

# ALASKA OCCUPATIONAL SAFETY AND HEALTH

## FFY 2022 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, 2021 to September 30, 2022 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 toward 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 workers 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 accident or illness. 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 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, 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 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 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.

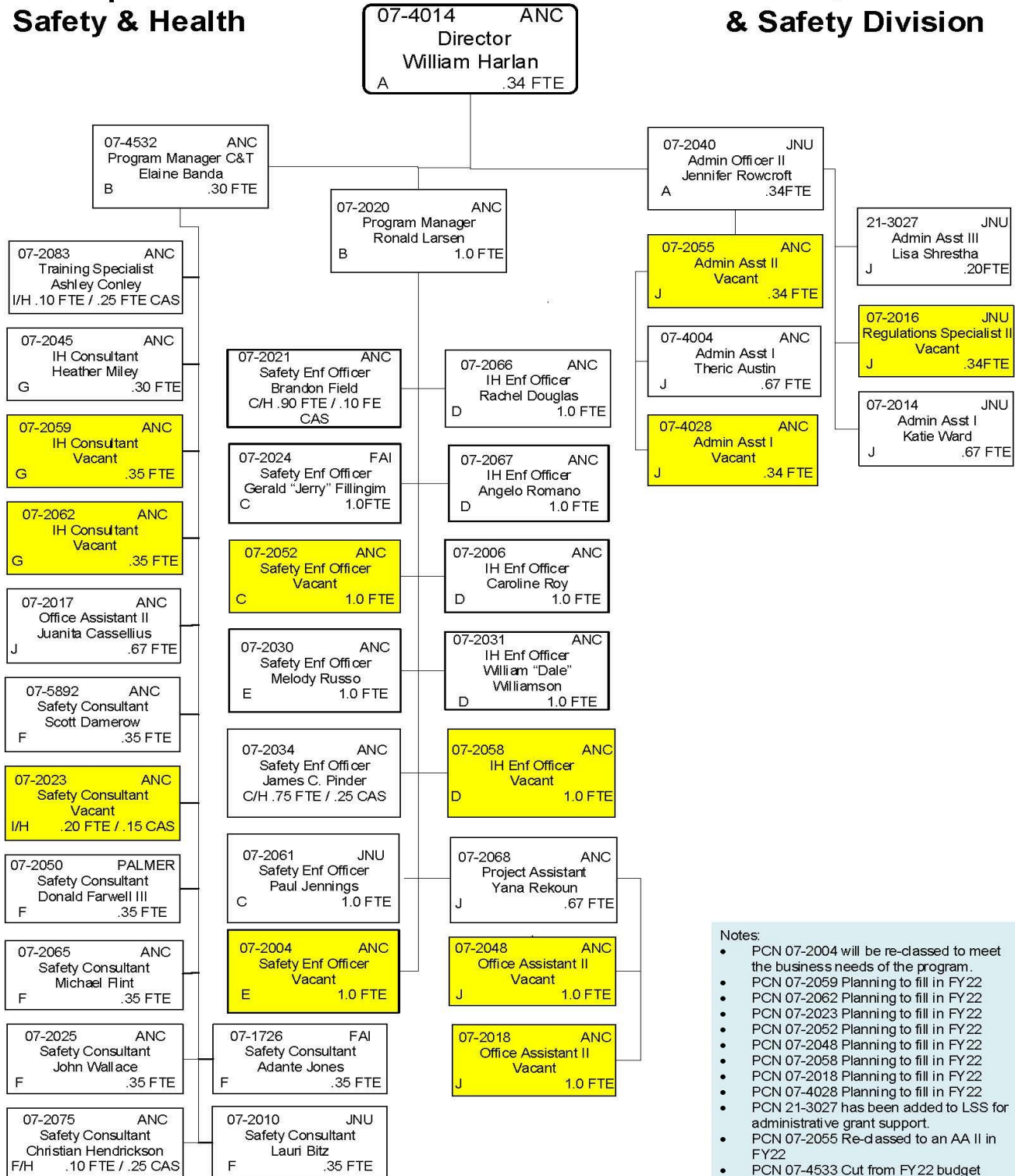
### **AKOSH Profile**

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 William Harlan heads the Labor Standards and Safety Division. 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 2022

