



DISA
OWNER SURVEY
Q1|2022

Hiring Issues & Workforce
Challenges



Establishing Industry Trends & Best
Practices in Safety-Sensitive Industries





DISA GLOBAL SOLUTIONS

OWNER SURVEY

Q1 | 2022 Hiring Issues &
Workforce Challenges

**Establishing Industry Trends & Best Practices
in Safety-Sensitive Industries**

INTRODUCTION

DISA counts a broad spectrum of safety-sensitive owners/operators as both customers and members of our consortium network. We make a concerted effort to offer them as much industry insight as possible so that they're better able to make informed decisions for their businesses.

Part of that effort includes outreach. We recently conducted a survey of upstream and downstream owners within our consortium about their individual employee screening processes.

SURVEY GOAL

Our goal is to better understand specific industry best practices and share them with other owners who might realize efficiencies as a result, or simply find the reassurance that their own practices are being utilized elsewhere.

The results of this survey are contained within this report. We hope you find this information useful, and we look forward to supplying further insight into industry best practices.

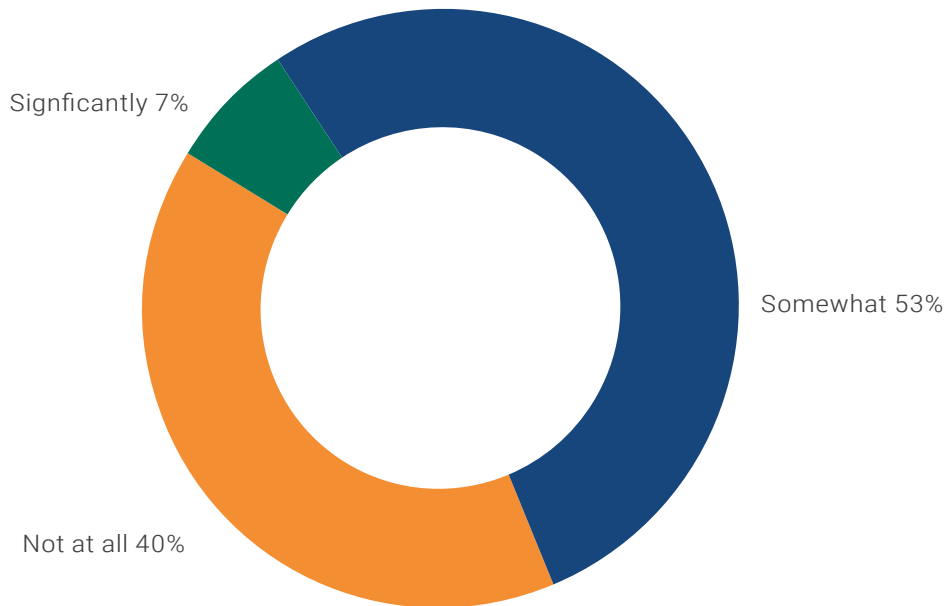
SURVEY METHODOLOGY

This is the first quarterly Owner Survey we have conducted, and we had more than 60 sites in the Oil & Gas, Chemical, and Energy markets participate. The incentive for participation was to get a high level report back that compares their facilities to the best practices across the industry.

Owner Survey results are confidential and are not shared, except when included in high level analysis like this report. 70+% of owners that participated are using DISA Global Solutions in some capacity for employee/contractor screening.

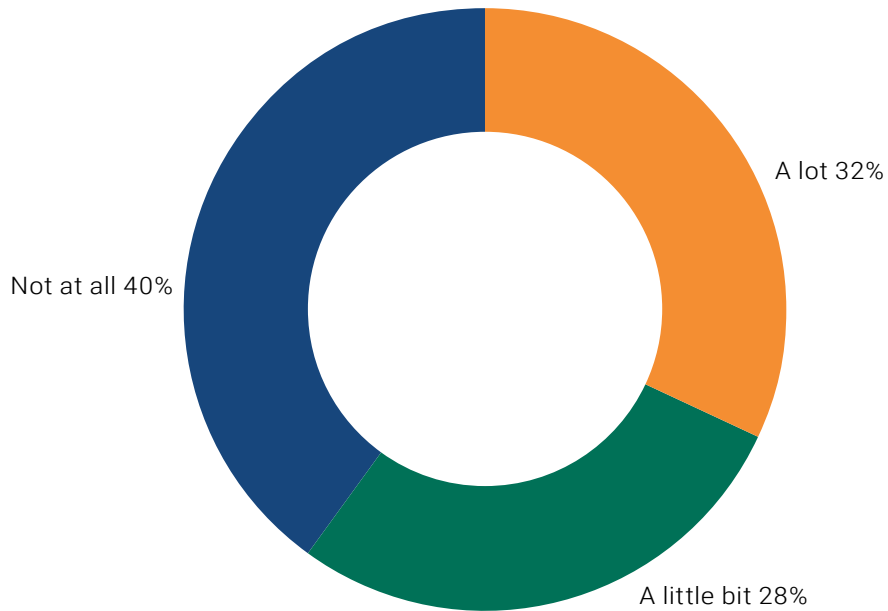
We are always looking for more owners to participate in our new quarterly surveys. To participate in our next Owner Survey, with a focus on Hiring Issues & Workforce Challenges, please email ownersurvey@disa.com.

