



Division of Labor Standards and Safety  
Alaska Occupational Safety and Health  
Section

## FFY 2009 Annual Performance Plan

October 1, 2008 through September 30, 2009

Clark Bishop, Commissioner

Grey Mitchell, Director  
Labor Standards and Safety



**ALASKA DEPARTMENT OF LABOR  
& WORKFORCE DEVELOPMENT**

*Jobs are Alaska's Future*

## ALASKA OCCUPATIONAL SAFETY AND HEALTH

### FFY 2009 ANNUAL COMBINED 21(d) AND 23 (g) PERFORMANCE PLAN

#### I. PROGRAM INFORMATION

##### General Program Overview

###### **Purpose**

This Annual Performance Plan between Occupational Safety and Health Administration (OSHA) and Alaska Occupational Safety and Health (AKOSH) covering the period October 1, 2008 to September 30, 2009 has been developed to establish mutually agreed upon goals, and a system for evaluating the manner in which the State manages its State Plan under both the 21(d) and 23(g) grants. OSHA and AKOSH will conduct program audits to address each activity in the plan. A statistical analysis of the identified specific performance measures will also be used to determine if the activity included in this plan had a positive impact on the program goal of reducing the combined number of injuries, illnesses and fatalities in the workplace.

###### **Mission Statement**

**Work in partnership with Alaskan workers and employers toward eliminating workplace injuries, illnesses and deaths**

###### **Vision**

- ◆ Reach our occupational safety and health goals
- ◆ Make all Alaskan employers and employees aware of the services we can provide
- ◆ Educate Alaska legislators, about our worker safety and health programs to promote support for the AKOSH program

###### **Program Goal**

The primary goal of the AKOSH program is to assure that the wage earner is protected from industrial accident or illness. Due to Alaska's location, climate and geography, AKOSH programs must be tailored to work sites and practices that are unique to Alaska. The State of Alaska administers its own occupational safety and health program to provide quick responses modified to the specific needs of the state's workers and employers.

## **AKOSH Strategic Goals**

To achieve its vision, AKOSH has established three strategic goals to guide the development of programs and activities for the Agency. The successful accomplishment of any one of the strategic goals will not be possible without parallel successes in the other goals. For example, a focus on reducing hazards, exposures, injuries, illnesses and deaths in the workplace will be difficult to achieve without realizing the goal to engage workers and employees in this effort.

AKOSH's success in meeting the goals and objectives outlined in the Strategic Plan will be measured through results, which depend on a concerted effort from each of the Agency's programs. For example, when a particular issue is being emphasized as an objective, it is expected that inspections will be targeted to insure compliance, training workshops will be offered to build necessary knowledge and skills, outreach material will be distributed, and consultation visits will be offered.

AKOSH is committed to three strategic goals for the five-year period of October 1, 2008 through September 30, 2013.

- ◆ *Improve workplace safety and health in both public and private sectors as evidenced by a reduction in the rate of injuries, illnesses, and fatalities*
- ◆ *Promote a safety and health culture (both public and private sectors) through compliance assistance, cooperative programs, and consultation assistance*
- ◆ *Secure public confidence through excellence in the development and delivery of AKOSH programs and services*

### **Overview of the AKOSH Program**

- The Alaska Occupational Safety and Health Program is located in the Alaska Department of Labor and Workforce Development (DOLWD), Division of Labor Standards and Safety. A Commissioner, who is appointed by the Governor, heads the Department. A Director, who is appointed by the Commissioner, heads the Division of Labor Standards and Safety, and has the authority to perform those duties delegated by the Commissioner and charged by statute (Alaska Statute 18.60.010 - 18.60.105), which include the following elements:
  - Performing unannounced safety and health compliance inspections of targeted workplaces, which can result in citation of employers for violations of standards, and assessment of monetary penalties;
  - Investigating employee complaints, work-related fatalities and catastrophes;

- Notifying employers and employees when an alleged violation has occurred, including the proposed abatement requirements and correction schedule, and the appeals process;
- Requiring prompt elimination or abatement of imminent danger situations;
- Requiring proof of hazards abatement as a tool to ensure an effective safety and health program;
- Preparing, adopting, amending, or repealing of general and specific safety and health standards governing the conditions of employment in all workplaces, to maintain standards, which are at least as effective as those adopted or recognized by the United States Secretary of Labor under the authority of the Occupational Safety and Health Act of 1970;
- Disseminating regulations of safety and health standards;
- Protecting employees against discharge or discrimination for exercising the rights afforded by AKOSH standards;
- Notifying employees of their rights and obligations under AKOSH standards, including a means for bringing possible violations to the attention of enforcement officers; notification of the results of complaint-related investigations and related appeal rights; and, access to information and notification regarding exposure to toxic materials or harmful physical agents;
- Encouraging voluntary compliance by employers and employees in reducing the number of safety and health hazards at their work places with advice and consultative recommendations of methods to abate violations using all applicable safety and health standards;
- Provide off-site consultation services and public employer on-site consultation services supported under the 23(g) grant through the Consultation & Training program;
- Providing for unbiased review of contested violations, penalties or abatement dates by an independent board with members appointed by the Governor;
- Processing employer requests for variances from AKOSH standards; and
- Compiling and disseminating statistical information on program activity for state administrators and the federal OSHA.

