Pre-employment Screening Program

Safety Analysis and Industry Impacts Report

Office of Research and Information Technology

Pre-employment Screening Program

- Started May 2010

- Provides prospective employers with:
    - Crash Data (Past 5 Years)
    - Inspection Data (Past 3 Years)

- Voluntary program with fee

- Requires driver's consent

- Drivers & motor carriers can utilize PSP

Safety Analysis & Industry Impacts

- Do companies improve safety by using PSP?

- How many companies use PSP?

- Do drivers use PSP?

- How do companies use PSP data?

Safety Analysis

- Examines carriers' Crash Rate and Driver OOS Rate

- Compares 1 year prior to PSP use to 1 year following start of PSP use

- Compares companies that use PSP with companies that don't use PSP

- Carriers divided into size classes

Safety Analysis: Data

- **NIC Technologies:**
  - Carriers using PSP

- **FMCSA:**
  - Crash data (MCMIS)
  - Inspection data (MCMIS)
  - Registration data

Safety Analysis: Data

Number of Drivers per Driver Size Class

Driver Size Class	Number of Drivers
1	1–5
2	6–20
3	21–100
4	>100

Safety Analysis: Data

Number of Carriers Per Size Class

Driver Size Class	Non-PSP Group	
1 (1–5)	368,803	
2 (6–20)	43,251	
3 (21–100)	11,078	
4 (>100)	1,811	
Total	**424,943**	

Safety Analysis: Data

Number of Carriers Per Size Class

Driver Size Class	Non-PSP Group	PSP Group
1 (1–5)	368,803	355
2 (6–20)	43,251	1,307
3 (21–100)	11,078	2,565
4 (>100)	1,811	1,249
Total	**424,943**	**5,476**

Safety Analysis: Results

Number of Drivers, by Size Class, Employed With Carriers in Study (Rounded)

PSP Group		Non-PSP Group	
Driver Class Size	Number of Drivers	Driver Class Size	Number of Drivers
1	1,500	1	501,000
2	16,600	2	372,000
3	118,000	3	377,000
4	563,300	4	839,500
Totals	699,400	Totals	2,089,800

Safety Analysis: Results

Percent Change in Crash and Driver OOS Rates PSP Group vs. Non-PSP Group, by Driver Class Size

PSP Group (%)			Non-PSP Group (%)		
Driver Class Size	Crash Rate	Driver OOS Rate	Driver Class Size	Crash Rate	Driver OOS Rate
1	-17.1	-14.3	1	-4.8	+4.0
2	-27.8	-13.0	2	-7.2	-1.0
3	-15.8	-13.4	3	-3.6	-3.2
4	-14.4	-17.8	4	-10.7	-5.0
Totals	-15.2	-16.0	Totals	-7.2	+1.2

Safety Analysis: Results

PSP-Related Improvement in Crash Rate and Driver OOS Rate for PSP Group (Adjusted)

Driver Size Class	Crash Rate Improvement (%)	Driver OOS Rate Improvement (%)
1	12.4 *	18.3
2	20.6	12.0
3	12.1	10.1
4	3.7 *	12.8
Totals	8.0	17.2

* Not Statistically Significant

Safety Analysis: Results Summary

- PSP users are mainly larger motor carriers

- PSP-group and Non-PSP group showed decreased Crash and Driver OOS rates in most class sizes

