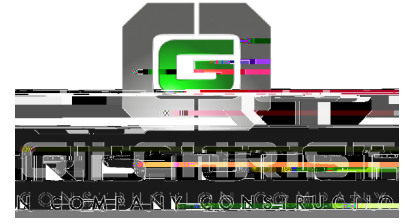


Gilchrist Construction Company improves retention and employee safety



Facing employee turnover as high as 100%, Gilchrist Construction Company used ACT WorkKeys® solutions to improve hiring, retention, training, safety, and productivity at their Louisiana-based facility.

RESULTS:



75%

improvement

in employee retention



59%

decrease

in safety incidents



68%

increase

in employee tenure from 2011–17 leading to savings in cost of new hires

WORKFORCE SOLUTIONS USED:



Overcoming obstacles, setting goals

THE BUSINESS CHALLENGE

Gilchrist Construction Company is a Central Louisiana-based contractor specializing in heavy highway and industrial work throughout the state. Their 375 workers strive to live up to the company's stated vision to be a

However, in 2007–2008, Gilchrist was seeing 100% turnover in their workforce. The company set goals for employee hiring, retention, training, safety, and productivity.

Owner Randy Gilchrist found the solution for attaining these goals as a board member of the Rapides Foundation, a philanthropic organization dedicated to the health of Central Louisiana.

“

Our goal is to attract the best and brightest, and we want to retain them and help them develop their skills. We need to know they can handle the advanced training we provide so they are equipped to master the technology that is part of today's equipment and tools.”

Valerie Aymond, SPHR

Gilchrist Construction Company

