

ALASKA OCCUPATIONAL SAFETY AND HEALTH

FFY 2021 ANNUAL 23 (g) PERFORMANCE PLAN

I. PROGRAM INFORMATION

General Program Overview

Purpose

This Annual Performance Plan between the Occupational Safety and Health Administration (OSHA) and Alaska Occupational Safety and Health (AKOSH) covering the period October 1, 2020 to September 30, 2021 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 the 23(g) grant. 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

AKOSH's mission is to work in partnership with Alaskan employers and workers towards eliminating workplace injuries, illnesses, and deaths, and to assist employers in complying with state and federal regulations relating to occupational safety and health.

AKOSH achieves its mission through various means, including workplace enforcement of applicable laws and regulations, inspections, consultation services, promotion, education, partnerships, and cooperative programs. By accomplishing these tasks, AKOSH helps save lives, improves the quality of life for Alaska's working men and women, and contributes to the economic vitality of the State of Alaska.

AKOSH plays a critical role in achieving the overall mission for the Alaska Department of Labor and Workforce Development, which is to provide safe and legal working conditions and to advance opportunities for employment.

Vision: Reduce occupational injuries, illnesses and fatalities through improved awareness and enforcement of occupational safety and health standards.

- ◆ Achieve or exceed strategic occupational safety and health goals to reduce workplace illnesses, injuries and fatalities
- ◆ Improve awareness and utilization of the services provided by AKOSH among employers and employees in Alaska
- ◆ Improve attitudes toward voluntary compliance with safety and health standards through training, consultation and measured enforcement

Program Goal

The primary goal of the AKOSH program is to ensure that the wage earner is protected from industrial accidents or illnesses. Due to Alaska's location, climate and geography, AKOSH programs must be tailored to work sites and practices unique to Alaska. The State of Alaska administers the 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 hazard 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 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 emphasized as an objective, it is expected that inspections will be targeted to ensure 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, 2018 through September 30, 2023.

- ◆ *Improve workplace safety and health in both public and private sectors as evidenced by a reduction in the rate of injuries, illnesses, and fatalities through AKOSH enforcement and consultation and training programs activities*
- ◆ *Promote a safety and health culture in the Alaskan workplace (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 enforcement and consultation and training 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 Governor-appointed Commissioner heads the Department. A Commissioner-appointed Director, 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 hazard 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;
- Providing 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 federal OSHA.