ARE SHORTAGES IN SKILLED LABOR IMPACTING YOUR SITE?



Significantly	7%
Somewhat	53%
Not at all	40%

HAS THE INCREASE IN TURNOVER IN THE JOB MARKET IMPACTED YOUR SITE THE LAST 6 MONTHS?



A lot	32%
A little bit	28%
Not at all	40%

IF YOU LEVERAGE JOB FAIRS, DO YOU START THE HIRING PROCESS THE SAME DAY?



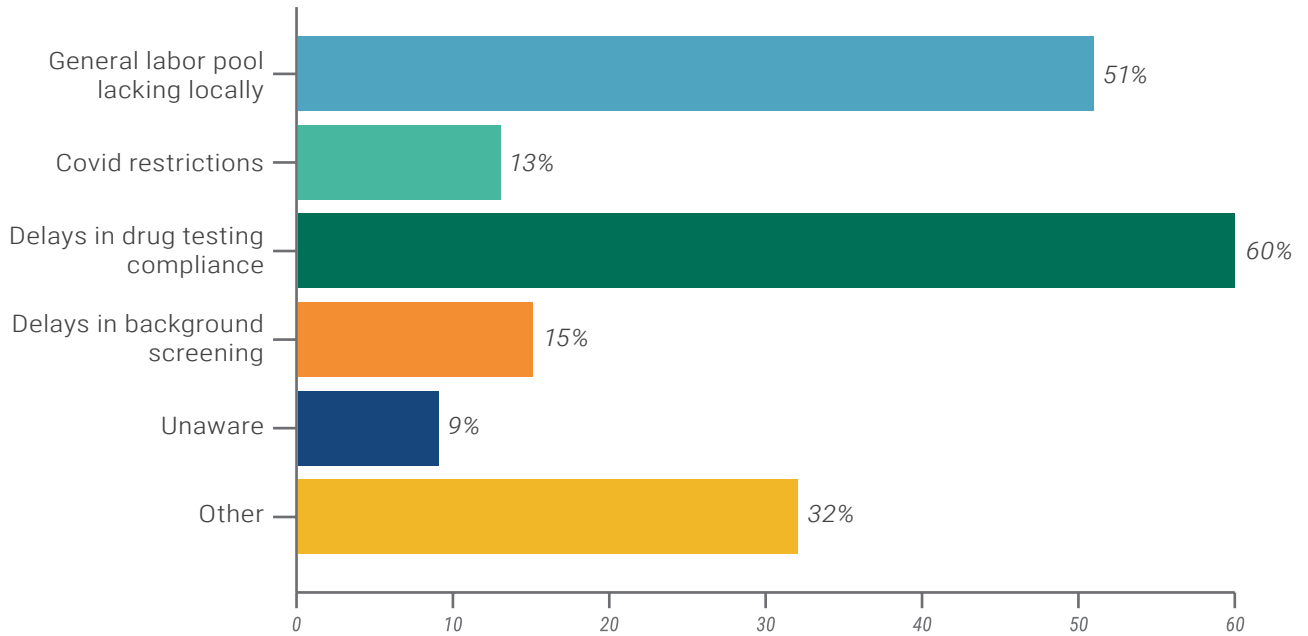
No	91%
Yes	9%

ARE YOU TRACKING VACCINATION STATUS OF EMPLOYEES/CONTRACTORS?