## Labor Standards & Safety Division



- Notes:
- PCN 07-2004 will be re-classed to meet the business needs of the program.
  - PCN 07-2059 Planning to fill in FY22
  - PCN 07-2062 Planning to fill in FY22
  - PCN 07-2023 Planning to fill in FY22
  - PCN 07-2052 Planning to fill in FY22
  - PCN 07-2048 Planning to fill in FY22
  - PCN 07-2058 Planning to fill in FY22
  - PCN 07-2018 Planning to fill in FY22
  - PCN 07-4028 Planning to fill in FY22
  - PCN 21-3027 has been added to LSS for administrative grant support.
  - PCN 07-2055 Re-dassed to an AA II in FY22
  - PCN 07-4533 Cut from FY22 budget

## 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 7/1/21	100% State Funded FTE On Board as of 7/1/21
Managers/Supervisors (Admin)	1.02		1.02	0.68	
First Line Supervisors	1.30		1.30	1.30	
Safety Compliance Officers	5.65		5.65	3.65	
Health Compliance Officers	5.00		5.00	4.00	
Discrimination Investigator	1.00		1.00	1.00	
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	2.20	
State/Local Gov. Health Consultants	1.00		1.00	0.30	
Compliance Assistance Specialist	1.00		1.00	0.85	
Trainers	0.10		0.10	0.10	
Clerical/Admin/Data System	5.56		5.56	2.88	
Other (all positions not elsewhere counted)	0.00		0.00	0.00	
<b>Total 23(g) FTE</b>	24.03	0.00	24.03	16.96	0.00

## State Demographic Profile

### 2019 Average Annual Employment

Industry NAICS Code	Approximate # of Businesses	Approximate # of Employees
11	296	1,531
21	259	13,127
22	110	2,204
23	2,507	16,396
31 – 33	608	13,065
42	702	6,579
44 – 45	2,380	35,574
48 – 49	1,198	20,347
51	397	5,342
52	730	6,678
53	703	5,859
54	2,201	13,110
55	160	2,794
56	1,188	11,786
61	340	2,415
62	2,294	47,635
71	604	5,059
72	2,110	31,166
81	1,701	11,103
92 (state)	1,015	23,247
92 (local)	674	39,473
99 (Unclassified)	36	46
<b>Total</b>	<b>22,750</b>	<b>329,373</b>

**Note:** The chart data was extracted in the month of May 2021, based on *Revised Annual 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 industry, 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, 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 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 100% state funds authorization will be transferred to cover the expenditure. 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.

## 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.

<b>Strategic Performance Goal # 1.1</b>	<p>By the end of FY2023, reduce the rate of workplace fatalities caused by circumstances that are under AKOSH jurisdiction by 10%.</p> <p><i>Strategic Plan Period Target Rate = 1.12 / 100,000 Employees</i></p>
<b>Strategy</b>	<p>Concentrate on the primary causes of fatalities and the industries where fatalities take place.</p>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<p>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.</p>
<b>Data Source(s)</b>	<p>OIS fatality investigation counts and Employment data: Alaska State Department of Labor and Workforce Development</p>
<b>Baseline</b>	<p><b>1.2<sup>1</sup> fatalities per 100,000 employees</b> (5-year strategic plan baseline, no annual baseline)</p> <p>CY 2012 – CY 2016 total of 18</p> <p style="padding-left: 40px;">CY12 - 4        CY13 - 5        CY14 - 2        CY15 - 4  <u>CY16 - 3</u>        Total - 18</p> <p>Average Rate per 100,000 based on average fatalities from CY 12-16 (4<sup>2</sup>) ÷ total average number of employees in CY 12-16 (336,460) (x) 100,000 = 1.2<sup>3</sup></p>

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

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

<sup>3</sup> 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>) per 100,000 employees.



<b>Comment</b>	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.
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<b>Annual Performance Goal #1.2</b>	Reduce the lost time 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>FY22 Annual Goal Target = 1.86/100 employees</i>
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Conduct scheduled inspections in the construction industry paying particular attention to worksites where “caught in or between”, “struck by” and “falling” incidents are most likely to happen.</li> <li>• Conduct seminars, workshops, on-site consultation, and special programs in public sector, target training and consultation towards those activities most likely to experience “caught in or between”, “struck by” or “falling” incidents.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>• 110 completed enforcement inspections in construction industry,</li> <li>• Number of seminars, workshops, on-site consultations, and special programs completed in construction industry,</li> <li>• Percentage change in <i>lost time</i> injuries and illnesses compared to number of workers in construction industry.</li> </ul>
<b>Data Source(s)</b>	OIS, Injury/Illnesses data: Alaska State Workers Compensation lost time claims, and Employment data: Alaska State Department of Labor and Workforce Development.
<b>Baseline</b>	<ul style="list-style-type: none"> <li>• FY2012-2016 average construction industry <i>lost time</i> injury and illness rate was 2.02 per 100 employees.</li> <li>• FY2022 target goal is 1.86 per 100 employees, a decrease of 8% or 0.16 from base per 100 employees.</li> </ul>
<b>Comment</b>	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.