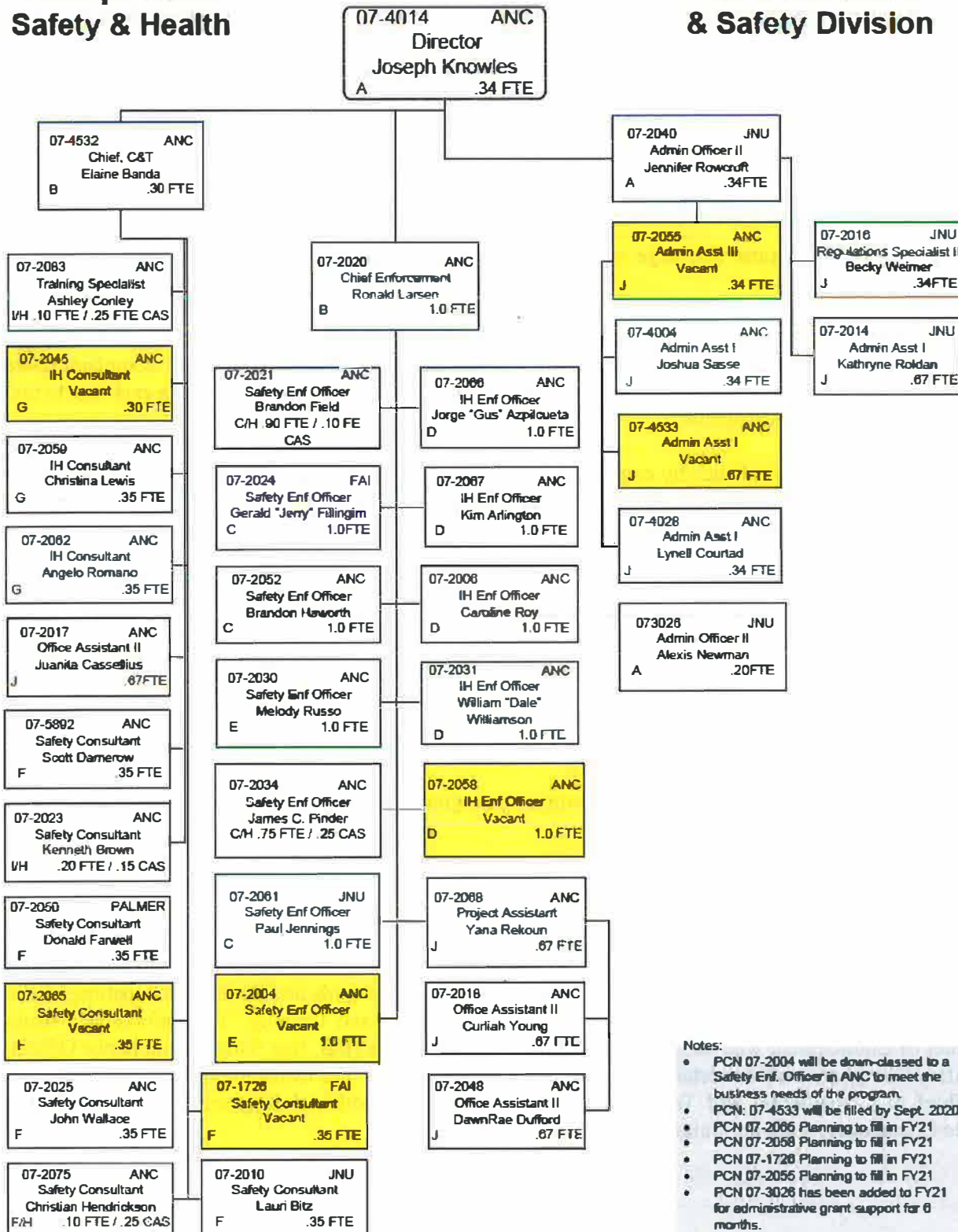
AKOSH Profile

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 Dr. Tamika L. Ledbetter heads the Department. Director Joseph Knowles heads the Division of Labor Standards and Safety. Occupational Safety and Health is divided into two sections; Enforcement, and Consultation and Training. The Enforcement section has one Chief of Enforcement who supervises five Industrial Hygienists (IH), five Safety Compliance Officers, and one Safety Compliance officer detailed for retaliation investigations. The Consultation and Training section has one Chief of Consultation and Training who supervises three Industrial Hygienists (IH), eight Safety Compliance Consultants, and one Training Specialist II.

Occupational Safety & Health

23g FFY 2021

Labor Standards & Safety Division



- Notes:
- PCN 07-2004 will be down-classed to a Safety Enf. Officer in ANC to meet the business needs of the program.
 - PCN: 07-4533 will be filled by Sept. 2020
 - PCN 07-2066 Planning to fill in FY21
 - PCN 07-2058 Planning to fill in FY21
 - PCN 07-1726 Planning to fill in FY21
 - PCN 07-2055 Planning to fill in FY21
 - PCN 07-3026 has been added to FY21 for administrative grant support for 6 months.

Appendix E

23(g) Personnel Funding Breakout Chart

23(g) Grant Positions	Allocated FTE Funded 50/50	Allocated FTE 100% State Funded	Total	50/50 Funded FTE On Board as of 7/1/20	100% State Funded FTE On Board as of 7/1/20
Managers/Supervisors (Admin)	0.88		0.88	0.88	
First Line Supervisors	1.30		1.30	1.30	
Safety Compliance Officers	5.65		5.65	5.65	
Health Compliance Officers	5.00		5.00	4.00	
Discrimination Investigator	1.00		1.00	0.00	
Private Sector Safety Consultants (KY, PR, WA)	0.00		0.00	0.00	
Private Sector Health Consultants (KY, PR, WA)	0.00		0.00	0.00	
State/Local Gov. Safety Consultants	2.40		2.40	1.70	
State/Local Gov. Health Consultants	1.00		1.00	0.70	
Compliance Assistance Specialist	1.00		1.00	1.00	
Trainers	0.10		0.10	0.10	
Clerical/Admin/Data System	5.38		5.38	4.37	
Other (all positions not elsewhere counted)	0.00		0.00	0.00	
Total 23(g) FTE	23.71	0.00	23.71	19.70	0.00