### **Overview of the Consultation and Training (21d grant) Program**

The C&T program shares the AKOSH mission to "*Work in partnership with Alaskan employers and employees toward eliminating workplace injuries, illnesses and fatalities and to assist employers in complying with state and federal regulations relating to occupational safety and health.*"

- Encourage Alaskan employers to voluntarily comply with safety and health standards, particularly those small businesses in high-hazard industries;
- Provide C&T services through on-site consultative activities as described in 29 CFR 1908 (upon the request of an employer);
- Design educational and other programs to address the specific needs of the groups or persons being served, including providing statewide classes for construction, transportation and warehousing, and general industry;
- Dispenses information and publications to employers and produces public service announcements to increase safety and health awareness throughout Alaska;
- While independent of the compliance section, the C&T program supports Alaska's strategic and performance goals as outlined in the five-year strategic plan.

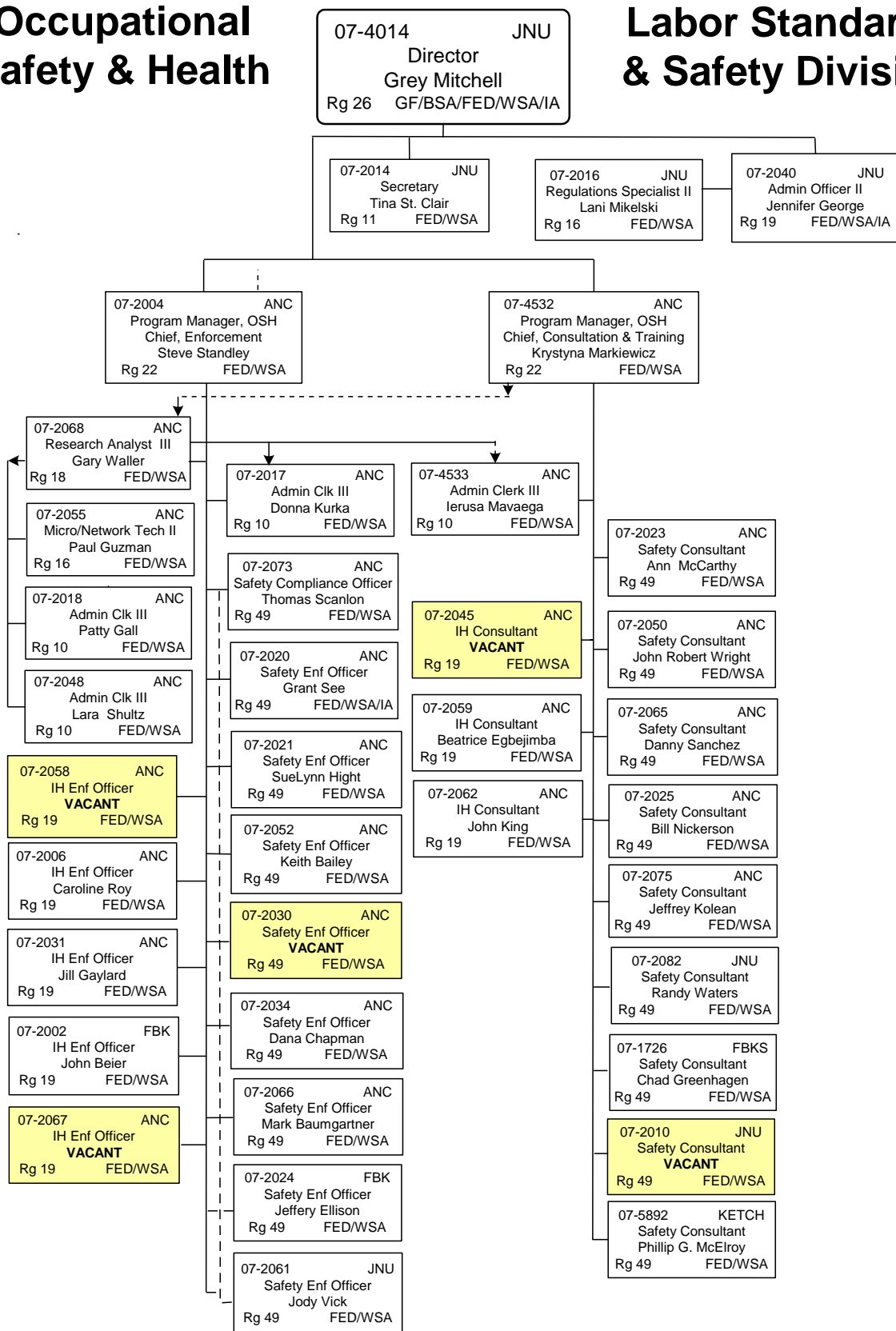
This annual project plan details the specific activities and strategies the C&T program will use in FFY2009 to support AKOSH's goal.

