

### Already in VPP? Get involved!

Qualified volunteers from Indiana VPP sites are eligible to participate as Special Government Employees (SGEs). The SGE program provides opportunities for industry professionals to work together with government representatives during VPP evaluations.

Volunteers interested in participating as SGEs must participate in training provided by federal OSHA. After completion, SGEs are sworn in and approved to assist the VPP team during onsite evaluations.

### Voluntary Protection Program Participant's Association

The Voluntary Protection Program Participant's Association (VPPPA) is the leading occupational safety and health organization dedicated to cooperative safety and health management. VPPPA is a non-profit, member-driven association providing networking and educational opportunities, publications, mentoring and professional development. Learn more about the VPPPA at [www.vpppa.org](http://www.vpppa.org).

### Other Program Options

*Indiana Safety and Health Achievement Recognition Program*

The Indiana Safety and Health Achievement Recognition Program (INSHARP) is designed to recognize and reward small Hoosier workplaces and employees for their efforts in safety and health excellence. While there is no size restriction for INSHARP, small (250 employees or fewer) and high-hazard worksites are given priority consideration. More information about INSHARP is available online at [www.in.gov/dol/2382.htm](http://www.in.gov/dol/2382.htm).

### Workplace safety and health adds value!

Workplace incidents are more expensive than most employers realize. Some costs are obvious:

#### Direct Costs

- Medical payments
- Workers' Compensation
- Increased liability insurance

And, some costs may be hidden:

#### Indirect Costs

- Potential loss of customers or decreased customer traffic
- Decreased worker morale
- Increased employee turnover and absenteeism
- Decreased worker productivity

Recent estimates place the business costs associated with occupational injuries at close to \$170 billion—expenditures that come straight out of company profits.

Protecting workers is in everyone's best interest—our economy, our communities, our workers and our families.



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# Indiana Voluntary Protection Program

# Recognizing Excellence in Hoosier Workplace Safety and Health

## What is VPP?

The Voluntary Protection Program (VPP) was created by the federal Occupational Safety and Health Administration (OSHA) in 1982 to recognize workplace safety and health excellence.

Hoosier workplaces interested in achieving VPP certification must develop, implement and maintain an exemplary safety and health management system.

## What are the benefits of VPP?

Achieving VPP certification demonstrates to employees, industry and the local community that your organization is a model site for workplace safety and health excellence. From management and labor to government, a voluntary, cooperative and proactive relationship truly benefits all parties.

## Who can join VPP?

Workplaces under the jurisdiction of the Indiana Occupational Safety and Health Administration (IOSHA) are eligible to apply for VPP certification status. In addition to other VPP requirements, employers must maintain worker injury and illness rates below their industry's national average.

Indiana VPP sites range in size from fewer than 10 employees to more than

6,000. Sites include pharmaceutical firms, snack food manufacturers, wood office product manufacturers and many others! A list of VPP sites is available online at [www.in.gov/dol/vpp.htm](http://www.in.gov/dol/vpp.htm).

## What are the levels of certification?

*Star* is the highest level of VPP certification a company can achieve. Companies that achieve VPP *Star* certification are exemplary worksites with comprehensive, self-sufficient occupational safety and health programs.

These sites have incorporated:

- Management commitment
- Employee involvement
- Worksite analysis
- Hazard prevention and control
- Employee training

VPP *Star* sites are re-evaluated every three to five years.

*Merit* certification is reserved for employers that are on the path to achieving *Star* certification but who are not quite ready. *Merit* sites are given up to three years to achieve full *Star* status.

## How do you get started with VPP?

### Make an appointment

Employers interested in VPP certification should contact the Indiana VPP team for an

onsite appointment and preliminary review. A member of the team will provide guidance to the employer about VPP certification.

### Submit an application

Employers must submit an application. All applications will be reviewed by the Indiana VPP team to determine a facility's readiness for an onsite review.

### Onsite review

Worksites will undergo an onsite evaluation. The evaluation will include a review of occupational injury and illness logs as well as documentation, written programs and training documentation. The facility will also be audited. Generally, the facility audit will take approximately one week. However, additional time may be required depending on the size and complexity of your facility, programs, procedures and practices.

### Annual report

While worksites are reevaluated every three to five years, employers are required to report an annual self-assessment to the Indiana VPP team.

## Learn more about Indiana VPP

Learn more about Indiana VPP online at [www.in.gov/dol/vpp.htm](http://www.in.gov/dol/vpp.htm). For questions about the program, please email the Indiana VPP team at [vpp@dol.in.gov](mailto:vpp@dol.in.gov).

*"Safety is one of our core values. Every shift starts with a safety meeting and safety message,"* said **Fort Wayne First Vehicle Services General Manager Dave Jackson**. *"We like to get participation and ask for feedback from every staff member."*

First Vehicle Services, located in Fort Wayne, Indiana, employs approximately 22 workers. The site achieved VPP *Merit* status in 2006 and *Star* certification in 2008.