



## Challenge

- High workplace injury incident rates
- Inconsistent onboarding & training
- Inefficient records & audit preparation

## Solution

- Robust workplace safety onboarding program
- Interactive testing to validate comprehension
- Automated record keeping

## Result

- **61% reduction** in OSHA injuries
- **Eliminated audit preparation** time

“With Alchemy, it takes me less than 5 minutes to report on any employee’s training history.”

—Rodney Basaldua,  
Safety Manager

## About King & Prince Seafood

As a part of Nissui, the second largest seafood company in the world, King & Prince Seafood is a leading supplier of value-added seafood for food service operations. The company’s three U.S. plants process, package, and ship fish, shrimp, calamari, crab, surimi, and seafood blends.



## The Challenge

Seafood processing is an inherently high-risk operation with a high rate of workplace injuries. Rodney Basaldua, the newly promoted Safety Manager at King & Prince took stock of the company’s safety training programs to see if a new approach was needed.

“I analyzed all the injury reports we had, whether they were OSHA recordable or not, and found that 85% of injuries involved employees with 60 days or less of employment. Of the 33 OSHA injuries that year, the majority were slips, trips, or falls by new employees,” says Basaldua.

It was clear that if King & Prince’s onboarding could be improved, it would have a dramatic impact on workplace safety, yield, insurance rates, and worker’s compensation claims. But the company’s onboarding was not optimal. “Training would involve talking to a group for 90 minutes on something that should take 30 minutes. Then we’d watch an outdated video. Everyone dreaded training,” Basaldua said.

The paper-based training records made audit preparation labor intensive. According to Basaldua, “We’d have to go through boxes of records looking for an employee’s training history and preparing for audits would take 3 to 4 hours.”

## The Solution

King & Prince turned to Alchemy for a tailored solution that would help them mitigate workplace safety risks, maintain audit compliance, and protect their bottom line. Over three million workers at 50,000 locations use Alchemy's training, coaching, and reinforcement solutions to **reduce workplace injuries, safeguard food, and improve operations.**

King & Prince implemented Alchemy programs to build the knowledge and confidence employees need to consistently work at expert proficiency. A new training approach incorporated interactive remotes, and gamification to engage employees and test comprehension. All responses are recorded and securely stored electronically for 24/7 audit-readiness.

The company also developed and uploaded its own courses to address topics specific to the equipment or



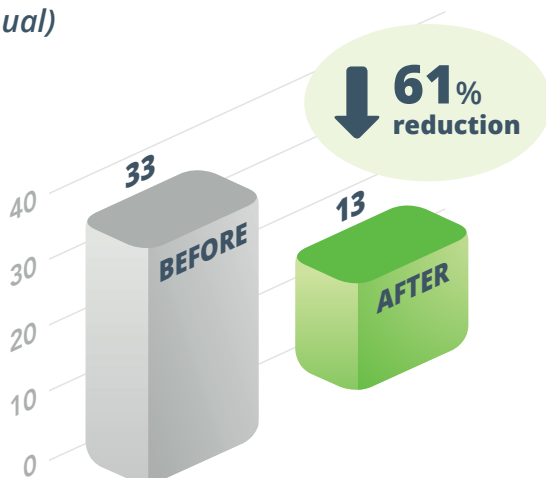
job role so that all training could be delivered through an interactive, engaging platform. The integrated system enables all training records to be centralized and every employee's learning plan to be tracked.

The Alchemy digital platform records all trainee responses and securely stores the data for easy, on-demand reporting and analysis. The automated record-keeping provides defensible proof of employee participation and comprehension.

## The Result

Within a year of deploying the Alchemy training program, King & Prince's overall OSHA reportable injuries dropped 61%. And only one of the injuries involved a new hire. The dramatic reduction in injuries provided a safer work environment, **lowered worker's comp claims, and reduced insurance premiums.**

### OSHA Reportable Injuries (Annual)



The injury reduction also meant production lines did not need to shut down after an incident, which **improved production yield and worker productivity.**

The automated documentation and reporting enabled King & Prince to streamline the audit process. "It takes me less than 5 minutes to report on any employee's training history so there's no need to prepare for an audit," Basaldua said.

After the Alchemy deployment, private **auditors scored the company 55 points higher** than the prior year. The improved audit score boosted customer confidence and increased the company's marketability.

The time saved on record keeping and reporting has enabled plant management to focus on more impactful areas like coaching frontline workers and ensuring employees follow the training concepts.

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