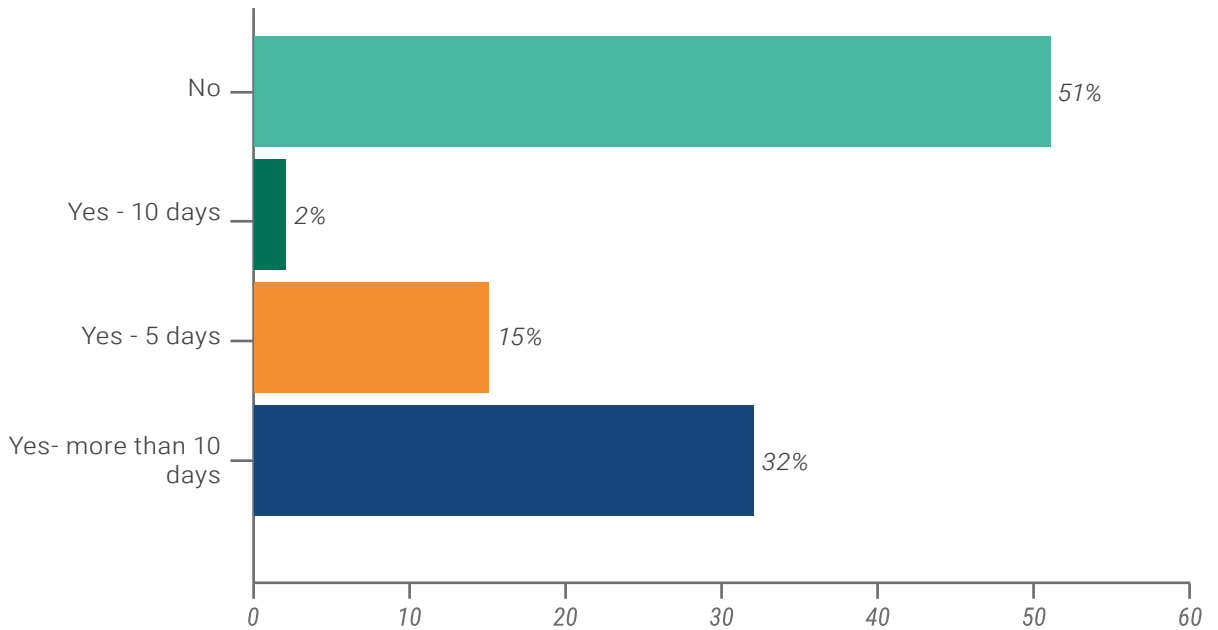
No	13%
Yes	87%

**WHICH CHALLENGES/TRENDS ARE YOU SEEING FROM YOUR EMPLOYING CONTRACTORS
(CHECK ALL THAT APPLY):**



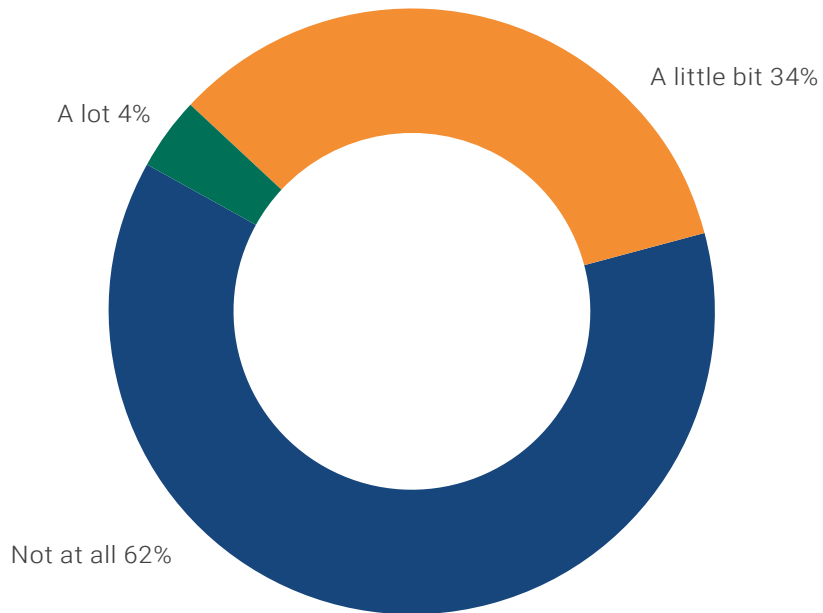
General labor pool lacking locally	51%
Covid restrictions	13%
Delays in drug testing compliance	60%
Delays in background screening	15%
Unaware	9%
Other	32%

DO YOU ALLOW COMPLIANCE WAIVERS DURING NORMAL OPERATIONS?