State Demographic Profile

2018 Average Annual Employment

Industry NAICS Code	Approx. # of Businesses	Approx. # of employees
11	270	1,389
21	254	12,474
22	107	2,204
23	2,404	15,818
31 – 33	581	12,634
42	680	6,468
44 – 45	2,305	35,830
48 – 49	1,152	20,043
51	369	5,621
52	713	6,847
53	680	5,746
54	2,104	12,951
55	152	2,818
56	1,169	11,573
61	325	2,435
62	2,196	47,142
71	585	5,068
72	2,072	30,514
81	1,677	11,196
92 (state)	985	23,598
92 (local)	673	39,608
Unclassified	81	80
Total	22,074	326,924

Note: The chart data was extracted in the month of June, 2020, based on *Current Quarterly Census of Employment and Wages (QCEW)* maintained by the Department of Labor and Workforce Development Research and Analysis section. Self-employed individuals, federal employees, fishers, unpaid family help, domestics and most individuals engaged in agriculture are excluded from these data.

Covered Industries

AKOSH does not have enforcement jurisdiction over the mining, 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. AKOSH enforcement does have 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, Erickson 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 17th 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 appropriation riders, activities will be charged to a special unfunded “state only” code, and 100% state funds authorization will be transferred to cover the expenditures. If this happens, the corresponding federal authorization will be restricted.

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.
- Completion of Annual Security Training sponsored by State of Alaska OIT Security Office

II. ANNUAL PERFORMANCE GOALS

AKOSH Five Year Strategic Goal 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 through AKOSH enforcement and consultation and training programs activities.

Strategic Performance Goal # 1.1	By the end of FY2023, reduce the rate of workplace fatalities caused by circumstances that are under AKOSH jurisdiction by 10%. <i>Strategic Plan Period Target Rate = 1.2 / 100,000 Employees</i>
Strategy	Concentrate on the primary causes of fatalities and the industries where fatalities take place.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	The annual and 5-year total number of workplace fatalities in AKOSH jurisdiction as compared to the average number of workplace fatalities under AKOSH jurisdiction for the previous 5-year period.
Data Source(s)	OIS fatality investigation counts and Employment data: Alaska State Department of Labor and Workforce Development
Baseline	1.2¹ fatalities per 100,000 employees (5-year strategic plan baseline, no annual baseline) CY 2012 – CY 2016 total of 18 CY12 - 4 CY13 - 5 CY14 - 2 CY15 - 4 <u>CY16 - 3</u> Total - 18 Average Rate per 100,000 based on average fatalities from CY 12-16 (4 ²) ÷ total average number of employees in CY 12-16 (336,460) (x) 100,000 = 1.2 ³

¹ This number had been rounded up: $4/336,460 \times 100,000 = 1,188848600130773$ or ~ 1,2

² This number had been rounded up: $18 / 5 = 3.6$ or ~4

³ This formula does not use dart rate; it is uses the average number of fatalities for calendar years 2012 to 2016 to average number of employees for calendar years 2012 to 2016 (data derived from Monthly Employment Statistics: Alaska Department of Labor and Workforce Development, Research and Analysis [data:http://live.laborstats.alaska.gov/ces/ces.cfm?at=01&a=000000&adj=0](http://live.laborstats.alaska.gov/ces/ces.cfm?at=01&a=000000&adj=0)) per 100,000 employees.

