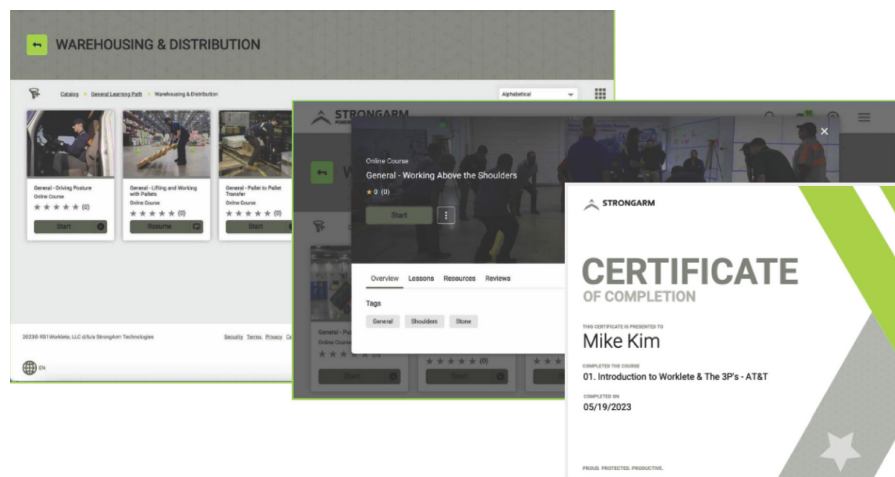


“I’ve worked in a few different warehouses over the last six years. This is the first time I’ve felt like learning to do the job safely was a real focus. The way managers onboard here with these tools from Strongarm really improved the experience for me and is one of the reasons I’m still here.”

– Rob J., Meat & Produce Sector

## FOR THE COACHES

- **Guided implementation**  
Managers receive all the information and supporting materials required to create workflows and onboard new employees. Managing the training program is simple and efficient.
- **End-to-end tool kit**  
Managers have access to a full suite of tools including email reports, individual employee safety insights, curated training videos, and more.
- **Data insights**  
Managers can leverage leading indicators for ergonomic risk via detailed safety metrics that include trends over time and key performance indicators across new hire cohorts.



# HOW IT WORKS

## Access Expert Training

New hires and managers access detailed training videos upon enrollment to learn how to use the wearable system, interpret the data, and perform the job safely.

## Real-Time Feedback

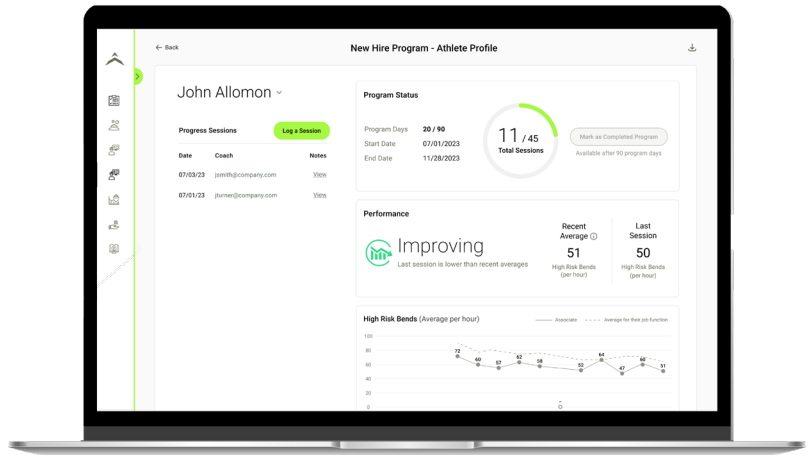
New hires wear sensors during onboarding and while they work for their first 90 days, receiving immediate vibration feedback to encourage moving with strength and care.

## Self-Supported Learning

Each new hire's data is accessible individually via the sensor. New hires can track their performance over time and learn how to improve with instructional videos created by Strongarm experts.

## Reporting for Managers

Managers receive daily and weekly reports focused on the team members they manage,



highlighting coaching opportunities and essential information for improvement while also identifying the participants that deserve a pat on the back.

## Data-Driven Insights

The SafeWork Dashboard offers clear benchmarks based on role and tenure, with data trends detailed by individual or cohort and coaching session logs for bi-directional accountability. New hire graduation is achieved upon reaching key performance indicators.

# THE EXPERIENCES

