

ALASKA OCCUPATIONAL SAFETY AND HEALTH

FFY 2016 ANNUAL 23 (g) PERFORMANCE PLAN

I. PROGRAM INFORMATION

General Program Overview

Purpose

This Annual Performance Plan between Occupational Safety and Health Administration (OSHA) and Alaska Occupational Safety and Health (AKOSH) covering the period October 1, 2015 to September 30, 2016 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

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

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, 2013 through September 30, 2018.

- ◆ *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 (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;

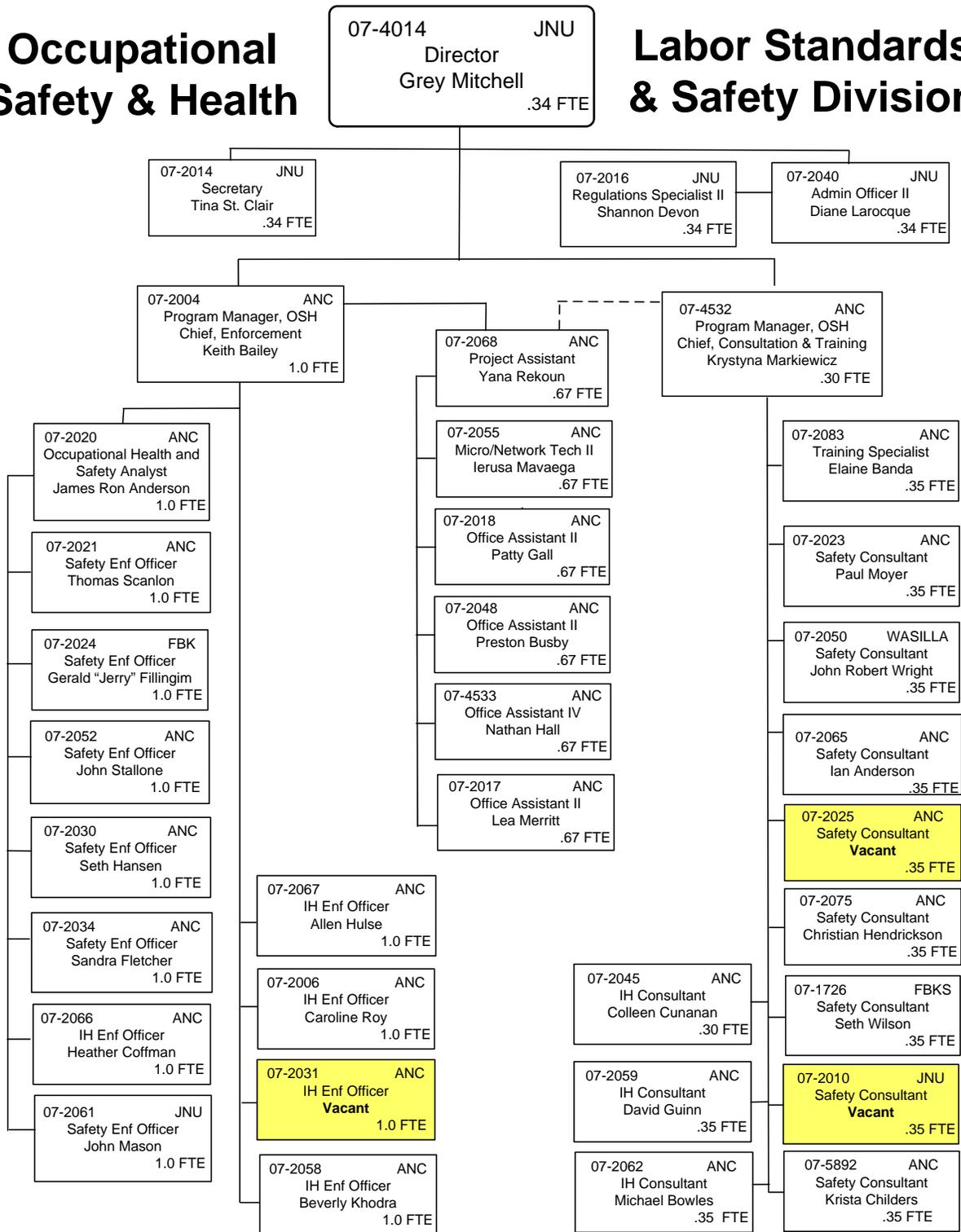
- Preparing, adopting, amending, or repealing of general and specific safety and health standards governing the conditions of employment in all workplaces, to maintain standards, which are at least as effective as those adopted or recognized by the United States Secretary of Labor under the authority 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 Heidi Drygas heads the Department. Director Grey Mitchell heads the Labor Standards and Safety Division. AKOSH is divided into two sections. The Chief of Enforcement, Keith Bailey, supervises the enforcement program. Enforcement has one OSH Analyst position (Assistant Chief), five Industrial Hygienist (IH) positions and six Safety & Compliance officer positions. Krystyna Markiewicz, as the Chief of Consultation and Training, supervises the Consultation and Training program. Consultation currently has three Industrial Hygienist (IH) positions, eight Safety & Compliance consultant positions and one Training Specialist II.

