

Human Capital Management

Risk Begins and Ends with People.






35% of Injuries
Occur During First
Year on the Job¹.

Travelers 2022 Injury Report¹, which accumulated workers' compensation claims data over several years, revealed that 35% of injuries occur during employees' first year on the job. Further, within the construction industry specifically, nearly half of all claims came from those who were new to the job.

You can't manage your company's risk without focusing on your people. With higher turnover, labor shortages, mental illness and burnout on the rise, it's making it even harder for companies to manage their human risk. Most companies believe their employees are their most valuable asset. Yet, most companies don't have the skills and resources to maximize the value of this asset.

The first step to managing risk is hiring the best person for the job. How a company finds, onboards, and nurtures their employees is critical to reducing their risk. Graham Company's **Human Capital Management Program** brings expertise from within and from key partners to provide best practices and guidance to our clients so they can find and keep the best employees for their company. And like anything else we do, we use the P²RIME® process to dive deep into our client's business and develop a plan built for them.

Areas of Focus

- **Recruitment**
Having a strong recruitment strategy can help you attack the single biggest issue at the moment – Labor Shortage. Being understaffed can become a liability and can lead to burnout, cutting corners, more claims, etc.
- **Pre-boarding and Onboarding**
You've hired a talented person to join your company, now you need to get them set up, introduced to key departments, train them, and make sure their first experiences as a new hire are positive. By developing a successful pre-boarding and onboarding process you help your new hire understand your culture, affirm their excitement about joining your company, and reduce first year injuries through a safety focused training.
- **Total Rewards**
Total Rewards is a unique area of human capital management that can help you recruit and retain top talent. It's an opportunity to create a competitive advantage, build a positive employee experience, better your culture, and increase your employee's overall satisfaction.
- **Retention**
A key area of a human capital management strategy is how to retain your top talent. By developing your retention strategy, you can keep employee moral up, keep top talent, and build a positive company reputation. It also helps reduce safety accidents because employees who feel their organization cares about them are more engaged and more engaged employees are more committed to quality and safety.
- **Off Boarding**
Although most organizations look at off boarding as an afterthought, this is an area that shouldn't be forgotten. When you have a good off boarding process you create opportunity to manage your company's reputation, build opportunity for future referrals, and ensure a smooth transfer of responsibilities.

What To Expect

As part of the P²RIME® process, we help you evaluate, design, and implement a tailored human capital management plan that will help you better recruit and retain employees which in turn can help you reduce risk.

Human Capital Management Assessment

Through research and knowledge, we've developed three assessments. These assessments are tailored to three different audiences to get a cross section of the areas of human capital management you need help in.

Human Resources Version

The goal of this assessment is to dive into the weeds of your process. We'll do a close examination to see what processes are in place and what tools your HR team is using to manage your human capital risk.

C-Suite Version

The goal of this assessment is to compare your strategy for human capital management to the process your HR team is implementing.

Frontline / General Employee Version

The goal of this assessment is to gauge the feelings of employees toward your human capital management process. We need to understand the opinions of your organization's front line on your plan for recruiting, onboarding, and retaining top talent.

Ideally all three assessment will be completed in the same timeframe.

Analysis and Program Plan

Once your organization has filled out the assessments, our Human Capital Management team reviews and analyzes the results to determine which areas of human capital management you need to focus on the most. Depending on the results, we may follow up with an interview to clarify findings and dive deeper into areas of need. Based on the results and analysis there will be a customized plan developed for your organization.

Our assistance doesn't end with providing you a plan. We'll help you implement changes and track the success of your human capital management program.

We look forward to discussing **Human Capital Management** with you and we're ready to help you get to where you want to go.

¹Travelers Injury Impact Report Shows More Than One-Third of Workplace Injuries Occur during the First Year on the Job, <https://www.yahoo.com/now/travelers-injury-impact-report-shows-130700454.html?guccounter=1>