

CASE STUDY: EMECO MINING



THE CLIENT

Emeco is the world's largest, independent mining equipment rental business. Established in Australia in 1972, Emeco provides safe, reliable and maintained equipment to the global mining industry. Today, Emeco's major operations are based across Australia, Canada and Chile.

THE CHALLENGE

Emeco was suffering from high employee turnover which was directly impacting their bottom line. Their HR team struggled to find candidates who were the right fit for their environment, leading to low retention. With large clients and major projects at risk, tackling the costly turnover was a top priority.

Retention problems not only affected productivity, but also safety. Like many other companies operating in the Alberta oil sands, safety is an ongoing priority for Emeco and they are constantly looking for ways to reduce their injury rate.

HOW WE HELPED

The Headhunters began working with Emeco in 2009. At the time, Emeco were reluctant to work with recruiters due to poor experiences with other firms but they were urgently in need of an all-star to run their HR department and improve retention. Working closely with senior management, Headhunters Co-Founders Cam Macmillan and Danielle Bragge found Emeco the HR leader they needed and also introduced them to our [Workstyle & Performance Profile \(WPP\)](#) assessment.

The WPP has since been an integral part of Emeco's hiring process, used to determine if a candidate is a good workstyle and culture fit. With the help of the WPP and a long-standing partnership, The Headhunters and Emeco have improved retention rates across the company. Since 2009, we have placed a number of senior and junior roles within Emeco, including Accounting, Operations, Project Management and temporary staffing.

In addition to working with The Headhunters, Emeco partner closely with our in-house Occupational Psychologist, Stephen Race, and his assessment team at [TalentClick](#) to improve safety. With the help of TalentClick's Safety Quotient assessment, Emeco's injury rate has dropped 80% over the past two years.

TESTIMONIAL

"Working with The Headhunters and TempsAhead has been a great experience. Cam and Danielle's team really brings value to my organization which is so key to the success of our business. Good candidates backed by the science of their unique personality profiling really is a key differentiator for our business!" – Chris Hayman, President, Emeco North America