### **AKOSH Profile**

The Alaska Occupational Safety and Health Program is located in the Alaska Department of Labor and Workforce Development, Division of Labor Standards and Safety. Commissioner, Clark "Click" Bishop, heads the Department. Director, Grey Mitchell, heads the Labor Standards and Safety Division. AKOSH is divided into two sections. Steven Standley, the Chief of Enforcement, supervises the enforcement program. Enforcement has five industrial hygienist (IH) positions, eight safety officer positions, and one compliance assistance specialist. 50% of one of the safety officer's time is devoted to Discrimination Investigator duties. Krystyna Markiewicz, the Chief of Consultation, supervises the consultation program. Consultation currently has three industrial hygienist (IH) positions, eight safety consultant positions, and one, 100% state-funded seafood consultation specialist position.

# Occupational Safety & Health

# Labor Standards & Safety Division



**Personnel Funding Breakout Chart -23(g) and 21(d)**

**23g Grant**

<b>Position</b>	<b>Allocated FTE Funded 50/50*</b>	<b>Allocated FTE 100% State Funded*</b>	<b>Total</b>	<b>On Board As of 8/15/08</b>
Managers/Supervisors**	2.72		2.72	2.72
Safety Compliance Officers ***	8.00		8.00	7.00
Health Compliance Officers***	5.00		5.00	3.00
Private Sector Safety Consultants				
Private Sector Health Consultants				
Public Sector Safety Consultants	4.50		4.50	4.00
Public Sector Health Consultants	1.50		1.50	1.00
Compliance Assistance Specialists	1.00		1.00	1.00
Trainers				
Clerical/Admin/Data System	7.05		7.05	7.05
Other (all positions not elsewhere counted)				
<b>Total Allocated 23(g) FTE</b>	29.77	0.00	29.77	25.77

**21(d) Cooperative Agreement**

<b>Position</b>	<b>Allocated FTE Funded 50/50*</b>	<b>Allocated FTE 100% State Funded*</b>	<b>Total</b>	<b>On Board As of 8/15/08</b>
Managers/Supervisors	0.75		0.75	0.75
Safety Consultants	4.125	0.375	4.50	4.00
Health Consultants	1.50		1.50	1.00
Marketing				
Trainers				
Clerical/Admin/Data System	0.95		0.95	0.95
Other				
<b>Total Allocated 21(d) FTE</b>	7.33	0.375	7.70	6.70

- \* Expressed in allocated FTEs based on percentage of time allocated to grant/agreement.
- \*\* Include all management and supervisory staff, including first-line supervisors.
- \*\*\* Include all allocated positions/FTE, or portion thereof, devoted to field enforcement activities (on-site, case documentation, informal conference, and other CSHO related activities).

**State Demographic Profile**

<b>Industry NAICS Code</b>	<b>Approx. # of Businesses</b>	<b>Approx. # of employees</b>
21	205	13,764
22	99	1,839
23	2,517	17,483
31 - 33	557	13,143
42	739	6,599
44 - 45	2,456	36,017
48 - 49	1,102	19,831
51	374	6,919
52	804	8,929
53	645	6,090
54	1,821	12,469
55	75	1,184
56	1,136	11,481
61	235	2,125
62	1,823	34,794
71	516	4,400
72	1,870	27,683
81	2,064	11,446
92	2,074	79,832
Other	359	333
<b>Total</b>	<b>21,471</b>	<b>316,361</b>

**Covered Industries**

AKOSH does not have enforcement jurisdiction over the maritime and aviation industries (except for ground facilities at airports), the Metlakatla Indian Community (Annette Island), Denali National Park (Mt. McKinley), artificial (man-made) islands, health care facilities operated by tribal organizations under the Indian Health Care Improvement Act, or federal government agencies. Offshore oil drilling platforms and floating fish processors that are within state territorial waters are not covered by AKOSH jurisdiction. These jurisdictions remain a federal enforcement responsibility. However, AKOSH enforcement has jurisdiction over private sector employers working on military installations with the following exceptions: Cape Lisburne Long Range Missile Base, Point Lay Short Range Missile Base, Eareckson Air Station at Shemya, Fort Greeley Missile Defense, U.S. Coast Guard Integrated Support Commands at Kodiak and Ketchikan, U.S. Coast Guard Air Station at Sitka, and U.S. Coast Guard 17<sup>th</sup> District Command at Juneau. Jurisdiction over private contractors at these sites was moved to federal jurisdiction by Federal Register Notice entitled "Alaska State Plan; Approval of Plan Supplement; Level of Federal Enforcement" dated April 19, 2004 and formalized by Alaska Program Directive 04-06 dated April 19, 2004. AKOSH Consultation and Training provides assistance to private sector employers in federal jurisdiction.

**Compliance with Appropriation Riders**

AKOSH will comply with the current congressional appropriation riders except where they are in conflict with state statutes. These areas are explained in State Program Directive 98-11. In those rare instances where the state may not be able to comply with



the appropriation riders, activity will be charged to a special unfunded “state only” code, and GF Match authorization will be transferred to cover the expenditure. If this happens, the corresponding federal authorization will be restricted.

