

## How TalentClick's Safety Assessment Helped Reduce Incident Rates by 15% in a Large Construction Company

### THE CHALLENGE

Performance Contractors is a leader in the industrial construction and maintenance field, operating in over 30 US states, with more than 7,000 employees. One of the company values is to create "a safe and stable working environment supported by cutting edge training and personal development." With this in mind, the executive selected TalentClick assessments to build safety awareness within the workplace to reduce risks and preventable incidents. The organization also wanted to collect yearly data to ensure positive progress was being measured and achieved.

### THE SOLUTION

Performance Contractors implemented TalentClick's Safety Quotient (SQ) solution, and to date over 4,000 applicants and employees have completed the online assessment. To improve efficiencies in the hiring process, the company also used the Safety Quotient team reports, making it easier to compare a select number of applicants at once.

Ongoing use of the SQ for employee onboarding and development has increased the safety self-awareness of current employees and created a culture more focused on preventing safety incidents. Proactively, the company also engaged with TalentClick experts to review a near-miss incident and understand how to prevent future incidents.

*"TalentClick's program definitely helped lead us in the right direction on filling our gaps as a company."*



**ELLIOTT BOLTON**  
PROJECT SERVICES MANAGER  
PERFORMANCE CONTRACTORS

### THE RESULTS

By continuing to utilize the Safety Quotient assessment the long-term results demonstrated substantial improvements within the organization. Most notable was the 20% decrease in employee turnover, followed closely by a 15% reduction in incident rates. Due to these two results Performance Contractors began to note improvements in other areas of the business. Their overall business grew by 7% and their employee satisfaction increased by 20%.



**Performance**  
CONTRACTORS, INC.



**20% DECREASE IN  
EMPLOYEE TURNOVER**



**15% DECREASE IN  
INCIDENT RATES**



**20% INCREASE  
IN EMPLOYEE  
SATISFACTION**



**7% INCREASE IN  
BUSINESS GROWTH**