



HARD CRAFTS SMALL

BEST IN CLASS

Tray-Tec is a specialty services contractor that provides shutdown service to refineries, petrochemical plants, gas plants, and fabrication shops. Their success has earned them a reputation for performing safe, quality work while meeting or exceeding deadlines and budgets expectations. Tray-Tec services include towers inspections and installations, catalyst change outs including inert entry, mechanical services, and specialty welding. NBIC and ASME code work.

Nouryon

CHRISTOPHER BYRD





BEST PRACTICE AGENDA / OUTLINE

- Purpose
- Execution & Implementation
- Benefits & Results
- Examples
- Future Use & Applications
- Summary & Wrap Up
- Q&A

Purpose: Evolve with the Changing Workforce

Our Best Practice to address talent shortage, high turnover, and knowledge retention .

Workforce Development with Hands-on Training at TTI University



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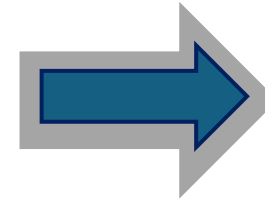


Execution & Implementation – Safety Committee



Putting the plan in action

- SEA Auditors - 2024
- Founding TTI University
- Create new Workforce Development Plans



Carrying out the plan

- Writing new policies
- Creating Training & Videos & QR Codes
- Measuring Successes

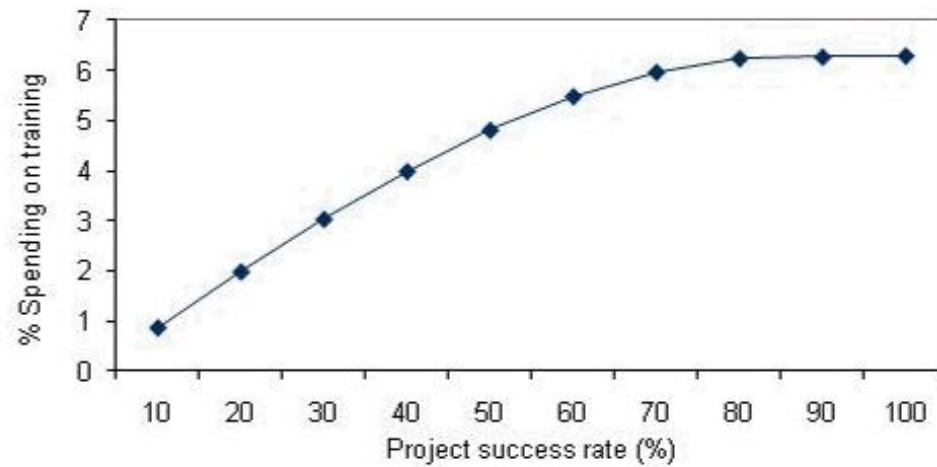


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Benefits & Results

Relationship Between Training Spending and Project Success



ROI?



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Workforce Development - Onboarding



Partner with Health & Safety Council (HASC)
for New Hire Orientation & Skills Assessments



80 Hands-on / 20 Classroom
Training at TTIU in Humble,
TX



Hands-on Workers
Remain in Demand



TRAY TEC, INC.



hasc
HEALTH & SAFETY
COUNCIL

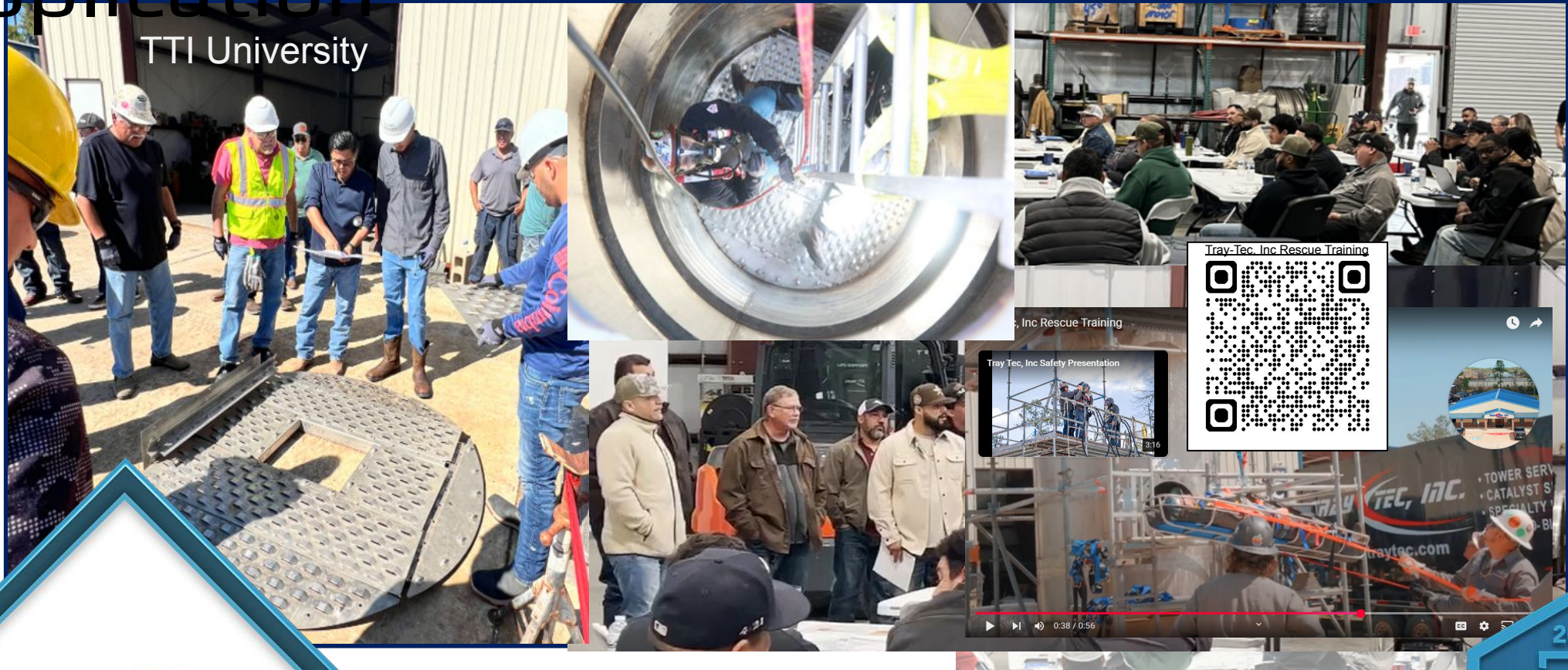
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Workforce Development – Theory to Application