Occupational Safety & Health

Labor Standards & Safety Division



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 7/1/15	100% State Funded FTE On Board as of 7/1/15
Managers/Supervisors (Admin)	1.64		1.64	1.64	
First Line Supervisors	0.75		0.75	0.75	
Safety Compliance Officers	4.75		4.75	4.75	
Health Compliance Officers	5.00		5.00	4.00	
Discrimination Investigator	0.50		0.50	0.50	
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	2.80		2.80	2.10	
State/Local Gov. Health Consultants	1.00		1.00	1.00	
Compliance Assistance Specialist	1.00		1.00	1.00	
Trainers	0.35		0.35	0.35	
Clerical/Admin/Data System	5.04		5.04	5.04	
Other (all positions not elsewhere counted)	0.00		0.00	0.00	
Total 23(g) FTE	22.83	0.00	22.83	21.13	0.00

Notes:

- *FTEs should be expressed in percentage of time allocated to 23(g) grant/agreement.*
- *Managers/Supervisors are now separated from First Line Supervisors. Managers/Supervisors would be Administrative where First Line Supervisors would be Program.*
- *For compliance officers, include all allocated or onboard positions or portions thereof, as appropriate, devoted to field enforcement activities (on-site, case documentation, informal conferences, and other CSHO-related activities).*
- *All information on this chart must correspond to the Organizational Chart and Object Class/Supportive Cost Breakout chart, and must not include personnel outside the 23(g) program.*

State Demographic Profile

2014 Average Annual Employment

Industry NAICS Code	Approx. # of Businesses	Approx. # of employees
11	218	1097
21	257	17395
22	97	2107
23	2516	17102
31 – 33	519	14435
42	668	6545
44 – 45	2368	36517
48 – 49	1139	19461
51	369	6250
52	699	6930
53	704	6048
54	2060	14800
55	149	3000
56	1168	12129
61	280	2237
62	2096	43687
71	564	4829
72	1909	29203
81	2120	11857
92	2366	80203
Unclassified	779	509
Total	23045	335545

Note: The chart data was extracted in the month of June, 2015, based on employment data maintained by the department by industry. The seasonally-adjusted annual average employment in all industries for 2014 was 335545 based on data reported by the Alaska Department of Labor, Research and Analysis section.

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

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 Goals 1:

Improve workplace safety and health in both the public and private sectors as evidenced by a reduction in the rate of injuries, illnesses, and fatalities through AKOSH enforcement and consultation and training programs activities

Outcome Goal 1.1

By the end of FY2018, reduce the rate of workplace fatalities caused by circumstances that are under AKOSH jurisdiction by 10%

Annual Performance Goal 1.1

Concentrate on the primary causes of fatalities and the industries where fatalities take place

Indicators:

- 10% reduction in the rate of workplace fatalities over the five-year strategic plan
- Number, causes, and industries where fatalities fall under AKOSH inspection jurisdiction

Data Source(s):

OIS

Baseline: 1.8 fatalities per 100,000 employees

CY2007 - CY2012 total of 28

CY08 - 2

CY09 - 5

CY10 - 7

CY11 - 9

CY12 - 5

Total -28

Average Rate per 100,000 based on average fatalities from CY 08-12 (6) ÷
total employees in FY12 (333,541) (x) 100,000 = 1.8

Comments:

The fatality rate in Alaska for fatalities caused by circumstances under the control of AKOSH is very low. The plan does not require year-by-year reductions. The overall goal is a 10% reduction in the 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.