No	51%
Yes - 10 days	2%
Yes - 5 days	15%
Yes - more than 10 days	32%

HAVE YOU HAD DIFFICULTIES FINDING QUALIFIED CONTRACTOR COMPANIES IN THE LAST 6 MONTHS?



A lot	4%
A little bit	34%
Not at all	62%

DO YOU LEVERAGE JOB FAIRS?



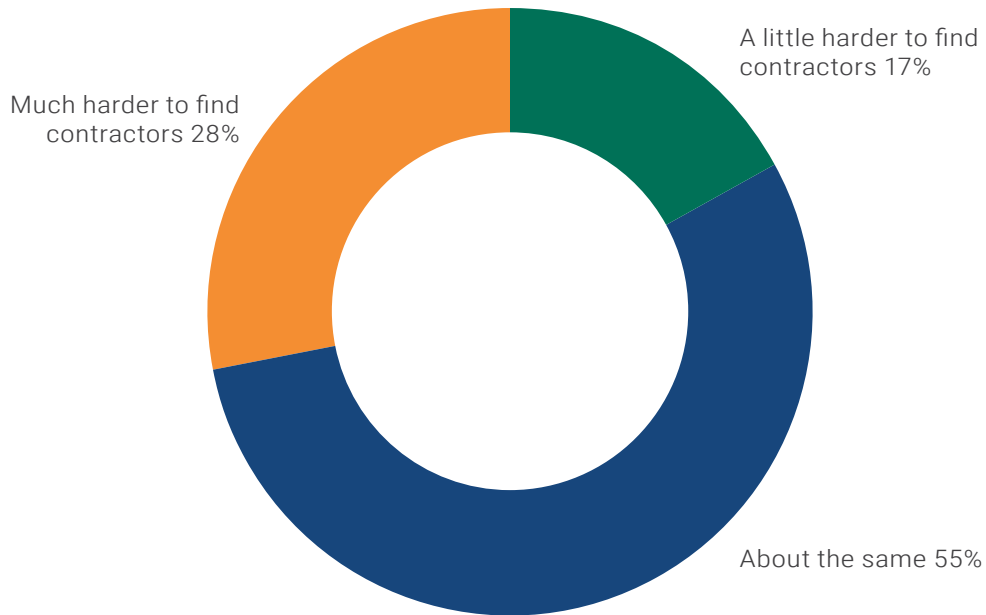
Yes	40%
No	60%

ARE YOU REQUIRING NEW HIRES TO BE VACCINATED?