Comment	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 rate of workplace fatalities over the 5 year baseline. AKOSH monitors the number of fatalities each year by industry and targets resources to the industrial categories where fatalities are occurring.
Annual Performance Goal #1.2	Reduce the <i>lost time</i> injuries and illnesses rate in construction as determined by the <i>lost time</i> injuries and illnesses per hundred employees by 2% per each year of the strategic plan. <i>FY21 Annual Goal Target = 1.90/100 employees</i>
Strategy	<ul style="list-style-type: none"> • Conduct scheduled inspections in the construction industry paying particular attention to worksites where “caught in or between”, “struck by” and “falling”, trenching and excavation incidents are most likely to happen. • Conduct seminars, workshops, on-site consultation, and special programs in public sector, target training and consultation towards those activities most likely to experience “struck by” or “falling” and trenching and excavation incidents.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> • 110 completed enforcement inspections in construction industry, • Number of seminars, workshops, on-site consultations, and special programs completed in construction industry, • Percentage change in <i>lost time</i> injuries and illnesses compared to number of workers in construction industry.
Data Source(s)	OIS, Injury/Illnesses data: Alaska State Workers Compensation lost time claims, and Employment data: Alaska State Department of Labor and Workforce Development.
Baseline	<ul style="list-style-type: none"> • FY 2012-2016 average construction industry <i>lost time</i> injury and illness rate was 2.02 per 100 employees. • FY 2021 target goal is 1.90 per 100 employees, a decrease of 6% or 0.12 from base per 100 employees.
Comment	The target goal incorporates the 2% reduction required for each year of the FY19-23 AKOSH Strategic Plan resulting in a cumulative decrease of 0.20 per 100 employees for the 5-year period of the strategic plan.

<p>Annual Performance Goal # 1.3</p>	<p>Reduce the <i>lost time</i> injuries and illnesses rate in the healthcare industry as determined by the number of injuries and illnesses per hundred employees by 2%.</p> <p><i>FY21 Annual Goal Target = 1.26 /100 employees</i></p>
<p>Strategy</p>	<ul style="list-style-type: none"> • Conduct scheduled inspections in the healthcare worksites where “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects”, and “workplace violence” incidents are most likely to happen, • Conduct seminars, workshops, on-site consultations, and special programs in public sector, target training and consultation towards those activities most likely to experience “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects”, and “workplace violence” incidents.
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<ul style="list-style-type: none"> • 65 completed enforcement inspections in the healthcare industry, • Number of seminars, workshops, on-site consultations, and special programs completed in the healthcare industry, • Percentage change in injuries and illnesses compared to number of workers in the healthcare industry.
<p>Data Source(s)</p>	<p>OIS, Injury/Illnesses data: Alaska State Workers Compensation <i>lost time</i> claims, and Employment data: Alaska State Department of Labor and Workforce Development</p>
<p>Baseline</p>	<ul style="list-style-type: none"> • FY2012-2016 average healthcare industry <i>lost time</i> injury and illness rate was 1.34 per 100 employees. • FY2021 target goal is 1.26 per 100 employees, a decrease of 6% or 0.08 from base per 100 employees.
<p>Comment</p>	<p>The target goal incorporates the 2% reduction required for each year of the FY19-23 AKOSH Strategic Plan resulting in a cumulative decrease of 0.13 per 100 employees for the 5-year period of the strategic plan.</p>

Annual Performance Goal # 1.4	Reduce the <i>lost time</i> injuries and illnesses rate in seafood processing industry sector as determined by the number of injuries illnesses per hundred employees by 2%. <i>FY21 Annual Goal Target = 4.05 /100 employees</i>
Strategy	<ul style="list-style-type: none"> Conduct scheduled inspections in seafood processing industry paying particular attention to worksites where “falling”, “caught in or between” and “pinch-point” (including amputation) incidents are most likely to happen.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> 15 completed enforcement inspections in seafood processing industry sector, Percentage change in injuries and illnesses compared to number of workers in seafood processing industry sector,
Data Source(s)	OIS, Injury/Illnesses data: Alaska State Workers Compensation lost time claims, and Employment data: Alaska State Department of Labor and Workforce Development
Baseline	<ul style="list-style-type: none"> FY2012-2016 average seafood industry loss time injury illness rate was 4.30 per 100 employees. FY2021 target goal is 4.05 per 100 employees, a decrease of 6% or 0.28 from base per 100 employees.
Comment	The target goal incorporates the 2% reduction required for each year of the FY19-23 AKOSH Strategic Plan resulting in a cumulative decrease of 0.43 per 100 employees for the 5-year period of the strategic plan.
Annual Performance Goal # 1.5a	Initiate inspections of fatalities and catastrophes within one (1) working day and other reportable incidents of two or less hospitalizations within five (5) working days for 100% of occurrences.
Strategy	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 five (5) working days.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Percent of FAT/CAT with inspections initiated within 1 day for fatalities and incidents of 3 or more hospitalizations and within 5 working days for incidents of 2 or less hospitalizations.
Data Source(s)	OIS
Baseline	100% within time limits (FY 2019)