Outcome Goal 1.2

Reduce the number of worker injuries and illnesses in the construction industry by focusing compliance, consultation, and outreach efforts on the causes of “struck by” and “falling” incidents by at least 10% from FY 2014 through FY 2018

Annual Performance Goal 1.2

Reduce the lost time injury and illness rate in the construction industry as determined by the number of lost time injuries and illnesses per hundred employees by 2%

Performance Strategies

Enforcement/Compliance Assistance:

Conduct scheduled inspections in the construction industry paying particular attention to worksites where "struck by" and “falling” incidents are most likely to happen.

Consultation:

Conduct seminars, workshops, and special programs

Conduct public sector on-site consultation visits

Target training and consultations towards those activities most likely to experience "struck by" or “falling” incidents

Indicators:

Enforcement/Compliance Assistance:

- Number of completed enforcement inspections in the construction industry
- Loss time injury and illness rate in the construction industry

Consultation:

- Number of seminars, workshops, on-site consultations, and special programs completed in construction industry
- Loss time injury and illness rate in the construction industry

Data Source(s):

OIS, Alaska State Workers' Compensation Data, and Alaska State Department of Labor and Workforce Development employment data

Baseline:

- FY2009-2013 average construction industry loss time injury illness rate was 1.53 per 100 employees
- FY2016 target goal is 1.44 per 100 employees, a decrease of 0.09 from base per 100 employees (2% FY14 + 2% FY15 +2% FY16 +2% FY17 +2% FY18 = 10% decrease)

Comments:

The target goal incorporates the 2% reduction required for each year of the FY14-18 AKOSH Strategic Plan resulting in a cumulative decrease of 0.15 per 100 employees for the 5-year period of the strategic plan.

Outcome Goal 1.3

Reduce the number of worker injuries and illnesses in the transportation and warehousing industry sector by focusing compliance, consultation and outreach efforts on the causes of

“struck by,” “falling,” and “caught in or between” incidents by at least 10% from FY 2014 through FY 2018

Annual Performance Goal 1.3

Reduce the rate of lost time injuries and illnesses in the transportation and warehousing industry sector by 2%

Performance Strategies:

Enforcement/Compliance Assistance

Conduct scheduled inspections in transportation and warehousing worksites where “struck by”, “falling”, and “caught in or between” incidents are most likely to occur

Consultation

Conduct seminars, workshops, and special programs; conduct public sector on-site consultation visits; and, target training and consultations towards those activities most likely to experience “struck by,” “falling,” and “caught in or between” incidents

Indicators:

Enforcement/Compliance Assistance

- Number of completed enforcement inspections in the transportation and warehousing industry
- Loss time injury and illness rate in the transportation and warehousing industry

Consultation

- Number of seminars, workshops, on-site consultations, and special programs completed in transportation/warehousing industry
- Loss time injury and illness rate in the transportation and warehousing industry

Data Source(s):

OIS, Alaska State Workers' Compensation Data, and Alaska State Department of Labor and Workforce Development employment data

Baseline:

- FY2009-2013 average transportation/warehousing industry loss time injury illness rate was 1.32 per 100 employees.
- FY2016 target goal is 1.24 per 100 employees, a decrease of 0.08 from base per 100 employees (2% FY14 + 2% FY15 + 2% FY16 + 2% FY17 + 2% FY18 = 10% decrease)

Comments:

The target goal incorporates the 2% reduction required for each year of the FY14-18 AKOSH Strategic Plan resulting in a cumulative decrease of 0.13 per 100 employees for the 5-year period of the strategic plan.

