

EclipseADVANTAGE

SUCCESS STORY

Eclipse Advantage Cuts Workplace Accidents by 40% with Proactive Safety Strategy

THE CHALLENGE

In busy warehouses and distribution centers, there are lots of moving parts, and maintaining safety is not always easy. Eclipse Advantage, a leading provider of workforce solutions across North America, recognized a troubling trend: increasing safety incidents and escalating workers' compensation costs. Leadership sought a strategy that reduced accidents and built a culture of accountability and engagement across every shift.



THE SOLUTION

- In 2022, Eclipse Advantage implemented a Behavioral-Based Safety Observations program, a proactive approach that focuses on identifying unsafe behaviors and reinforcing safe practices in real time.
- Instead of waiting for incidents to happen, supervisors and team members were trained to observe behaviors on the floor, calling out unsafe actions and celebrating safe ones. The goal? Create a cycle of continual improvement and empower employees to take ownership of safety.

THE IMPACT

40% REDUCTION IN OSHA-RECORDABLE ACCIDENTS

Within months of rollout, Eclipse Advantage saw a dramatic drop in incident rates. Hazards were addressed before they caused harm, and employees began to adopt safer habits consistently.

25% DROP IN WORKERS' COMPENSATION COSTS

Fewer accidents translated to less downtime, fewer claims, and lower overall costs. By prioritizing prevention, Eclipse Advantage was able to curb one of the most significant expenses in the staffing industry.

A STRONGER, SAFER CULTURE

Safety became a core value. Workers across all locations took pride in promoting and maintaining safe environments, and leadership noticed a shift in accountability.

EMPLOYEE ENGAGEMENT ON THE RISE

Not only did the program improve safety, it gave employees a voice. Industrial Athletes felt more involved in decisions that impacted their well-being and were more motivated to contribute to team-wide safety goals.

A MODEL FOR SAFER STAFFING

Eclipse Advantage's Behavioral-Based Safety Observations program has proven that proactive, people-focused safety strategies deliver measurable results. From reducing costs to building a more engaged workforce, the program has reshaped how the company approaches safety.

"This program has been a game-changer—not just for our bottom line, but for our people. Safety is now something everyone owns, and that makes all the difference."

— **Jimmy Moore**
Director of Safety
Eclipse Advantage

Let's discuss how we can provide valuable support to your team.

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