Comment	<ul style="list-style-type: none"> • The threshold of three or more hospitalizations meets the federal standards for a catastrophe and the threshold of one to two hospitalizations meets state requirements. • 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. • Hospitalizations equates to an in-patient overnight stay of at least one night.
----------------	--

Annual Performance Goal # 1.5b	Initiate inquiries within one (1) working day or conduct inspections within five (5) working days for 100% of formal complaints.
Strategy	Initiate inspections within five (5) working days or investigation within one working day of worker complaints for 90% of the cases.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Percent of formal complaint inquiries initiated within 1 working day and inspections within 5 working days.
Data Source(s)	OIS
Baseline	90% within time limits (FY 2019)
Comment	<p>Inspections will be initiated as soon as conditions permit; but, when necessarily delayed due to weather or other travel restrictions beyond AKOSH control, they will be excluded from this measure.</p> <p>AKOSH implemented use of RRI (Rapid Response Investigation) that allows AKOSH successfully perform timely investigation based on the employer's report of a severe injury. Employer is to conduct its own investigation into the work-related incident and report its findings to AKOSH.</p>

Annual Performance Goal # 1.5c	Reduce the backlog of docketed cases from previous years
Strategy	Track the average days pending and dedicate one day a week to work on the oldest case(s)
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> • Reduction in backlog of docketed cases from previous years • Change in average days pending

Data Source(s)	Web IMIS and report from Discrimination officer(s)
Baseline	552 average days pending in FY 2019
Comment	None

Annual Performance Goal # 1.5d	Focus a minimum of 5% of AKOSH enforcement inspection resources toward public sector work sites.
Strategy	Conduct scheduled inspections of public sector employers
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	20 completed enforcement inspections in the public sector in comparison to the overall number of enforcement inspections conducted
Data Source(s)	OIS
Baseline	4.6% or 18 enforcement inspections of the 392 total enforcement inspections conducted in public sector in FY 2019.
Comment	None

Strategies for Goal 1:

- AKOSH will continue to provide a strong enforcement presence to leverage resources and provide an effective deterrent for employers who fail to meet their safety and health responsibilities. AKOSH voluntary and incentive programs are dependent upon 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 reduction incentives for certain employers under limited conditions.
- 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 low hazard workplaces towards more hazardous workplaces. Industry specific high hazard intervention targeting and scheduling has been developed for this purpose.
- AKOSH will ensure adequate staff training and will focus efforts on 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 internal quality control evaluations and joint reviews with OSHA.
- AKOSH will work with public sector employers under the same standards as private sector employers, except that equivalent investments (such as, purchases of equipment or training) to improve safety and health may be negotiated as an alternative penalty to cash payments for public 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.

Annual Performance Goal # 2.1a	Develop and deliver training to workers and employers in the construction industry that target the most likely causes of injuries, illnesses, and fatalities. The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 300 workers in construction, healthcare, seafood processing and public sector.
Strategy	<ul style="list-style-type: none"> • Develop and deliver training to workers and employers in the construction industry. • Target outreach training and consultations towards those activities most likely to cause “caught in or between”, “struck by” or “falling” injuries or fatalities.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Number of formal and informal training events conducted in construction and number of employees trained.
Data Source(s)	OIS and Report from Chief of Consultation and Training
Baseline	2736 workers trained in FY 2019 (all industrial categories combined)
Comment	

Annual Performance Goal # 2.1b	Develop and deliver training to workers and employers in the healthcare industry that targets the most likely causes of injuries, illnesses, and fatalities. The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 300 workers in construction, healthcare, seafood processing and public sector.
Strategy	<ul style="list-style-type: none"> • Develop and deliver training to workers and employers in the healthcare industry. • Target outreach training and consultations towards those activities most likely to cause injuries or fatalities due to “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence”.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Number of formal and informal training events conducted in the healthcare industry sector and number of employees trained.
Data Source(s)	OIS and Report from Chief of Consultation and Training