Outcome Goal 1.4

Reduce the number of worker injuries and illnesses in the seafood processing industry by focusing compliance, consultation and outreach efforts on the causes of “falling,” “caught in or between,” and “pinch-point” (including amputation) incidents by at least 10% from FY 2014 through FY 2018

Annual Performance Goal 1.4

- Reduce the rate of lost time injuries and illnesses in the seafood processing industry by 2%
- Loss time injury and illness rate in the seafood processing industry

Performance Strategies:

Enforcement/ Compliance Assistance

- Conduct scheduled inspections in seafood processing worksites where “falling,” “caught in or between,” and “pinch-point” incidents are most likely to happen
- Loss time injury and illness rate in the seafood processing industry

Indicators:

Enforcement/ Compliance Assistance

Number of completed enforcement inspections in seafood processing industry
(Annual target of 20 seafood processor inspections)

Data Source(s):

OIS, Alaska State Workers' Compensation Data and Alaska State Department of Labor and Workforce Development employment data

Baseline:

- FY2009-2013 average seafood processing industry loss time injury illness rate was 4.98 per 100 employees
- FY2016 target goal is 4.68 per 100 employees, a decrease of 0.3 from base per 100 employees (2% FY14 + 2% FY15 + 2% FY16 + 2% FY17 + 2% FY18 = 10% decrease)

Comments:

The target goal incorporates the 2% reduction required for each year of the FY14-18 AKOSH Strategic Plan resulting in a cumulative decrease of 0.5 per 100 employees for the 5-year period of the strategic plan.

Outcome Goal 1.5

Respond effectively to legal mandates, so Alaskan workers are provided protection under the AKOSH Act

Annual Performance Goal 1.5.a

Initiate inspections of fatalities within one (1) working day* and hospitalizations** of one or more workers within seven (7) working days for 90% of occurrences to prevent further injuries or deaths

Performance Strategies:

Enforcement

Initiate inspections of fatalities within one (1) working day and where one or more workers are hospitalized within seven (7) working days

Indicators:

Enforcement

90% of cases that meet the requirements

Data Source(s):

OIS

Baseline:

90% within time limits

Comments:

The threshold of one or more hospitalizations meets the federal standard for a catastrophe and state requirements for reporting.

Notes:

** - 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.*

*** - Hospitalization equates to an in-patient overnight stay of at least one night.*

Annual Performance Goal 1.5.b

Initiate inspections within seven (7) working days* or investigations within one (1) working day* of worker complaints for 90% of the cases

Performance Strategies:

Enforcement

Initiate inspections within seven (7) working days* or investigations within one (1) working day* of worker complaints for 90% of the cases

Indicators:

Enforcement

90% of cases where inspections are initiated within seven (7) working days and investigations initiated within one (1) working day.

Data Source(s):

OIS

Baseline:

90% within time limits

Comments:

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.

Annual Performance Goal 1.5.c

Resolve 75% of all discrimination cases within 90 days*

Performance Strategies:

Discrimination

Resolve 75% of all discrimination cases within 90 days

Indicators:

Discrimination

- Percentage of discrimination cases resolved within 90 days
- The percentage of merit vs. non-merit cases (merit cases may take longer than 90 days to resolve)

Data Source(s):

IMIS/NCR, OIS and report from AKOSH discrimination officer

Baseline:

75% of discrimination cases are resolved within 90 days

Comments:

AKOSH may allow for extensions to the 90-day requirements similar to federal processes in 29 CFR 1977.16. Any extensions will be explained during quarterly meetings and documented in the comments of quarterly reports. However, cases extended past the 90-day limit will not be exempted from the 75% performance threshold.

Annual Performance Goal 1.5.d

Focus a minimum of 5% of AKOSH enforcement inspection resources toward public sector work sites

Performance Strategies:

Enforcement/Compliance Assistance

Conduct scheduled inspections in public sector

Indicators:

Enforcement

Percent of completed enforcement inspections in public sector in comparison to the overall number of enforcement inspections conducted

Data Source(s):

OIS

Baseline:

5% of total number of enforcement inspections conducted in public sector each year and over the entire strategic plan

Comments:

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 Goals 2:

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

Outcome Goal 2.1

Promote safety and health programs in the workplace

Annual Performance Goal 2.1.a

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 goal (goals 2.1.a, 2.1.b and 2.1.d) is to train at least 300 public sector workers in Alaska's public sector.

Performance Strategies:

Develop and deliver training to workers and employers in the construction industry
Target outreach training and consultations towards those activities most likely to cause "struck by" or "falling" injuries or fatalities

Indicators:

Number of formal and informal training events conducted in construction

Data Source(s):

OIS and a report from the Chief of Consultation and Training

Baseline:

300 Public sector workers trained (all industrial categories combined)

Annual Performance 2.1.b

Develop and deliver training to workers and employers in the transportation and warehousing industry that targets the most likely causes of injuries, illnesses, and fatalities. The combined goal (goals 2.1.a, 2.1.b and 2.1.d) is to train at least 300 public sector workers in Alaska's public sector.