**Internal Quality Assurance Program 21(d)**

No changes have occurred.

**Mandated Activities**

Activities mandated under the OSH Act are considered core elements of an effective occupational safety and health program. AKOSH’s program includes the following assurances:

- Prohibition against advance notice;
- Employee access to hazard and exposure information;
- Safeguards to protect an employer’s trade secrets;
- Employer record keeping;
- Legal procedures for compulsory process and right of entry;
- Posting of employee protections and rights;
- Right of an employee representative to participate in walk-around;
- Right of an employee to review a decision not to inspect (following a complaint);
- Voluntary compliance programs, when relevant to 23(g) private sector consultation activities.

**Projections of Inspections and Public Sector Consultations / Compliance Assistance Data**

<b>Program Activities Projection</b>		<b>Safety</b>		<b>Health</b>	
Private Sector Inspections		369		76	
Public Sector Inspections		16		4	
Public Sector Consultation Visits		45		10	
<b>Compliance Assistance</b>					
<b>VPP</b>	General Industry	Construction	Public		
Current# / Projected Growth	17	2	0	0	0
<b>State Cooperative Programs</b>					
* Alaska Forest Products Partnership Project (PD 03-07) * Municipality of Anchorage Partnership Project (PD 04-01) * Alaska Department of Transportation and Public Facilities Partnership Agreement (PD 05-02) * Alaska Construction Health and Safety Excellence (AK-CHASE) Partnership Program (PD 04-03) * Trident Seafoods Corporation Partnership Project.					
Projected number of trainees affected by outreach activities: 2000					
<b>SHARP (Current# / Projected Growth)</b>		16		2	

## II. ANNUAL PERFORMANCE GOALS

### AKOSH Five Year Strategic Goals 1:

Improve workplace safety and health in both the public and private sectors as evidenced by a reduction in the rate of injuries, illnesses, and fatalities

<b>Outcome Goal 1.1</b>	By the end of FY2013, reduce the number of workplace fatalities caused by circumstances that are under AKOSH jurisdiction by 10%
<b>Annual Performance Goal 1.1</b>	Concentrate on the primary causes of fatalities and the industries where fatalities take place by focusing AKOSH efforts to Goals 1.2, 1.3, and 1.4
<b>Indicators:</b>	Number, causes, and industries where fatalities are investigated by AKOSH
<b>Data Source(s):</b>	IMIS Fat/Cat Report
<b>Baseline:</b>	FY2004 - FY2008 total of 17

**Comments:** The fatality rate in Alaska for fatalities caused by circumstances under the control of AKOSH is very low. The plan does not require year-by-year reductions. The overall goal is a 10% reduction in the number of workplace fatalities over the entire five-year period.

FY04 - 1  
 FY05 - 3  
 FY06 - 6  
 FY07 - 4  
 FY08 - 3  
 Total -17

<b>Outcome Goal 1.2</b>	Reduce the number of worker injuries and illnesses in the construction industry by focusing compliance, consultation, and outreach efforts on the causes of "struck by" and "falling" incidents
<b>Annual Performance Goal 1.2:</b>	Reduce the lost time injury and illness rate in the construction industry as determined by the number of lost time injuries and illnesses per hundred employees by 2%
<b>Performance Strategies:</b>	
<b>Enforcement/ - Compliance Assistance</b>	Conduct scheduled inspections in the construction industry paying particular attention to worksites where "struck by" and "falling" incidents are most likely to happen
<b>Consultation -</b>	Conduct seminars, workshops, and special programs Conduct on-site consultation visits Target training and consultations towards those activities most likely to experience "struck by" or "falling" incidents

<b>Annual Performance Goal 1.2 (cont.)</b>	
<b>Indicators:</b>	
<b>Enforcement/ - Compliance Assistance</b>	Number of inspections completed
<b>Consultation -</b>	Number of seminars, workshops, on-site consultations, and special programs completed
<b>Data Source(s):</b>	IMIS, Alaska State Workers' Compensation Data, <u>Alaska Economic Trends</u> magazine
<b>Baseline:</b>	SFY2004-2008 average (4.01 per 100 employees) FY 2009 target goal is 3.93 per 100 employees, a decrease of .08 per 100 employees (2% decrease)
<p><b>21(d) Note:</b> The above strategies, indicators, data sources, and baselines apply to the 21(d) contribution; the related activities are projected in the Projected 21(d) Activity Table found in part III.</p> <p><b>Comments:</b> The target goal incorporates the 2% reduction required for each year of the FY09-13 AKOSH Strategic Plan resulting in a cumulative decrease of .40 per 100 employees for the 5-year period of the strategic plan.</p>	