Baseline	2736 workers trained in FY 2019 (all industrial categories combined)
Comment	

Annual Performance Goal # 2.1c	Develop and deliver training to workers and employers in the seafood industry that target the most likely causes of injuries, illnesses, and fatalities. The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 300 workers in construction, healthcare, seafood processing and public sector.
Strategy	<ul style="list-style-type: none"> • Develop and deliver training to workers and employers in the seafood industry. • Target outreach training and consultations towards those activities most likely to cause “falling”, “caught in or between” and “pinch point” (or amputation) incidents.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Number of formal and informal training events conducted in seafood industry sector and number of employees trained.
Data Source(s)	OIS and Report from the Chief of Consultation and Training.
Baseline	2736 workers trained in FY 2019 (all industrial categories combined)
Comment	

Annual Performance Goal # 2.1d	Develop and deliver training to workers and employers in public sector that targets the most likely causes of injuries, illnesses, and fatalities. The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 300 workers in construction, healthcare, seafood processing and public sector.
Strategy	<ul style="list-style-type: none"> • Develop and deliver training to workers and employers in public sector. • Target outreach training and consultations toward public sector.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Number of formal and informal training events conducted in public sector and number of employees trained.
Data Source(s)	OIS and Report from Chief of Consultation and Training.
Baseline	2736 workers trained in FY 2019 (all industrial categories combined)
Comment	

Annual Performance Goal # 2.2a	Promote cooperative/partnership agreements and recognition programs as a means of lowering accident/fatality rates: maintain at least 11 VPP sites (both in public and private sector) in FY21.
Strategy	<ul style="list-style-type: none"> • Promote the benefits of the program during enforcement inspections or consultation visits, • Conduct promotional activities at a minimum of two industry trade fairs and conferences during FY 2020, • Target promotional activity towards those businesses most likely to participate.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> • 11 VPP sites, • Number and type of promotional activities accomplished
Data Source(s)	OIS, AKOSH annual report and a report from Chief of Consultation and Training
Baseline	9 VPP sites (5-year strategic plan baseline, no annual baseline) in FY 2018

Annual Performance Goal # 2.2b	Establish or maintain at least one partnership agreement in construction, healthcare, seafood processing or the public sector over the course of the strategic plan.
Strategy	<ul style="list-style-type: none"> • Promote the benefits of the program during enforcement inspections or consultation visits, • Conduct promotional activities at a minimum of two industry trade fairs and conferences in FY 2021, • Target promotional activity towards those businesses most likely to participate.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> • Number of partnership agreements, • Number and type of promotional activities accomplished.
Data Source(s)	OIS, AKOSH annual report and a report from Chief of Consultation and Training
Baseline	One (1) partnership agreement in construction in FY 2018
Comment	The goal is to maintain at least one (1) partnership agreement in any of the targeted categories during each year over the 5-year strategic plan period.

Strategies for Goal 2:

- AKOSH will adequately allocate funds to appropriately manage the VPP program to ensure VPP audits and renewals are conducted in a timely manner.
- AKOSH will create a VPP team whereby the team can collectively dedicate time to manage and actively promote the development of the program to potential VPP sites.
- AKOSH Program Manager will recruit Special Government Agents who can assist the team with VPP visits; thereby offering a more detailed and robust audit inspections.
- 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.
- AKOSH outreach and training activities will 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 systems, the major components of the systems and methods to assess system effectiveness. These will also identify worker participation approaches that are successful in reducing accidents, injuries and illnesses.
- AKOSH VPP team members will attend Regional and National Conferences and quarterly VPP meeting as a means to network with other VPP entities and make relevant connections, which can be used as a tool to understand how to manage a VPP program. Additionally, funds will be allocated to ensure Alaska VPP team members are represented at Regional and National trainings and conferences.
- AKOSH will maintain a quarterly newsletter to distribute to VPP participants. The newsletter will be used as a tool to promote and recognize VPP sites who are a model of excellence for other sites.
- AKOSH will develop and make available to private and public sector employers/employees safety and health training classes and materials targeted to the main causes of illnesses, injuries, and fatalities in the workplace.