- PSP-group decreased Crash and Driver OOS rates <u>MORE</u> than Non-PSP group

Impacts to Industry

- Number of users

- Types of users

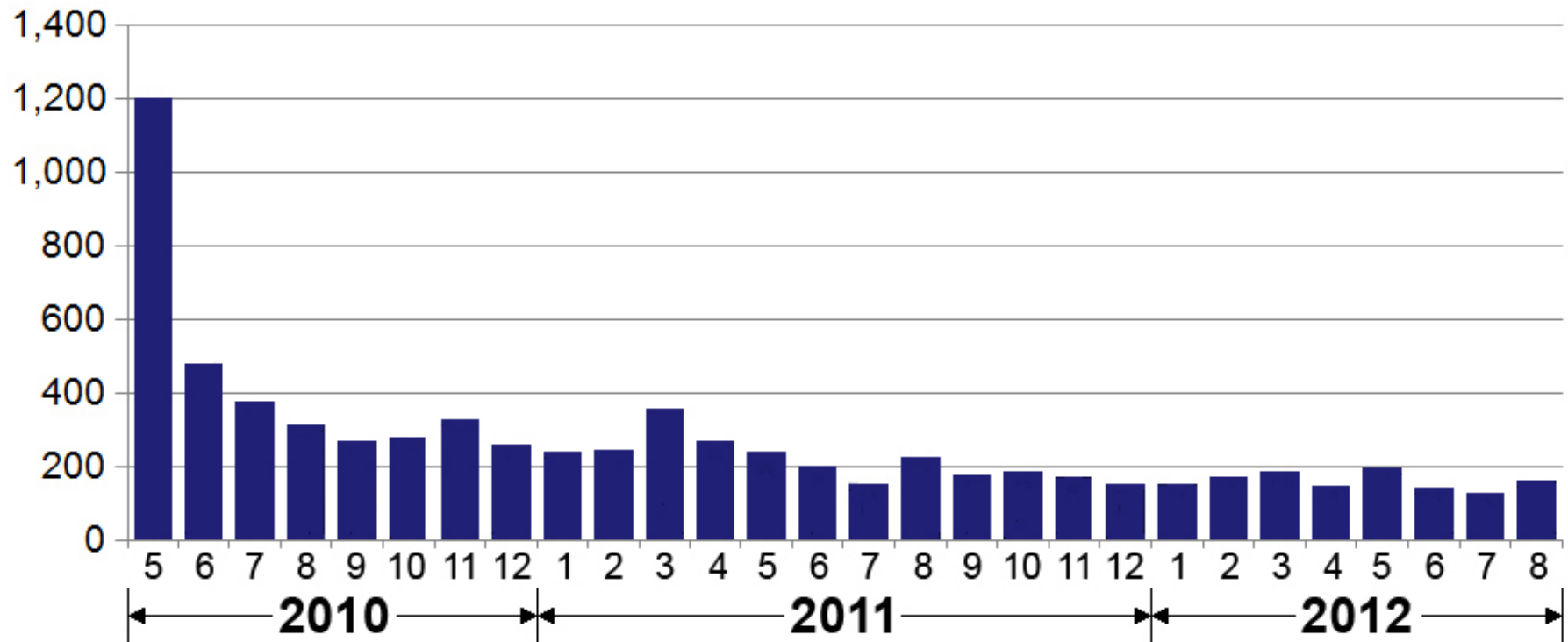- Number of inquiries

- Attitudes about PSP

Impacts to Industry: Data

- Metrics provided by NIC Technologies (an FMCSA contractor)