<b>Outcome Goal 1.3</b>	Reduce the number of worker injuries and illnesses in the transportation and warehousing industry sector by focusing compliance, consultation and outreach efforts on the causes of "struck by", "falling", and "caught in or between" incidents
<b>Annual Performance Goal 1.3</b>	Reduce the rate of lost time injuries and illnesses in the transportation and warehousing industry sector by 2%
<b>Strategies:</b>	
<b>Enforcement/ - Compliance Assistance</b>	Conduct scheduled inspections in transportation and warehousing worksites where "struck by", "falling" and "caught in or between" incidents are most likely to happen
<b>Consultation -</b>	Conduct seminars, workshops, and special programs Conduct on-site consultation visits Target training and consultations towards those activities most likely to experience "struck by", "falling", and "caught in or between" incidents
<b>Indicators:</b>	
<b>Enforcement/ - Compliance Assistance</b>	Number of inspections completed in the transportation and warehousing sector
<b>Consultation -</b>	Number of seminars, workshops, on-site consultations, and special programs completed
<b>Data Source(s):</b>	IMIS, Alaska State Workers' Compensation Data, <u>Alaska Economic Trends</u> magazine

<b>Annual Performance</b>	
<b>Goal 1.3 (cont)</b>	
<b>Baseline:</b>	SFY 2004-2008 average (3.35 per 100 employees) FY2009 target goal is 3.28 per 100 employees, a decrease of .067 per 100 employees (2% decrease)
<b>21(d) Note:</b> The above strategies, indicators, data sources, and baselines apply to the 21(d) contribution; the related activities are projected in the Projected 21(d) Activity Table found in part III.	
<b>Comments:</b> The target goal incorporates the 2% reduction required for each year of the FY09-13 AKOSH Strategic Plan resulting in a cumulative decrease of .335 per 100 employees for the 5-year period of the strategic plan.	

<b>Outcome Goal 1.4</b>	Reduce the number of worker injuries and illnesses in the seafood processing industry by focusing compliance, consultation and outreach efforts on the causes of "falling", "caught in or between", and "pinch-point" (or amputation) incidents
<b>Annual Performance Goal 1.4</b>	Reduce the rate of lost time injuries and illnesses in the seafood processing industry by 3%
<b>Strategies:</b>	
<b>Enforcement/ - Compliance Assistance</b>	Conduct scheduled inspections in seafood processing worksites where "falling", "caught in or between", and "pinch-point" incidents are most likely to happen
<b>Consultation -</b>	Conduct seminars, workshops, and special programs Conduct on-site consultation visits Target training and consultations towards those activities most likely to experience "falling", "caught in or between", and "pinch-point" incidents
<b>Indicators:</b>	
<b>Enforcement/ - Compliance Assistance</b>	Number of inspections completed in seafood processing
<b>Consultation -</b>	Number of seminars, workshops, on-site consultations, and special programs completed
<b>Data Source(s):</b>	IMIS, Alaska State Workers' Compensation Data, <a href="#">Alaska Economic Trends</a> magazine
<b>Baseline:</b>	SFY 2004-2008 average (5.06 per 100 employees) FY2009 target goal is 4.91 per 100 employees, a decrease of .15 per 100 employees (3% decrease)
<b>21(d) Note:</b> The above strategies, indicators, data sources, and baselines apply to the 21(d) contribution; the related activities are projected in the Projected 21(d) Activity Table found in part III.	
<b>Comments:</b> The target goal incorporates the 3% reduction required for each year of the FY08-13 AKOSH Strategic Plan resulting in a cumulative decrease of .75 per 100 employees for the 5-year period of the strategic plan.	

<b>Outcome Goal 1.5</b>	Respond effectively to legal mandates, so Alaskan workers are provided protection under the AKOSH Act
<b>Annual Performance Goal 1.5.a</b>	Initiate inspections of fatalities and catastrophes (three or more hospitalizations**) within one (1) working day* and for two or less hospitalizations** within seven (7) working days for 90% of occurrences to prevent further injuries or deaths
<b>Strategies:</b>	
<b>Enforcement -</b>	Initiate inspections of fatalities and incidents where three or more workers are hospitalized within one (1) working day and where one or two workers are hospitalized within seven (7) working days
<b>Indicators:</b>	
<b>Enforcement -</b>	Percentage of cases that meet the requirements
<b>Data Source(s):</b>	IMIS
<b>Baseline:</b>	90% within time limits
<b>Comments:</b>	The threshold of three or more hospitalizations meets the federal standard for a catastrophe and the threshold of one to two hospitalizations** meets state requirements. *Note: Investigations delayed due to limitations that exist in Alaska such as weather, lack of roads, and travel restrictions, will not be counted against the percentage. However, an investigation will be initiated as soon as conditions permit. **Note: Hospitalization equates to an in-patient overnight stay of at least one night.

<b>Outcome Goal 1.5</b>	Respond effectively to legal mandates, so Alaskan workers are provided protection under the AKOSH Act
<b>Annual Performance Goal 1.5.b</b>	Initiate inspections within seven (7) working days* or investigations within one (1) working day* of worker complaints for 90% of the cases
<b>Strategies:</b>	
<b>Enforcement -</b>	Initiate inspections within seven (7) working days* or investigations within one (1) working day* of worker complaints for 90% of the cases
<b>Indicators:</b>	
<b>Enforcement -</b>	Percentage of cases where inspections are initiated within seven (7) working days and investigations initiated within one (1) working day.
<b>Data Source(s):</b>	IMIS
<b>Baseline:</b>	90% within time limits
<b>Comments:</b>	*Note: Investigations delayed due to limitations that exist in Alaska such as weather, lack of roads, and travel restrictions, will not be counted against the percentage. However, an investigation will be initiated as soon as conditions permit.

