



## CASE STUDY

# Hiring the Right Drivers Pays Off

### Situation

In 2009, Select International Inc developed a partnership with Burnett Insurance, a insurance company in the U.S. that specialises in insuring trucking companies. One of Burnett's largest clients, Kelworth Trucking, decided to implement Select International's RoadWorthy assessment which helps to identify 'safe' drivers from 'high-risk' drivers.

Kelworth Trucking noted a number of troublesome trucking statistics dramatically improved having used RoadWorthy for just 12 months:

- Out-of-service violations decreased from 24.5 per month to 17 per month - a 70% reduction
- Crashes within three months of hire decreased from 32% to 12.5% (Figure 1)
- Average crash frequency decreased from 1.65 per month to 0.44 per month - a 375% improvement (Figure 2).

“RoadWorthy is a vital part of our internal initiative to improve driver quality and retention.”

### Solution

RoadWorthy is a predictive assessment tool that is administered at the top of the hiring funnel, for professional driver positions. It is a short and inexpensive online assessment that evaluates the driver's history and experience, personality characteristics and motivational fit for the position. The results will tell organisations if their candidates are likely to be reliable and dependable employees, or if they are more likely to be aggressive and impulsive and prone to be involved in incidents and accidents.

Further, motivational factors, such as work schedule and time away from home, are gathered to help companies put the driver in the right role. Clients receive actual recommendations for the candidate for three types of driving jobs: long-haul, short-haul and route.

## Results

Kelworth is very pleased with its results and is committed to using this assessment for all truck driver hiring moving forward.

“RoadWorthy is a vital part of our internal initiative to improve driver quality and retention. It gives us a snapshot of the applicant’s mannerisms while allowing us to measure those

mannerisms against our own corporate culture at Kelworth. For those individuals who meet the given criteria, we have been able to establish stronger, healthier relationships. I feel this has reduced our loss exposure while increasing employee satisfaction.”

-Jeff Jones, Vice President, Kelworth Trucking.

Figure 1

### Monthly Crash Averages: Before & After RoadWorthy

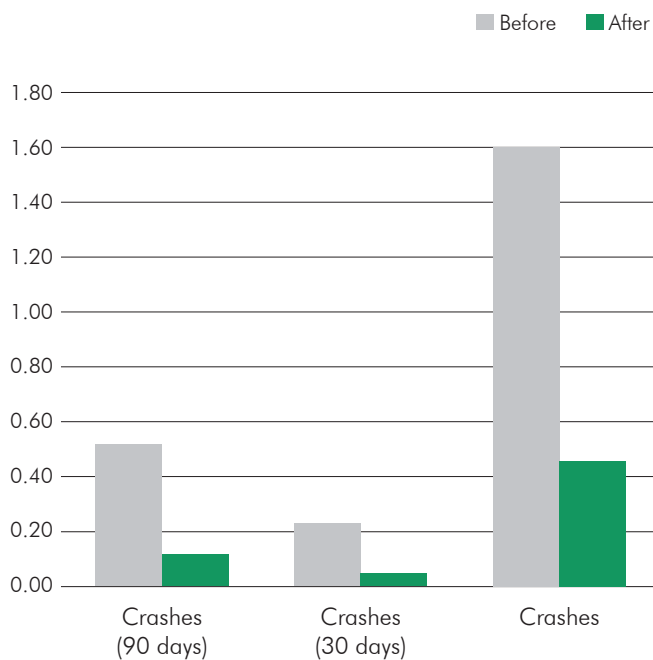


Figure 2

### Monthly Average OOS Violations: Before & After RoadWorthy

