



Where scientific staffing support

meets enhanced safety

Kelly Services helps natural resources corporation acquire top-notch scientific talent through contingent staffing program while enhancing on-site safety initiatives.

For nearly 20 years, Kelly Services® has worked with the world's largest publically-traded international oil and gas company. The company, which operates multiple refineries and a technical center in the Baytown, Texas area, requires a highly responsive, knowledgeable partner to support its recruitment for project and contingent scientific workers. Due to the nature of the positions and use of chemicals with in the laboratory, safety is a major focus.

The challenge

The major oil company operates several R&D and testing labs in the area, each of which relies on a steady stream of specialized scientific contingent talent. As the company experiences incremental growth, it requires a scalable staffing program to accommodate occasional ramp-ups in hiring.

Additionally, because safety is so paramount in the oil and gas industry, this particular company must work with a staffing company that understands the on-site risks and has the expertise to improve the safety of employees.

The solution

For nearly two decades, Kelly Services has been the company's recruitment partner of choice, and is responsible for procuring highly skilled niche talent to fill long-term scientific positions, such as lab technicians and chemists. Kelly Services leverages its global network and recruiting expertise to reach tough-to-find, high quality candidates, while an experienced Talent Advisor sits on-site to manage the entire contingent staffing program.

This program also includes a focus on retention. Employees receive a special bonus and holiday plan through Kelly Services, among other perks to enhance culture and recognition. Additionally, many temporary employees get hired on permanently with the company—In 2015, 25 of Kelly Services' contingent workers were hired into the company full-time.

In addition to providing contingent staffing support, Kelly Services also actively drives the oil and gas company's safety initiatives forward through a variety of engagements. With a representative on several safety committees, Kelly Services has an influential impact on the company's vision for and execution of safety programs. Through the Buddy Manager Program, Kelly Services has increased the frequency of safety walkthroughs, and consistently performs more than the average monthly requirement. Additionally, all new Kelly Services employees take part in a safety orientation and participate in a Mentor Program to further enhance safety awareness.

Kelly Services also recently restructured the on-site management team to include a dedicated Safety Advisor. This master-degreed safety supervisor is responsible for overseeing all safety initiatives, and is the first point of contact in the case of an emergency. The high-touch relationship model between Kelly Services and the client ensures an immediate response to safety-related incidents and a highly efficient resolution. With the implementation of the new Safety Advisor, contractors are held to the same rigid safety standards as permanent employees and receive continuous safety-related education. The company also tracks all first aid and injury incidents to gather trending data and enhance reporting capabilities.

KELLY®

The result

Currently, the labs are staffed with 67 science-focused Kelly Services employees. The high level of recruitment expertise and supplier network that Kelly Services provides ensures a robust, qualified talent pool for future hiring needs. Additionally, because of the attractive benefits available and opportunity for career advancement, the client is able to attract and retain the best and the brightest talent in the industry. Recent statistics for the contingent staffing program include:

	2014	2015
Total Safe Hours Worked	150,529	149,406
Total Lab Safe Hours Worked	39,322	45,585
Accident/Incident Rate	0%	0%

On the safety end of the project, in just a single year, employee participation in the Mentor Program grew from five volunteers to 28. Through this overall safety engagement, Kelly Services has helped to significantly reduce the number of safety-related accidents—the site has currently been accident-free for more than three years. Kelly Services makes it a priority to align with the company's core value of safety and continues to establish a stronger focus on safety site-wide.

As a result of this partnership, Kelly Services has helped the company achieve year over year cost savings of approximately \$117,000.

Kelly Services continues to help the oil and gas company advance its scientific contingent staffing and safety programs, regularly monitoring our process and making adjustments along the way to ensure an efficient, cost effective workforce solution.

"In our division, we're currently working with a number of Kelly Scientific employees. They are "on-the-ground" and working directly on very important research projects that have a very significant technological and financial impact on our corporation. These projects include, Raw Gas Upgrading Capabilities, Deep Well Oil drilling (under ice lakes and horizontal drill tracts), completely new product discovery and development to open new product platforms, New catalyst discovery, Debottlenecking plant processes, and new customized polymer products. As you can see we work on a very large variety of programs. We utilize wet chemistry processes, lab scale reactor units, and high throughput robotic reactor systems for rapid experimentation. Kelly has always provided us with high value and motivated scientists to supplement our employee workforce."

2014 Awards

- Recognition of Excellence Kelly Services
- Recognition of Excellence Kelly Scientific
- Outstanding Safety Performance Kelly Services
- Outstanding Safety Performance Kelly Scientific
- Houston Business Roundtable 27th Annual Safety Excellence Award-XXVII Silver-Kelly Services

2015 Awards

- SAI Medium Company Leader Award-July 2015
- SAI Medium Company Leader Award-December 2015
- Contractor Safety Team BTEC-Recognition of Excellence-Kelly Services
- Contractor Safety Team BTEC-Recognition of Excellence-Kelly Scientific
- Houston Business Roundtable 28th Annual Safety Excellence Award-XXVII Silver-Kelly Services



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