



Technical tools and references

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Pre-employment screening program

The Federal Motor Carrier Safety Administration is in the final stages of developing the Pre-Employment Screening Program, which is part of the CSA 2010 initiative.

The Pre-Employment Screening Program (PSP) is designed to allow motor carriers the ability to review the roadside inspection and crash history of new applicants/prospective drivers seeking employment as commercial drivers. Information in the PSP summary will come from MCMIS (Motor Carrier Management Information System) and contain five years of state reported DOT crash involvement and three years of roadside inspection history. It is important to remember that conviction information found on state motor vehicle records will not be available in this program, so this is not a replacement for existing evaluation processes.

How will I get PSP data?

The PSP data will be available via a secure electronic web-based system to motor carriers that enroll in the program. Although data is not being released by the program yet, motor carriers can enroll now for future access. There is no charge for initial enrollment; however, there will be a charge for access to records – a listing of these charges appears on the website. The FMCSA is using NIC Technologies which is a third-party contractor to disseminate the driver data.

Once enrolled into the PSP system, motor carriers must obtain written permission from the driver each time they wish to order and view the information for that driver. Drivers will not need to formally enroll into the program to purchase their own records, however there is a nominal fee when the record is requested. Should a driver wish to obtain his or her own data at no charge, they may do so following the guidelines set forth in the Freedom of Information Act.

The overall objective of the program is to allow motor carriers the opportunity to make better "informed" hiring decisions which include a review of a prospective driver's inspection and crash history.

What should I do now?

Motor carriers are encouraged to enroll in the system now. This will allow them to have immediate access to driver records once the FMCSA makes them available.

Additionally, motor carriers should review their company safety profile and address any issues with inspections through the "DATA-Q's" challenge process.

More information is available at www.psp.fmcsa.dot.gov, which includes a frequently asked questions (FAQ) section and enrollment materials for motor carriers.

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