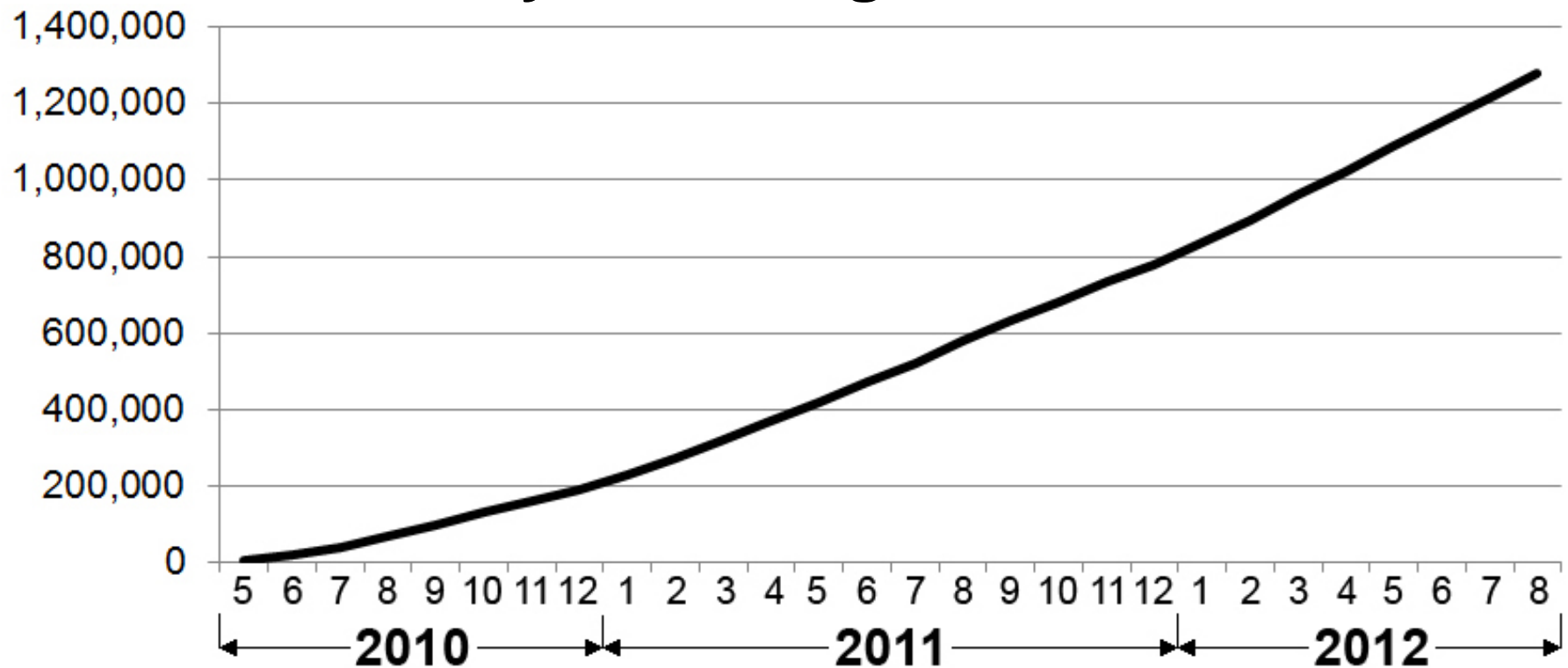- Informal query by FMCSA of carriers for perspectives and opinion