Performance Strategies:

Develop and deliver training to workers and employers in the transportation and warehousing sector; target outreach training and consultations towards those activities most likely to cause "struck by," "falling," or "caught in or between" injuries or fatalities

Indicators:

Number of formal and informal training events conducted in the transportation and warehousing industry

Data Source(s):

OIS and a report from the Chief of Consultation and Training

Baseline:

300 public sector workers trained (all industrial categories combined)

Annual Performance 2.1.c

Strategic seafood processing training goal not applicable under 23g grant, because there are not public sector seafood processing jobs.

Annual Performance 2.1.d

Develop and deliver training to workers and employers in public sector that targets the most likely causes of injuries, illnesses, and fatalities. The combined goal (goals 2.1.a, 2.1.b and 2.1.d) is to train at least 300 public sector workers in Alaska's public sector.

Performance Strategies:

Develop and deliver training to workers and employers in public sector

Indicators:

Number of formal and informal training events conducted in public sector

Data Source(s):

OIS and a report from the Chief of Consultation and Training

Baseline:

300 public sector workers trained (all industrial categories combined)

Outcome Goal 2.2

Promote cooperative/partnership agreements and recognition programs as a means of lowering accident/fatality rates

Annual Performance Goal 2.2.a

Maintain at least 11 VPP sites (both in public and private sector) over the course of the strategic plan

Performance Strategies:

Promote the benefits of the VPP program during enforcement inspections or consultation visits

Conduct promotional activities at a minimum of two industry trade fairs and conferences during FY 2016.

Target promotional activity towards businesses most likely to participate

Indicators:

11 VPP sites

Number and type of promotional activities accomplished

Data Source(s):

OIS, report from the Chief for Consultation and Training and AKOSH annual report

Baseline:

11 VPP sites (5-year strategic plan baseline, no annual baseline)

Comments:

One VPP site ceased operations in Alaska at the close of FY 2014 and AKOSH does not have an application in process for a new VPP site. As a result, the goal is adjusted to 11 sites in the FY2016 Annual Plan and the strategic plan will be updated to reflect the adjustment as recommended in the FY 2014 Federal Annual Monitoring Evaluation Report.

Annual Performance Goal 2.2.b

Establish or maintain at least one partnership agreement in construction, transportation/warehousing, seafood processing or the public sector over the course of the strategic plan

Performance Strategies:

- 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 2016
- Target promotional activity towards those businesses most likely to participate

Indicators:

- Number of partnership agreements,
- Number and type of promotional activities accomplished

Data Source(s):

OIS, report from the Chief for Consultation and Training and AKOSH annual report

Baseline:

One (1) partnership agreement in the construction, transportation/warehousing or seafood processing industry or in the public sector

Comments:

The goal is to maintain at least one (1) partnership agreement in any one of the targeted categories during each year over the 5-year strategic plan period.

Strategies for Goal 2:

- AKOSH will increase employer awareness of and interest in voluntary compliance programs by discussing the programs with all employers during interventions and settlement meetings. The programs will be actively promoted to employers whose safety and health profile indicates that they might be candidates for even higher quality workplace recognition.
- AKOSH consultation and training activities will gain increased visibility through more integration with other AKOSH strategies. For example, AKOSH's VPP program will be used to

provide models of excellence in hazardous industries and processes targeted for enforcement and AKOSH will actively compile and share successes and best practices.

- 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 will promote current VPP participants through press releases, newspaper notices, and interventions such as meetings and presentations.
- 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 Goals 3:

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

Outcome Goal 3.1

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

Annual Performance Goal 3.1.a

Work with OSHA Training Institute and Region X to address the issue of establishing regional training to assure that compliance and consultation staff receives basic and specialized training necessary to effectively carry out AKOSH strategic plan. Ensure AKOSH compliance officer core competency training within the required time frame of three years as outlined in AKOSH PD 09-02.