<b>Annual Performance Goal # 1.3</b>	Reduce the lost time injuries and illnesses rate in the healthcare industry as determined by the number of injuries and illnesses per hundred employees by 2%.  <i>FY22 Annual Goal Target = 1.23 /100 employees</i>
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<b>Strategy</b>	<ul style="list-style-type: none"> <li>• 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,</li> <li>• Conduct seminars, workshops, on-site consultation, 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.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>• 65 completed enforcement inspections in the healthcare industry,</li> <li>• Number of seminars, workshops, on-site consultations, and special programs completed in the healthcare industry,</li> <li>• Percentage change in injuries and illnesses compared to number of workers in the healthcare industry.</li> </ul>
<b>Data Source(s)</b>	OIS, Injury/Illnesses data: Alaska State Workers Compensation <i>lost time</i> claims, and Employment data: Alaska State Department of Labor and Workforce Development
<b>Baseline</b>	<ul style="list-style-type: none"> <li>• FY2012-2016 average healthcare industry <i>lost time</i> injury and illness rate was 1.34 per 100 employees.</li> <li>• FY2022 target goal is 1.23 per 100 employees, a decrease of 8% or 0.11 from base per 100 employees.</li> </ul>
<b>Comment</b>	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.

<b>Annual Performance Goal # 1.4</b>	<p>Reduce the lost time injuries and illnesses rate in seafood processing industry sector as determined by the number of injuries illnesses per hundred employees by 2%.</p> <p><i>FY22 Annual Goal Target = 3.96 /100 employees</i></p>
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>• 15 completed enforcement inspections in seafood processing industry sector,</li> <li>• Percentage change in injuries and illnesses compared to number of workers in seafood processing industry sector,</li> </ul>
<b>Data Source(s)</b>	OIS, Injury/Illnesses data: Alaska State Workers Compensation lost time claims, and Employment data: Alaska State Department of Labor and Workforce Development

<b>Baseline</b>	<ul style="list-style-type: none"> <li>• FY2012-2016 average seafood industry lost time injury illness rate was 4.30 per 100 employees.</li> <li>• FY2022 target goal is 3.96 per 100 employees, a decrease of 8% or 0.34 from base per 100 employees.</li> </ul>
<b>Comment</b>	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.

<b>Annual Performance Goal # 1.5a</b>	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.
<b>Strategy</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 five (5) working days.
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	Percent of FAT/CAT with inspections initiated within 1 day for fatalities and incidents of 2 or less hospitalizations within 5 working days.
<b>Data Source(s)</b>	OIS
<b>Baseline</b>	100% within time limits (FY 2020)
<b>Comment</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• Hospitalizations equates to an in-patient overnight stay of at least one night.</li> </ul>

<b>Annual Performance Goal # 1.5b</b>	Initiate inquiries within one (1) working day or conduct inspections within five (5) working days for 100% of formal complaints.
<b>Strategy</b>	Initiate inspections within five (5) working days or investigation within one working day of worker complaints for 90% of the cases.

<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	Percent of formal complaint inquiries initiated within 1 working day and inspections within 5 working days.
<b>Data Source(s)</b>	OIS
<b>Baseline</b>	97% within time limits (FY 2020)
<b>Comment</b>	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.