<b>Outcome Goal 1.5</b>	Respond effectively to legal mandates, so Alaskan workers are provided protection under the AKOSH Act
<b>Annual Performance Goal 1.5.c</b>	Resolve 75% of all discrimination cases within 90 days*
<b>Strategies:</b>	
<b>Discrimination -</b>	Resolve 75% of all discrimination cases within 90 days
<b>Indicators:</b>	
<b>Discrimination -</b>	Percentage of cases that meet the requirements
<b>Data Source(s):</b>	IMIS
<b>Baseline:</b>	75% within time limits
<b>Comments:</b>	Per 29 CFR 1977.16 extensions to the 90-day requirement can be made in rare cases. However, any case extended past the 90-day limit will not be exempted from the 75% requirement.

Strategies for Goal 1:

- AKOSH will continue to provide a strong enforcement presence to leverage the agencies resources and to act as an effective deterrent for employers who fail to meet their safety and health responsibilities. AKOSH voluntary and incentive programs are dependent upon the Agency maintaining an effective enforcement presence in the workplace. AKOSH will continue to ensure serious violators face serious consequences. At the same time, as a means to leverage enforcement and change workplace culture, AKOSH will provide penalty reductions for certain employers who have established comprehensive safety and health programs.
- AKOSH will continue to integrate its consultation and training efforts with its enforcement strategy in order to better focus on high hazard industries and workplaces. To address particular hazards and issues that cause accidents or represent recognized threats to worker safety and health, AKOSH will continue to promote industry-specific hazard control systems and safety and health program management improvements.
- AKOSH will increasingly use data-driven approaches to direct resources away from safer workplaces towards more hazardous ones. High hazard intervention targeting and scheduling has been developed for this purpose.
- AKOSH will work toward improved staff training, to include subjects pertaining to the strategic goals. To improve program delivery and to better achieve desired program results, AKOSH will assess the effectiveness of inspections and consultations through joint reviews with OSHA.
- AKOSH will work with public sector employers as it does with private sector employers.

**AKOSH Five Year Strategic Goal 2:**

Promote a safety and health culture in the Alaskan workplace (both public and private sectors) through compliance assistance, cooperative programs, and consultation assistance

<b>Outcome Goal 2.1</b>	Promote safety and health programs in the workplace
<b>Annual Performance Goal 2.1.a</b>	Develop and deliver training to workers and employers in the construction industry that target the most likely causes of injuries, illnesses, and fatalities
<b>Strategies:</b>	Develop and deliver training to workers and employers in the construction industry Target outreach training and consultations towards those activities most likely to cause "struck by" or "falling" injuries or fatalities
<b>Indicators:</b>	Number of formal training events conducted in construction Number of construction workers trained
<b>Data Source(s):</b>	IMIS Report from the Chief of Consultation and Training
<b>Baseline:</b>	2000 workers (all industrial categories) trained
<b>21(d) Note:</b> The above strategies, indicators, data sources, and baselines apply to the 21(d) contribution; the related activities are projected in the Projected 21(d) Activity Table found in part III.	
<b>Comments:</b> Some of the strategies, indicators, and baselines are combined with 2.1.b & 2.1.c and will be reported as combined data.	

<b>Outcome Goal 2.1</b>	Promote safety and health programs in the workplace
<b>Annual Performance Goal 2.1.b</b>	Develop and deliver training to workers and employers in the transportation and warehousing industry that targets the most likely causes of injuries, illnesses, and fatalities
<b>Strategies:</b>	Develop and deliver training to workers and employers in the transportation and warehousing sector Target outreach training and consultations towards those activities most likely to cause "struck by", "falling", or "caught in or between" injuries or fatalities
<b>Indicators:</b>	Number of formal training events conducted in the transportation and warehousing industry Number of transportation and warehousing workers trained
<b>Data Source(s):</b>	IMIS Report from the Chief of Consultation and Training

<b>Annual Performance Goal 2.1.b (cont)</b>	
<b>Baseline:</b>	2000 workers (all industrial categories) trained
<b>21(d) Note:</b> The above strategies, indicators, data sources, and baselines apply to the 21(d) contribution; the related activities are projected in the Projected 21(d) Activity Table found in part III.	
<b>Comments:</b>	Some of the strategies, indicators, and baselines are combined with 2.1.a & 2.1.c and will be reported as combined data.