AKOSH Five Year Strategic Goal 3:

Secure public confidence through excellence in the development and delivery of AKOSH enforcement and consultation and training programs and services.

<p>Annual Performance Goal # 3.1a</p>	<p>Work with OSHA Training Institute and Region X and other sources to access training for compliance and consultation staff in basic and specialized subjects necessary to effectively carry out the AKOSH strategic plan.</p>
<p>Strategy</p>	<ul style="list-style-type: none"> • AKOSH will report quarterly on staff training activities, accomplishments, and anticipated problems in accomplishing the goal. • AKOSH will ensure compliance officer core competency training is completed within the required timeframe of three years as outlined in AKOSH PD 16-02. • AKOSH will ensure compliance officers that investigate whistleblower complaints complete required training.
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<ul style="list-style-type: none"> • Identification of required training courses for compliance and consultation staff in accordance with OSHA Instruction TED 01-00-019 as amended by AKOSH PD 16-02 and the AKOSH Training Plan, • Identification of required training courses for investigators of whistleblower complaints, • Timely completion of required courses by compliance and consultation staff, • Number of staff trained who had been on board with AKOSH for at least 3 years and who had completed all required courses in a timely manner, • Staff attendance at professional development courses, seminars and conferences.
<p>Data Source(s)</p>	<p>AKOSH annual report and reports from Chief of Consultation and Training, Training Coordinator and Chief of Enforcement.</p>
<p>Baseline</p>	<p>At the end of FY 2019 AKOSH had four (4) safety and health compliance officers in enforcement who were on board with AKOSH for at least three (3) years and who had completed all required initial training courses in accordance with PD 16-02. AKOSH had two (2) safety and health compliance officers with Whistleblower Investigation Fundamentals class.</p>

Annual Performance Goal # 3.1b	Conduct quarterly self-audits of enforcement and consultation files to evaluate the effectiveness and consistency of services.
Strategy	<ul style="list-style-type: none"> • AKOSH will strive to maintain adequate and accurate inspection/investigation case files. • Problems with case files will be corrected and staff will be trained to avoid future issues. • Regular audits will be completed by CSHOs, supervisors and administrative support before reports and citations are sent and/or issued to the employers and before case files are closed to ensure all the appropriate documentations are according to appropriate directives and regulations, and case files are organized and properly maintained.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> • Percentage of case files and inspections reviewed • Annual reviews conducted by federal OSHA are acceptable and problems are addressed in a reasonable time and manner.
Data Source(s)	Reports from Federal OSHA and internal quarterly self-audits.
Baseline	Formal quarterly audits will be established and provided by Chief of Enforcement and Chief of Consultation and Training to audit 10% of total case files and inspections.

Stipulations

- A. AKOSH will participate in OSHA's Integrated Management Information System (IMIS) and the OSHA Information System (OIS).
- B. AKOSH will respond to all Complaints against State Plan Administration (CASPA) inquiries from OSHA.
- C. AKOSH will submit all state initiated program changes to OSHA within 60 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 OSHA standards established by final OSHA rule in the Federal Register as updates to OSHA standards adopted by reference under AKOSH regulations or through formal promulgation in order to maintain standards that are "at least as effective" as OSHA standards.
- 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. AKOSH will continue to utilize OSHA's Salt Lake City Technical Center for laboratory services.
- I. AKOSH formal contest activity through the OSH Review Board will be communicated to the Area Office routinely. The OSH Review Board is an independent body appointed by the Governor.