<b>Annual Performance Goal # 1.5c</b>	Reduce the backlog of docketed cases from previous years
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Track the average days pending and dedicate one day a week to work on the oldest case(s)</li> <li>• Quarterly analyze intake process for workflow improvement to strive for process efficiency</li> <li>• Continue working with SOA Department of Law on merit cases transfer or closures</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>• Reduction in backlog of docketed cases from previous years</li> <li>• Change in average days pending</li> </ul>
<b>Data Source(s)</b>	Web IMIS and report from Discrimination officer(s)
<b>Baseline</b>	19 backlog docketed cases and 679 average days pending in FY 2020
<b>Comment</b>	None

<b>Annual Performance Goal # 1.5d</b>	Focus a minimum of 5% of AKOSH enforcement inspection resources toward public sector work sites.
<b>Strategy</b>	Conduct scheduled inspections of public sector employers
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	20 completed enforcement inspections in the public sector in comparison to the overall number of enforcement inspections conducted
<b>Data Source(s)</b>	OIS

<b>Baseline</b>	7.3% or 15 enforcement inspections of the 206 total enforcement inspections conducted in public sector in FY 2020.
<b>Comment</b>	None

**Strategies for Goal 1:**

- AKOSH will continue to provide a strong enforcement presence to 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 are appropriately held accountable for their actions or lack thereof. As a means to leverage enforcement and facilitate a change in workplace culture, AKOSH will provide penalty reduction incentives for employers that work in good faith to quickly resolve violations.
- 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 use data-driven approaches to focus resources toward high hazard workplaces. AKOSH uses the High Hazard Targeting (HHT) emphasis program for this very purpose.
- AKOSH will continue to provide required training as well as other training opportunities to keep pace with change in standards and compliance directives and to provide a well-rounded training regime to all AKOSH personnel. AKOSH will self-assess with regular internal evaluations as well as continue joint reviews with Federal OSHA.
- AKOSH will continue to incentivize public sector employers that receive violations, the opportunity to invest monetary penalties directly into their health and safety programs in lieu of paying money directly to the state.

**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>Annual Performance Goal # 2.1a</b>	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.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Develop and deliver training to workers and employers in the construction industry.</li> <li>• Target outreach training and consultations towards those activities most likely to cause “caught in or between”, “struck by” or “falling” injuries or fatalities.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	100 formal and informal training events conducted in construction and number of employees trained.

<b>Data Source(s)</b>	OIS and Report from Chief of Consultation and Training
<b>Baseline</b>	3,395 workers trained in FY 2020 (all industrial categories combined)

<b>Annual Performance Goal # 2.1b</b>	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 public sector construction, healthcare, seafood processing and public sector.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Develop and deliver training to workers and employers in the healthcare industry.</li> <li>• 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”.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	100 formal and informal training events conducted in the healthcare industry sector and number of employees trained.
<b>Data Source(s)</b>	OIS and Report from Chief of Consultation and Training
<b>Baseline</b>	3,395 workers trained in FY 2020 (all industrial categories combined)

<b>Annual Performance Goal # 2.1c</b>	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.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Develop and deliver training to workers and employers in the seafood industry.</li> <li>• Target outreach training and consultations towards those activities most likely to cause “falling”, “caught in or between”, and “pinch point” (or amputation) incidents.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	5 Formal and informal training events conducted in the seafood processing industry and number of employees trained.
<b>Data Source(s)</b>	OIS and Report from Chief of Consultation and Training
<b>Baseline</b>	3,395 workers trained in FY 2020 (all industrial categories combined)

<b>Annual Performance Goal # 2.1d</b>	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.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Develop and deliver training to workers and employers in public sector.</li> <li>• Target outreach training and consultations toward public sector.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	100 formal and informal training events conducted in public sector and number of employees trained.
<b>Data Source(s)</b>	OIS and Report from Chief of Consultation and Training.
<b>Baseline</b>	3,395 workers trained in FY 2020 (all industrial categories combined)

<b>Annual Performance Goal # 2.2a</b>	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) over the course of the strategic plan.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Promote the benefits of the program during enforcement inspections or consultation visits,</li> <li>• Conduct promotional activities at a minimum of two industry trade fairs and conferences during FY 2022,</li> <li>• Target promotional activity towards those businesses most likely to participate.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>• 11 VPP sites,</li> <li>• Number and type of promotional activities accomplished</li> </ul>
<b>Data Source(s)</b>	OIS, AKOSH annual report and a report from Chief of Consultation and Training
<b>Baseline</b>	9 VPP sites (5-year strategic plan baseline, no annual baseline) in FY 2018

<b>Annual Performance Goal # 2.2b</b>	Establish or maintain at least one partnership agreement in construction, healthcare, seafood processing or the public sector over the course of the strategic plan.
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<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Promote the benefits of the program during enforcement inspections or consultation visits,</li> <li>• Conduct promotional activities at a minimum of two industry trade fairs and conferences in FY 2022,</li> <li>• Target promotional activity towards those businesses most likely to participate.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>• Number of partnership agreements,</li> <li>• Number and type of promotional activities accomplished.</li> </ul>
<b>Data Source(s)</b>	OIS, AKOSH annual report and a report from Chief of Consultation and Training
<b>Baseline</b>	One (1) partnership agreement in construction in FY 2018
<b>Comment</b>	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 inspection.
- 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 to network with other VPP entities and make relevant connections that 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.