<b>Outcome Goal 2.1</b>	Promote safety and health programs in the workplace
<b>Annual Performance Goal 2.1.c</b>	Develop and deliver training to workers and employers in the seafood production industry that target the most likely causes of injuries, illnesses, and fatalities
<b>Strategies:</b>	Develop and deliver training to workers and employers in the seafood production industry Target outreach training and consultations towards those activities most likely to cause "struck by", "falling", "caught in or between", or "pinch-point" (amputation) injuries or fatalities
<b>Indicators:</b>	Number of formal training events conducted in seafood production Number of seafood production workers trained
<b>Data Source(s):</b>	IMIS Report from the Chief of Consultation and Training
<b>Baseline:</b>	2000 workers (all industrial categories) trained
<b>21(d) Note:</b> The above strategies, indicators, data sources, and baselines apply to the 21(d) contribution; the related activities are projected in the Projected 21(d) Activity Table found in part III.	
<b>Comments:</b>	Some of the strategies, indicators, and baselines are combined with 2.1.a & 2.1.b and will be reported as combined data.

<b>Outcome Goal 2.2</b>	Promote cooperative/partnership agreements and recognition programs as a means of lowering accident/fatality rates
<b>Annual Performance Goal 2.2.a</b>	Maintain at a minimum, FY2008 final number of VPP participants in Alaska
<b>Strategies:</b>	Promote the benefits of the program during enforcement inspections or consultation visits Conduct promotional activities at industry trade fairs and conferences Target promotional activity towards those businesses most likely to participate
<b>Indicators:</b>	Number of VPP sites Number and type of promotional activities accomplished



<b>Annual Performance Goal 2.2.a (cont)</b>	
<b>Data Source(s):</b>	Report from the Chief for Consultation and Training IMIS
<b>Baseline:</b>	VPP sites (5-year strategic plan baseline, no annual baseline.)
<b>Comments:</b> The goal is to increase the number of VPP sites by 10% over the 5-year period.	

<b>Outcome Goal 2.2</b>	Promote cooperative/partnership agreements and recognition programs as a means of lowering accident/fatality rates
<b>Annual Performance Goal 2.2.b</b>	Maintain at a minimum, FY2008 final number of SHARP participants in Alaska
<b>Strategies:</b>	Promote the benefits of the program during enforcement or consultation visits/inspections Conduct promotional activities Target promotional activity
<b>Indicators:</b>	Number of SHARP sites Number and type of promotional activities accomplished
<b>Data Source(s):</b>	Report from the Chief for Consultation and Training IMIS
<b>Baseline:</b>	SHARP sites (5-year strategic plan baseline, no annual baseline.)
<b>21(d) Note:</b> This is a 21(d) specific performance goal. See the Projected 21(d) Activity Table found in part III.	
<b>Comments:</b> The goal is to increase the number of SHARP sites by 10% over the 5-year period.	

Strategies for Goal 2:

- AKOSH will increase employer awareness of and interest in voluntary compliance programs by discussing the programs with all employers during interventions and settlement meetings. The programs will be actively promoted to employers whose safety and health profile indicates that they might be candidates for even higher quality workplace recognition.
- AKOSH consultation and training activities will gain increased visibility through more integration with other AKOSH strategies. For example, the Agency's VPP program will be used to provide models of excellence in the hazardous industries and processes targeted for enforcement and will actively compile and share this learning with other companies.
- AKOSH will mobilize employers participating in voluntary compliance programs to provide technical assistance to candidate employers. AKOSH also intends to utilize these employers to promote the benefits of comprehensive safety and health programs to other employers.
- AKOSH outreach and training will include an element to promote the development and improvement of safety and health programs and worker involvement in safety and health. In addition, specific courses will focus on the importance of formal

safety and health management programs, the major components of the programs and methods to assess program effectiveness. These will also identify worker participation approaches that are successful in reducing accidents, injuries and illnesses.

- AKOSH will promote current VPP participants through press releases, newspaper notices, and interventions such as meetings and presentations.
- SHARP participants may consist of private and/or public sector employers. This section will review current clients who have been successful in establishing proactive safety and health programs and attempt to recruit some of those employers into the SHARP program.
- AKOSH will develop and make available to private and public sector employers/employees safety and health training classes targeted to the main causes of illnesses, injuries, and fatalities in the workplace.

**Strategic Goal 3:**

Secure public confidence through excellence in the development and delivery of AKOSH programs and services

**Outcome Goal 3.1**

Ensure AKOSH staff is well trained and knowledgeable and delivers services in a fair and consistent manner

**Annual Performance Goal 3.1.a**

Work with OSHA Training Institute and Region X to address the issue of establishing regional training to assure that compliance and consultation staff receives basic and specialized training necessary to effectively carry out this strategic plan

**Strategies:**

AKOSH will report quarterly on staff training activities, accomplishments, and anticipated problems in accomplishing the goal

**Indicators:**

Identification of required training courses for compliance and consultation staff in accordance with OSHA Instruction TED 1.12a and the AKOSH Training Plan  
 Timely completion of required courses by compliance and consultation staff  
 Progress made in maintaining a five-year training plan for AKOSH staff  
 Staff attendance at professional development courses, seminars and conferences during FY2009

**Data Source(s):**

Report from the Chief for Consultation and Training/IMIS on the internet  
 IMIS

**Baseline:**

None

**21(d) Note:** This goal has a 21(d) component that will be reported separately from the combined 23(g) data

<b>Outcome Goal 3.2</b>	Ensure AKOSH staff is well trained, knowledgeable and is delivering services in a fair and consistent manner
<b>Annual Performance Goal 3.1.b</b>	In cooperation with Region X staff, conduct annual reviews of enforcement and consultation case files to evaluate the effectiveness and consistency of services
<b>Strategies:</b>	AKOSH will strive to maintain accurate files Repeat problems with files will be corrected and staff trained
<b>Indicators:</b>	Reviews are acceptable and problems are being addressed in a reasonable time and manner
<b>Data Source(s):</b>	Report from federal OSHA
<b>Baseline:</b>	Files organized and maintained in accordance with the appropriate directives and regulations
<b>21(d) Note:</b> This goal has a 21(d) component that will be reported separately from the combined 23(g) data.	

