Pre-employment Screening Program

Safety Analysis and Industry Impacts Report
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

<table>
<thead>
<tr>
<th>Driver Size Class</th>
<th>Number of Drivers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1–5</td>
</tr>
<tr>
<td>2</td>
<td>6–20</td>
</tr>
<tr>
<td>3</td>
<td>21–100</td>
</tr>
<tr>
<td>4</td>
<td>&gt;100</td>
</tr>
</tbody>
</table>
## Safety Analysis: Data

### Number of Carriers Per Size Class

<table>
<thead>
<tr>
<th>Driver Size Class</th>
<th>Non-PSP Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1–5)</td>
<td>368,803</td>
</tr>
<tr>
<td>2 (6–20)</td>
<td>43,251</td>
</tr>
<tr>
<td>3 (21–100)</td>
<td>11,078</td>
</tr>
<tr>
<td>4 (&gt;100)</td>
<td>1,811</td>
</tr>
<tr>
<td>Total</td>
<td>424,943</td>
</tr>
</tbody>
</table>
## Safety Analysis: Data

### Number of Carriers Per Size Class

<table>
<thead>
<tr>
<th>Driver Size Class</th>
<th>Non-PSP Group</th>
<th>PSP Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (1–5)</td>
<td>368,803</td>
<td>355</td>
</tr>
<tr>
<td>2 (6–20)</td>
<td>43,251</td>
<td>1,307</td>
</tr>
<tr>
<td>3 (21–100)</td>
<td>11,078</td>
<td>2,565</td>
</tr>
<tr>
<td>4 (&gt;100)</td>
<td>1,811</td>
<td>1,249</td>
</tr>
<tr>
<td>Total</td>
<td>424,943</td>
<td>5,476</td>
</tr>
</tbody>
</table>
## Safety Analysis: Results

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

<table>
<thead>
<tr>
<th>Driver Class Size</th>
<th>Number of Drivers</th>
<th>Driver Class Size</th>
<th>Number of Drivers</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSP Group</td>
<td>Non-PSP Group</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>1,500</td>
<td>1</td>
<td>501,000</td>
</tr>
<tr>
<td>2</td>
<td>16,600</td>
<td>2</td>
<td>372,000</td>
</tr>
<tr>
<td>3</td>
<td>118,000</td>
<td>3</td>
<td>377,000</td>
</tr>
<tr>
<td>4</td>
<td>563,300</td>
<td>4</td>
<td>839,500</td>
</tr>
<tr>
<td>Totals</td>
<td>699,400</td>
<td>Totals</td>
<td>2,089,800</td>
</tr>
</tbody>
</table>
## Safety Analysis: Results

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

<table>
<thead>
<tr>
<th>Driver Class Size</th>
<th>PSP Group (%)</th>
<th>Non-PSP Group (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Crash Rate</td>
<td>Driver OOS Rate</td>
</tr>
<tr>
<td>1</td>
<td>-17.1</td>
<td>-14.3</td>
</tr>
<tr>
<td>2</td>
<td>-27.8</td>
<td>-13.0</td>
</tr>
<tr>
<td>3</td>
<td>-15.8</td>
<td>-13.4</td>
</tr>
<tr>
<td>4</td>
<td>-14.4</td>
<td>-17.8</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>-15.2</strong></td>
<td><strong>-16.0</strong></td>
</tr>
</tbody>
</table>
Safety Analysis: Results

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

<table>
<thead>
<tr>
<th>Driver Size Class</th>
<th>Crash Rate Improvement (%)</th>
<th>Driver OOS Rate Improvement (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>12.4 *</td>
<td>18.3</td>
</tr>
<tr>
<td>2</td>
<td>20.6</td>
<td>12.0</td>
</tr>
<tr>
<td>3</td>
<td>12.1</td>
<td>10.1</td>
</tr>
<tr>
<td>4</td>
<td>3.7 *</td>
<td>12.8</td>
</tr>
<tr>
<td>Totals</td>
<td>8.0</td>
<td>17.2</td>
</tr>
</tbody>
</table>

* 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 MORE 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

- All PSP Requests
- Driver PSP Requests
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 qualified 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

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