<b>Annual Performance Goal # 3.1a</b>	Work with OSHA Training Institute, Region X, and other sources to access training for compliance and consultation staff in basic and specialized subjects, in order to effectively carry out the AKOSH strategic plan.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>AKOSH will report quarterly on staff training activities, accomplishments, and anticipated problems in accomplishing the goal.</li> <li>AKOSH will ensure compliance officer core competency training is completed within the required timeframe of three years as outlined in AKOSH PD 16-02.</li> <li>AKOSH will ensure compliance officers that investigate whistleblower complaints complete required training.</li> <li>AKOSH will continue to take advantage of OTI online training as well as other courses that are offered by Federal OSHA, OTI, Coursemill, etc.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>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,</li> <li>Identification of required training courses for investigators of whistleblower complaints,</li> <li>Timely completion of required courses by compliance and consultation staff,</li> <li>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,</li> <li>Staff attendance at professional development courses, seminars and conferences.</li> </ul>
<b>Data Source(s)</b>	AKOSH annual report and reports from Chief of Consultation and Training, Training Coordinator and Chief of Enforcement.
<b>Baseline</b>	At the end of FY 2020 AKOSH had five (5) 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.

<b>Annual Performance Goal # 3.1b</b>	Conduct quarterly self-audits of enforcement and consultation files to evaluate the effectiveness and consistency of services.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• AKOSH will strive to maintain adequate and accurate inspection/investigation case files.</li> <li>• Problems with files will be corrected and staff will be trained to avoid future issues.</li> <li>• 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.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>• Percentage of case files and inspections reviewed</li> <li>• Annual reviews conducted by federal OSHA are acceptable and problems are addressed in a reasonable time and manner.</li> </ul>
<b>Data Source(s)</b>	Reports from Federal OSHA and internal quarterly self-audits.
<b>Baseline</b>	Formal quarterly audits will be established and provided by the Chief of Enforcement, and the 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 2020		Estimated FY 2021		Projected FY 2022	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections - Non-Construction	73	56	90	90	90	90
Private Sector Inspections - Construction	60	9	120	10	120	10
State and Local Government Inspections – Total	8	7	10	10	10	10
<b>Total Inspections</b>	<b>141</b>	<b>72</b>	<b>220</b>	<b>110</b>	<b>220</b>	<b>110</b>
Public Sector Consultation Visits	41	9	60	10	70	10
Private Sector Consultation Visits - 23(g) (KY, PR, and WA Only)	n/a	n/a	n/a	n/a	n/a	n/a
<b>Total Consultation Visits</b>	<b>41</b>	<b>9</b>	<b>60</b>	<b>10</b>	<b>70</b>	<b>10</b>

**23(g) Compliance Assistance**

23(g) Compliance Assistance	Actual FY 2020		Estimated FY 2021		Projected FY 2022	
	New	Total	New	Total	New	Total
VPP Participants – General Industry	0	7	0	9	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)	1	6	2	8	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	0	0	0	0
Outreach Participants		38		300		300

### **Notes on projected program activity goals**

- AKOSH Enforcement has dedicated one safety officer position to Whistleblower inspections as their primary responsibility. A second fully trained safety officer serves as a back-up for primary during vacations, training, and other authorized absences of the primary. When time constraints allow, administrative personnel assist with data entry to aid in efficient processing of Whistleblower cases.
  - AKOSH Enforcement foresees having two Industrial Hygienists with less than one year of experience at the beginning of FFY 2022. Senior health CSHOs will assist training and mentoring the new CSHOs, subsequently reducing the total number of health inspections for FFY 2022. 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.
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### **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 to notify employers, employees and the general public when AKOSH training will be held.

- D. The Training Coordinator will be responsible to ensure 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.