

Travelers Workforce Advantage®: Attracting and Hiring

Workplace Safety & Health | Program Development | Workforce Advantage



Travelers is known for helping customers reduce losses, manage claims and mitigate risks. But through Travelers Workforce Advantage® we know that risk control doesn't start when an employee begins work – it starts with the job itself. What skills do you need? Are certain qualifications required? If you want employees to know you're passionate about their safety and health, tell them so right up front, and keep sending that message throughout the hiring process.

## Getting Started:

Here is a collection of resources to help you attract and hire employees in your organization:

- **Webinar: Travelers Workforce Advantage®: Attracting and Hiring**  
39 minutes. Some best practices to help your organization attract and hire safe and qualified candidates, minimizing on-the-job injuries during first year of employment.
- **Self-Assessment: Travelers Workforce Advantage®: Attracting and Hiring Talent**  
Use our tool to help assess your hiring process. Includes job safety and functional analyses, job descriptions, interviews and background checks.



## Job Task Analysis

Help evaluate and understand tasks and physical demands for any post.

- Learn How to Conduct a Job Safety Analysis (JSA)
- Webinar: Managing the JSA process (17 mins)
- Webinar: Writing a JSA (39 mins)
- Job Safety Analysis Form (sample)
- Job Safety Analysis Form (blank)



## Job Descriptions

A well-written, clear job description is a key component to attracting the right candidates.

- Employment Practices Risk Management Guide



## Behavioral Interviewing

An in-person interview is a critical opportunity to determine whether a job candidate fits your organizational safety culture and core safety values.

- Behavioral Interviewing: Safety as a Core Value



## Background Screens

Depending on the specific tasks of the job, you might consider making a job offer contingent on some final scrutiny. This can be particularly useful when the candidate is new to your company.

- IntelliCorp Alliance

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