A stringent process of training and selection to ensure inexperienced personnel were fully prepared for the job.

Attracting, selecting, testing, hiring and retaining Safety Watch personnel capable of executing their job efficiently.

Challenge

Concern over staffing of inexperienced safety personnel as Safety Watch.

Solution

A stringent process of selection, testing, training and recruitment to pick the best personnel for the job.

Results

Successful candidate selection process where even customer were impressed by the number of experienced safety watch personnel.

In September 2011, a heavy oil production facility was due for a major maintenance turnaround; it would involve 800 contractors at the facility over 24 days.

Canada

KEY CUSTOMER BENEFITS

Well trained and carefully selected safety watch personnel reassured customers

To establish confidence and trust from our customer regarding our approach to hiring "Green Hands", a detailed process was outlined for attracting, selecting, testing, hiring and retaining Safety Watch personnel.

During the turnarounds, customers were provided with details on how Safety Watch personnel are tested by inspections and audits to ensure on-the-job competency. The personnel were also supported from both our onsite management and our executive suite in head offices.

Our customer's staff complimented United Safety on the high percentage of experienced personnel we brought to the turnaround; in reality 70% were at their first turnaround.

Stringent recruitment and training process ensured high quality personnel

Making use of both United Safety's proprietary selection process and its specialized full-time recruitment and training department, United Safety attracted over 1000 applicants, selected nearly 500 for training, and graduated just over 200 from our intensive 10 day training program for new Safety Watch personnel.

United Safety also provided our customer highly experienced onsite leadership which mentored, monitored, audited and supported this personnel group on a daily basis to ensure that on-the-job competencies matched those demonstrated in training.

Improvement in onsite morale

Our customer's personnel and their contractors had confidence and trust in the level of knowledge of our personnel. This resulted in improved site morale and eliminated delays due to unnecessary work stoppages.