



IMPACT Another PSC Success Story

Industrial Services Operations — PSC Hires Veterans



Dick H., former Sergeant in the Army, has worked for PSC for nine years, and is now the Director of Training.

PSC Enlists U.S. Veterans for Career-Long Missions

OSCA Recruiting Program is Industry's Largest

Transitioning to civilian life can be difficult for 21st century servicemen and women. Veterans returning from combat theaters in the Middle East too often face indifference or even outright rejection when they attempt to find jobs in the private sector. According to the U.S. Bureau of Labor Statistics, unemployment for Gulf War Era II veterans was 7.2 percent in the spring of 2015, compared to 5.5 percent for the population as a whole.

PSC recognizes veteran unemployment as a serious issue, but also as an opportunity to further improve the services it provides to its industrial customers.

"Returning veterans offer significant benefits to a company like ours," said John Layne, Recruiting Manager for PSC. "Many have excellent skills.

They're disciplined. They're motivated. They have no trouble moving from location to location. They're not only able to take on responsibility, but are eager to do so."

Layne met with Dick Hannah, Director of Training, and Rick Pitman, Vice President of Environmental Health and Safety Transportation (EHST) to discuss this issue. Their discussion led them to reach out to Occupational Safety Councils of America (OSCA), a private organization that, among other things, qualifies returning veterans to work in the construction services industry.

"We decided to try hiring and training veterans to work in our Turnaround group, which

provides cleaning, maintenance and repair services to large industrial facilities, such as petroleum refineries," Layne explained. "These vets have spent an average of two to six years in the military and come to us with qualifications that include Basic Plus certification, 40-hour HAZWOPER, 10-hour OSHA Construction, first aid and CPR. They've already been drug screened and have passed their physicals pre-qualifying them for work in the industry. They're used

to being away from their families for years at a time, so a few days to a one month turn-around stint is not a big concern for them."

So far, PSC has hired 32 veterans through the OSCA program, and the results have been extremely positive for both the company and the participants.

"Our customers benefit from having trained, skilled and disciplined workers on site," said Layne. "We benefit by being able to provide excellent service, while at the same time paying for our recruitment via a government grant that OSCA participates in. The best part is these veterans not only get well-paying jobs, but they can feel secure having a long-term career path ahead of them."

"Many of the veterans have told me, 'PSC has created a door where there used to be only walls.'" John Layne, Recruiting Manager, PSC



Tom M., former Marine, started in 2003 as an Account Manager and is now an Area Manager for our Specialty Services Division.



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