**Stipulations**

- A. The State will continue to participate in OSHA's Integrated Management Information System (IMIS).
- B. The State will respond to all CASPA's.
- C. The State will submit all state initiated program changes within 30 days. State program officials will work with the OSHA Area Office staff during the development stages of state initiated changes.
- D. The State will continue to "adopt by reference" OSHA standards of a final OSHA rule in the Federal Register under an "open-ended" promulgated process.
- E. The State will continue to process variances according to timelines and procedures set out in Alaska statutes and administrative regulations. All decisions on variances will be made within 120 days of receipt.
- F. The status of compliance officer positions will be communicated to the Area Office on a quarterly basis through the submittal of a revised staffing chart.
- G. The State will submit the 23(g) grant document reflecting fiscal aspects of the program on a schedule established by the OSHA Regional Office. The routine financial monitoring of this document will not be affected by this plan.
- H. Laboratory services will continue to be provided to the State by OSHA's Salt Lake City Technical Center as per the attached Memorandum of Agreement.
- I. OSH Review Board activity will be communicated to the Area Office routinely. The Review Board is an independent body appointed by the Governor.

**III. PROJECTED 21(d) PROGRAM ACTIVITIES - CONSULTATION**

Area of Emphasis	Projected Visits														
	Initial Visits		Training and Assistance		Follow-up		Combined Totals By Goal	Recognition		Exemption		Recognition and Exemption (Equivalent to SHARP)		Pre-Recognition and Exemption Programs	Other Non-Visit Related Activities
	Safety	Health	Safety	Health	Safety	Health		New	Renewal	New	Renewal	New	Renewal		
Goal #1.1															
Goal #1.2	65	5	6	1	6	1	84							2	2
Goal #1.3	20	5	2	1	3	1	32								
Goal #1.4	15	8	3	3	2	2	33								2
Goal #2.1.a															
Goal #2.1.b															
Goal #2.2.b	5	5	1	1	1	1	14	2	3						
Other visits															
Total by Safety or Health	105	23	12	6	12	5	163	2	3						
Combined Safety and Health Activities	128		18		17		163	5							

Note: We anticipate that partnership promotions and activities will increase the time needed to adequately assist employers involved in the partnerships and will impact the number of visits for other goals.

Note: The strategies, indicators, data sources, and baselines related to 21(d) goal activities are shown in the Annual Plan goal tables in Part II.

### **TRAINING PLAN TO SATISFY GOALS 2.1a, 2.1b and 2.1c**

The goal is to promote safety and health programs as they relate to preventing injuries, illnesses and fatalities in the construction and transportation industries.

1. AKOSH set into place several strategies to address the training needs of workers involved in the construction and transportation industry to prevent “struck by”, “falling”, “caught in or between”, and “pinch-point” (possible amputation) injuries:
  - A. Training courses, as requested, providing employers, employees and the general public with training and train the trainer programs to assist in preventing “struck by”, “falling”, “pinch-point” and “caught in or between” injuries, and fatalities in construction, the transportation and warehousing industry, and seafood production industry.
  - B. AKOSH will present 10-hour training sessions to assist in preventing “struck by”, “falling” and “caught in or between” injuries and fatalities in construction and the transportation industry.
  - C. AKOSH will have radio stations in the State of Alaska run Public Service Announcements to promote the reduction of injuries and fatalities in the construction and transportation industry.
  - D. The training coordinator will be responsible to notify employers, employees and the general public when AKOSH training will be held.
  - E. The training coordinator will be responsible to ensure all consultants and trainers receive proper training on prevention strategies involved with preventing “struck by”, “falling” and “caught in or between” injuries and fatalities in construction and the transportation industry.
  - F. AKOSH and the State of Alaska has funded, at state expense, a seafood processing specialist position assigned to the Consultation and Training section with the stated purpose of assisting the industry in lowering its high injury rates.
  - G. AKOSH will work with Associations, Employers and other groups in promoting AKOSH Consultation and Training Services.
  - H. The Training Coordinator will provide the Chief of Consultation and Training with a monthly report on number of formal training events conducted and number of attendees.
  - I. The Training Coordinator will interface with Federal OSHA Region 10 and OSHA Training Institute, other States and entities in obtaining training materials and programs to promote the reduction of injuries and fatalities in the construction and transportation industry.
  - J. The Chief of Consultation and Training will assign consultants and trainers as needed to fulfill the requirements of the training plan.