2025 SAFETY EXCELLENCE AWARDS | BEST PRACTICES SEMINAR

TTI University



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Workforce Development – Continuous Improvement

2025 SAFETY EXCELLENCE AWARDS | **BEST PRACTICES**
SEMINAR

HSE Meetings



- 15+ Min. Weekly Meeting

Short Service Worker



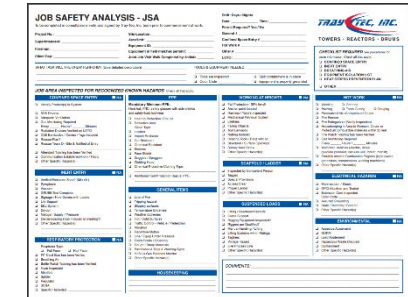
- All New Employees

Employee Observation Program



- All Employees
- One per week

JSA/Field Audits



- Crew Leads, HSEQ, Supervisors



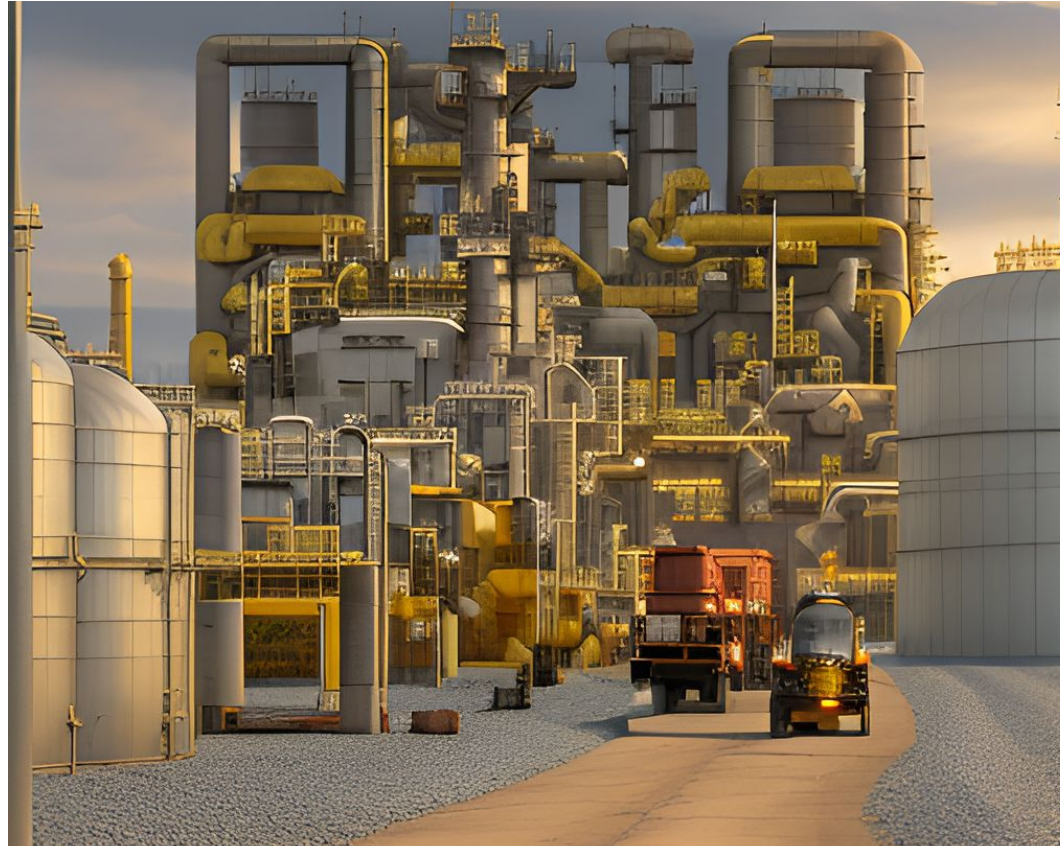
2023 Employee Participation: 58%
2024 Employee Participation: 85%

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Future Uses & Applications



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Summary



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Questions?



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