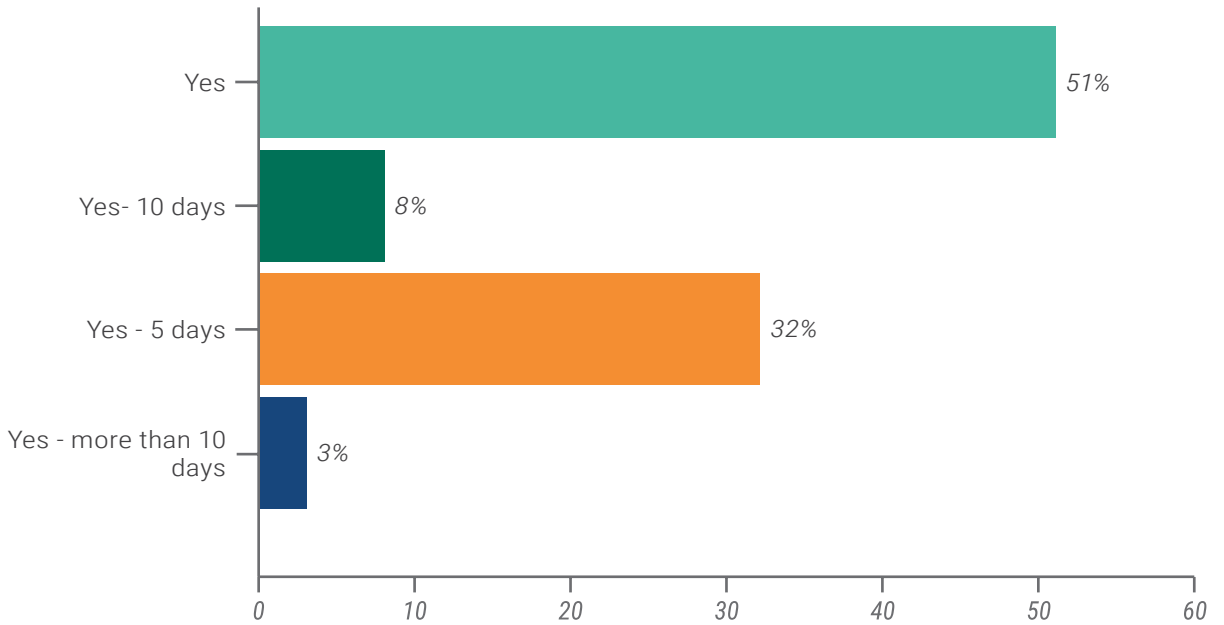
Yes	8%
No	92%

HOW DO YOUR NORMAL OPERATION CONTRACTOR STAFFING LEVELS COMPARE TODAY VS. 2019 (PRE COVID)?



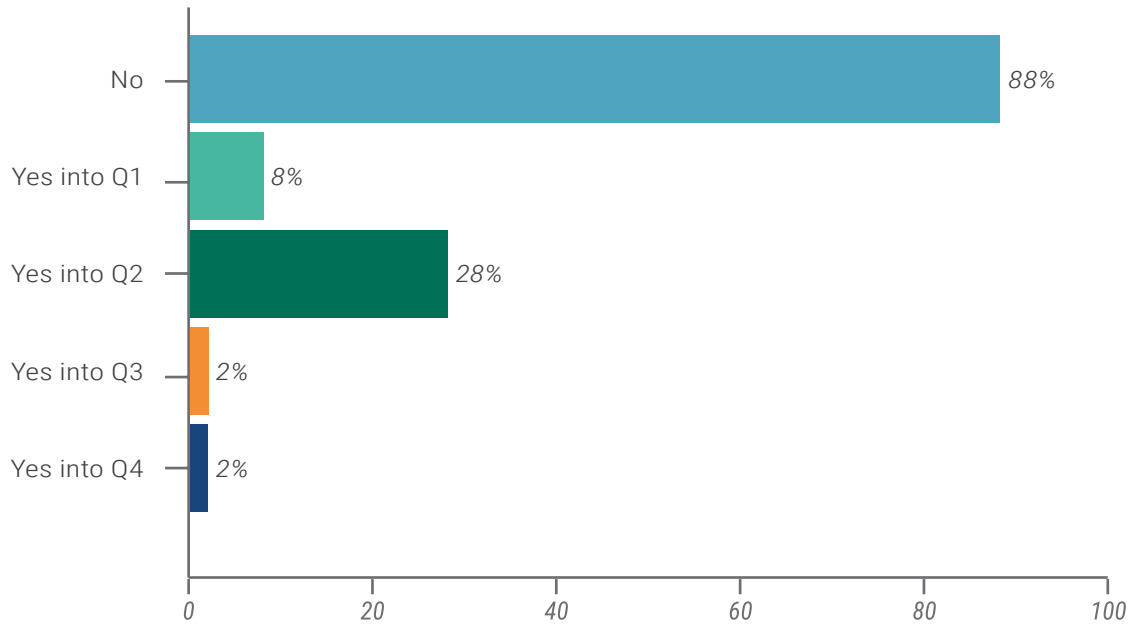
A little harder to find contractors	17%
About the same	55%
Much harder to find contractors	28%

DO YOU ALLOW COMPLIANCE WAIVERS DURING SHUTDOWN/PROJECTS?



Yes	51%
Yes- 10 days	8%
Yes - 5 days	32%
Yes - more than 10 days	3%

ARE YOU PUSHING PLANNED PROJECTS/SHUTDOWNS BACK INTO 2022 FROM 2021?



No	88%
Yes into Q1	8%
Yes into Q2	28%
Yes into Q3	2%
Yes into Q4	2%

To participate in our Q2 Survey

2022/2023 Industry Expectations

[Click Here](#)



DISA IS AN INDUSTRY-LEADING TPA
FOR DRUG TESTING, BACKGROUND
SCREENING, AND TRANSPORTATION
COMPLIANCE IN SAFETY-SENSITIVE
INDUSTRIES.



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