

2009 STEP Participation & Performance

TEN THINGS YOU NEED TO KNOW

1. National Participation (as of October 1, 2009)

- Total STEP applications = 2,196 (up from 2,026 in 2008)
- Contractor member participation rate = 13.6% (up from 12.8% in 2008 and from 11.9% over past 5 yrs.)

2. Smaller Contractors Continue to Drive STEP

- STEP demographics continue to show that the bulk of participants have fewer than 100 employees.
- Two of every three STEP participants have < 100 employees (68.7%). This is up from 67.6% in 2008.
- One in four STEP participants has < 25 employees (24%). This is a notable increase from 21.9% in 2008.

3. Platinum Achievement

- Platinum members = 737, representing a rate of 35.3% of net STEP applications.
- Platinum achievement rate has risen 1.6% from 2008 and 2.4% over the past four years.
- This year, every employer size category (except 1000+) had seen an increase in Platinum achievement rate, with the 250-999 category having the greatest jump (+7%).
- Proportion of Platinum achievers to STEP applicants continues to increase with employer size category.

4. NAICS

- This year's STEP Participation & Performance Review includes detailed NAICS data.
- Three NAICS codes account for more than half (55.6%) of STEP applicants. They are:

<i>236220 (commercial & institutional building)</i>	<i>28.2%</i>
<i>238210 (electrical & other wiring installation)</i>	<i>15.3%</i>
<i>238220 (plumbing, heating & A/C)</i>	<i>12.1%</i>

- Three NAICS codes (min. 10 applicants) saw Platinum achievement rates over 50% and the lowest BLS incidence rates among NAICS categories. They are:

<i>236210 (industrial building construction)</i>	<i>66.2%</i>	<i>BLS IR = 1.4</i>
<i>237120 (oil & gas pipeline; related work)</i>	<i>62.1%</i>	<i>BLS IR = 0.9</i>
<i>237990 (other heavy & civil engr. construction)</i>	<i>60.7%</i>	<i>BLS IR = 0.8</i>

- The three NAICS codes (min. 10 applicants) with the *highest* BLS incidence rates were:

<i>238140 (masonry)</i>	<i>BLS IR = 9.4</i>
<i>238130 (framing)</i>	<i>BLS IR = 8.8</i>
<i>236118 (residential remodelers)</i>	<i>BLS IR = 8.8</i>

2009 STEP Participation & Performance

5. STEP Applicant Performance

- Fatality rate – Overall STEP fatality rate is **59% lower** than the national BLS average for construction. Applicants with < 100 employees have a rate 7% lower than this national average. (*Note: Some of the fatality rates for individual NAICS codes may appear high due to a small number of participants for that NAICS category – rates are based on 200,000,000 full-time equivalent man hours*).
- Incidence rate – Overall STEP incidence rate (calculated using BLS method) is **41% lower** than national BLS average for construction (Platinum is 67% lower). The rate for applicants with < 100 employees is **22% higher**.
- Mod factor – In each employer size category, the median mod factor for STEP participants is below 0.900 (ranging from 0.570 for larger contractors to 0.870 for smaller contractors).
- OSHA citation – STEP participant OSHA citation rate (# citations per inspection) is **90% lower** than the construction industry average.

6. Key components

- Scoring and performance in 10 of the 20 STEP key components appears to separate Platinum achievers from all others. These ten categories (ranked by degree of difference) are:

- | | |
|---------------------------------------|---|
| 1. <i>Inspections</i> | 6. <i>Supervisory training</i> |
| 2. <i>Resources for safety</i> | 7. <i>Employee participation</i> |
| 3. <i>Safety program goal setting</i> | 8. <i>Pre-planning for jobsite safety</i> |
| 4. <i>Performance review</i> | 9. <i>Employee safety training</i> |
| 5. <i>EMR/loss ratio</i> | 10. <i>Employer supervisory meetings</i> |

7. Safety orientation

- Median safety orientation for Platinum achievers was 60 minutes. For Gold-Silver-Bronze, the median dropped to 30 minutes. (Applicants with <100 employees = 45 minutes)

8. Substance abuse policy with testing

- 83.5% of STEP applicants have this program in place (92.4% for Platinum).

9. Chapter & Region Participation

- Median ABC region participation = 15.5%
- Median chapter participation = 12.4%
- Only 13 Chapters had a participation rate of 25% or more.

10. For 2010...

- ABC's National EH&S committee is moving forward with elements of a strategic plan to: 1) provide Chapter outreach & support to broaden member participation in STEP; 2) preserve the program's integrity; and 3) enhance STEP participant benefits.