Impacts to Industry: Results

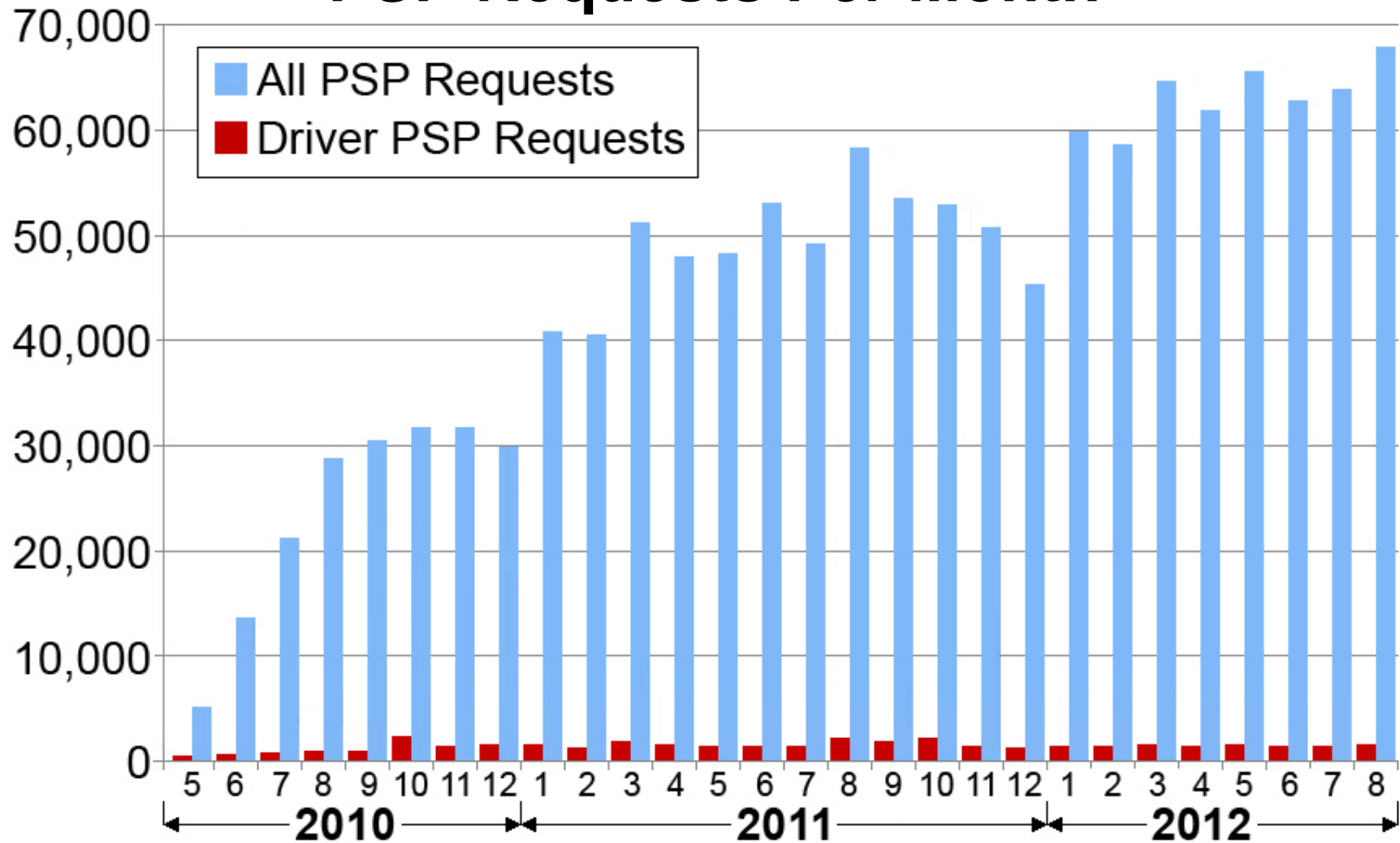**New PSP Account Holders by Month,**

May 2010–August 2012

Impacts to Industry: Results

Cumulative PSP Requests by Month,

May 2010–August 2012

Impacts to Industry: Results

PSP Requests Per Month

17

Impacts to Industry: Query

- Informal query asked 6 motor carriers of various sizes that use PSP:
  - When did you first start using PSP?
  - Do you use it for every new driver hire?
  - How many drivers have you used it for in the past year?
    - <10
    - 10–39
    - 40–70
    - >70

Impacts to Industry: Query, cont.

- Informal query asked 6 motor carriers of various sizes that use PSP:
  - How do you use the PSP?
  - Do you think it improves your company's crash and inspection profile?
  - Will you continue using it?
  - Other feedback?

Impacts to Industry: Query Results

- Motor carriers queried like the PSP tool and will continue to use it

- All of the carriers queried indicated they use it for all of their new driver hires

- Most likely use of the report: assure drivers are being accurate and not omitting places of employment or crashes

Impacts to Industry: Query Results

- Motor carriers using PSP are seeking drivers that have a strong sense of safety culture

- Safer drivers could command higher salaries

Impacts to Industry: Query Results

- Other Feedback:

    – Desire for more information on drivers that the PSP does not provide (complete history)

    – System would probably be used more if the price per report was lower

    – PSP reveals a lack of safe drivers in industry, adding to the concern of a shortage of <u>qualified</u> drivers

Conclusions

- PSP users show improved Crash and Driver OOS rates

- Larger carriers mainly using PSP

- Steady growth

- Low number of drivers using PSP

- Motor carriers using PSP like it

- Analysis needed for driver attitudes

Contact

Michael Johnsen

Environmental Protection Specialist

Michael.johnsen@dot.gov

202-366-4111