Appendix D

23(g) State Plans Projected Program Activities

23(g) Compliance and On-site Consultation

23(g) Compliance & On-site Consultation	Actual FY 2019		Estimated FY 2020		Projected FY 2021	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections - Non-Construction	99	142	90	90	90	90
Private Sector Inspections - Construction	125	8	120	10	120	10
State and Local Government Inspections – Total	8	10	10	10	10	10
Total Inspections	232	160	220	110	220	110
Public Sector Consultation Visits	62	22	70	15	60	10
Private Sector Consultation Visits - 23(g) (KY, PR, and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
Total Consultation Visits	62	22	70	15	60	10

23(g) Compliance Assistance

23(g) Compliance Assistance	Actual FY 20119		Estimated FY 2020		Projected FY 2021	
	New	Total	New	Total	New	Total
VPP Participants – General Industry	0	9	1	10	2	11
VPP Participants – Construction	0	0	0	0	0	0
VPP Participants – State and Local Government	0	0	0	0	0	0
Participants in Cooperative Programs with Enforcement Incentives (i.e., Partnerships)	3	5	1	2	2	8
Participants in Cooperative Programs Without Enforcement Incentives (i.e., Alliances)	0	0	0	0	0	0
Private Sector SHARP Participants - 23(g) (KY, PR, and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
State and Local Government SHARP participants	0	0	5	5	0	0
Outreach Participants		300		300		300

Notes on projected program activity goals

- AKOSH Enforcement has dedicated one safety officer position to conduct discrimination investigations as his/her primary responsibility. A second safety officer serves as a fill-in during the primary's vacation and required training. When available, administrative staff assists with some data entry in an effort to reduce workload for this position.
- AKOSH Enforcement anticipates having one safety officer with less than one year of experience at the beginning of FFY 2021. Senior CSHOs will assist with training and mentoring. Consequently, the inspector in training will not be expected to produce at the journey level in FY 2021.
- AKOSH Enforcement foresees having two Industrial Hygienists with less than three months of experience at the beginning of FFY 2021. Senior health CSHOs will assist with training and mentoring the new CSHOs, subsequently reducing the total number of health inspections for FFY 2021. The projected number of health inspections assumes there will be no further personnel changes within AKOSH.
- New participants are those that become active during the fiscal year. The total number of participants is the number that is active at the end of the fiscal year, and includes all new sites from that year.
- Cooperative Programs with Enforcement Incentives: Programs similar to OSHA's Strategic Partnership Program that provide enforcement incentives to approved participants, such as inspection exemption or deferral, or reduced penalties.
- Outreach Participants: Projected total number of trainees/participants in formal training, workshops, seminars, speeches, conferences, informal worksite training, etc., during the year.
- Fiscal year based on federal fiscal year.

Training Plan to Satisfy Goals 2.1a and 2.1b

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

AKOSH set into place several strategies to address the training needs of workers involved in the construction and seafood processing industries to prevent "struck-by," "falling," "caught-in or -between", and "pinch-point" (possible amputation) injuries, and in the healthcare industry to prevent "slips, trips, and falls", "overexertion and bodily reaction", "contact with objects" and "workplace violence" incidents.

- 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 the construction and seafood processing industries, and "slips, trips, and falls", "overexertion and bodily reaction", and "contact with objects".
- B. AKOSH will present two 10-hour training sessions to assist in preventing "struck-by", "falling", "pinch-point", and "caught-in or -between" injuries and fatalities in construction and seafood processing industries, and "slips, trips, and falls", "overexertion and bodily reaction", and "contact with objects".

- C. The Training Coordinator will be responsible for notifying employers, employees, and the general public when AKOSH trainings will be held.
- D. The Training Coordinator will be responsible for ensuring all consultants and trainers receive proper training on prevention strategies involved with preventing “struck-by”, “falling”, “pinch-point”, and “caught-in or -between” injuries and fatalities in construction and seafood processing industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, and “contact with objects”.
- E. AKOSH will work with associations, employers and other groups in promoting AKOSH Consultation and Training services.
- F. The Training Coordinator will provide the Chief of Consultation and Training with a monthly report on the number of public sector formal training events conducted and number of attendees.
- G. The Training Coordinator will interface with Federal OSHA Training Institute, Region X, and other States and entities in obtaining training materials and programs to promote the reduction of injuries and fatalities in the construction, seafood processing and healthcare industries.
- H. Chief of Consultation and Training will assign consultants and trainers as needed to fulfill the requirements of the training plan.
- I. The Training Coordinator will provide training for Workplace Violence in Healthcare and Workplace Violence in General Industry upon request from an employer or AKOSH Officer.