

Steps to OSHA VPP/STAR Certification

1. Establish the Foundation

Before applying, you must have a safety and health management system (SHMS) that has been operational for at least one year. This isn't just paperwork or an intranet platform; it's a living system of management leadership and employee involvement.

2. Analyze Your Data

Your safety performance must be proven. To qualify for VPP/STAR, your **Total Case Incidence Rate (TCIR)** and **Days Away, Restricted, or Transferred (DART)** rates must be below the national Bureau of Labor Statistics (BLS) average for your specific industry.

3. Conduct a Gap Analysis

VPP/STAR requires excellence in four main pillars:

- Management Leadership and Employee Involvement
- Worksite Analysis
- Hazard Prevention and Control
- Safety and Health Training

4. The Formal Application

This is a comprehensive document submitted to OSHA (or the NCDOL in North Carolina) detailing your safety programs, committee structures, and historical data.

5. The On-Site Evaluation

Once your application is accepted, a team of OSHA professionals will conduct a multi-day, rigorous on-site visit. They will interview employees (privately), review records, and perform a "wall-to-wall" walkthrough to verify that your written program matches your actual daily practices.

6. Continuous Improvement

Once you earn the VPP/STAR, the work doesn't stop. You must submit annual self-evaluations and undergo re-evaluations every three to five years. This ensures the "STAR" remains a reflection of a living, breathing culture of care.

Contact us to discuss the best steps and approach for your organization.