Performance Strategies:

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

Indicators:

- Identification of required training courses for compliance and consultation staff in accordance with OSHA Instruction TED 01-00-018 as amended by AKOSH PD 09-02 and the AKOSH Training Plan
- Timely completion of required courses by compliance and consultation staff
- Staff attendance at professional development courses, seminars and conferences during FY2016

Data Source(s):

Reports from AKOSH Training Coordinator, Chief of Enforcement or Assistant Chief and AKOSH annual reports

Baseline:

None

Annual Performance Goal 3.1.b

Conduct quarterly self-audits of enforcement and consultation case files to evaluate the effectiveness and consistency of services.

Strategies:

- AKOSH will strive to maintain adequate and accurate inspection/investigation case files
- Problems with files will be corrected and staff will be trained to avoid future issues

Indicators:

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

Baseline:

Files organized and maintained in accordance with the appropriate directives and regulations

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 30 days. State program officials will work with the OSHA Area Office staff during the development stages of state initiated changes.
- D. The State will continue to adopt 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.

23(g) State Plans Projected Program Activities

23(g) Compliance and On-site Consultation

23(g) Compliance & On-site Consultation	Actual FY 2014		Estimated FY 2015		Projected FY 2016	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections - Non-Construction	87	44	70	50	70	60
Private Sector Inspections - Construction	143	17	150	12	160	10
Public Sector Inspections - Total	19	28	30	12	30	25
Total Inspections	249	89	250	74	260	95
Public Sector Consultation Visits	54	24	75	15	90	39
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	54	24	75	15	90	39

23(g) Compliance Assistance

23(g) Compliance Assistance	Actual FY 2014		Estimated FY 2015		Projected FY 2016	
	New	Total	New	Total	New	Total
VPP Participants - General Industry	0	12	0	12	0	11
VPP Participants - Construction	0	0	0	0	0	0
VPP Participants - Public Sector	0	0	0	0	0	0
Participants in Cooperative Programs with Enforcement Incentives (i.e., Strategic Partnerships)	0	13	2	18	2	14
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
Public Sector SHARP	n/a	n/a	n/a	n/a	8	14
Outreach Participants		300		300		300

Notes on projected program activity goals

- AKOSH Enforcement anticipates having two journey-level safety CSHOs with more than one year of experience at the beginning of FY 2016. Each of these senior officers is expected to conduct 65 inspections per year. The remaining three inspectors will have less than one year of experience and one will be a new hire in FY 2016. Consequently, these inspectors in training will not be expected to produce at the journey level in FY 2016. The goal of 260 safety inspections is based on the assumption that AKOSH will not experience significant safety CSHO turnover in FY 2016.
- AKOSH Enforcement anticipates having three Industrial Hygienists with more than one year of experience at the beginning of FY 2016. Each of these senior officers is expected to conduct 36 inspections per year. The remaining IH will have less than one year of experience and AKOSH anticipates hiring a new IH in FY 2016. Consequently, these inspectors in training will not be expected to produce at the journey level in FY 2016. The goal of 95 health inspections, of which 8% are expected to include PSM compliance evaluation, is based on the assumption that AKOSH will not experience significant IH turnover in FY 2016.
- 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 transportation industries.

AKOSH set into place several strategies to address the training needs of workers involved in the construction, seafood processing and transportation industry to prevent "struck by," "falling," "caught in or between," and "pinch-point" (possible amputation) injuries:

- A. Training courses, as requested, providing employers, employees and the general public with training and train the trainer programs to assist in preventing "struck by," "falling," "pinch-point," and "caught in or between" injuries, and fatalities in the construction industry, transportation and warehousing industry, and seafood processing industry.
- B. AKOSH will present eight 10-hour training sessions to assist in preventing "struck by," "falling" and "caught in or between" injuries and fatalities in construction, seafood processing and transportation/warehousing industries.
- C. AKOSH will have radio stations in the State of Alaska run Public Service Announcements to promote the reduction of injuries and fatalities in the construction and transportation industry.
- D. The training coordinator will be responsible to notify employers, employees and the general public when AKOSH training will be held.
- E. The training coordinator will be responsible to ensure all consultants and trainers receive proper training on prevention strategies involved with preventing "struck by," "falling" and "caught in or between" injuries and fatalities in construction, seafood processing and transportation/warehousing industries.

- F. AKOSH will work with Associations, Employers and other groups in promoting AKOSH Consultation and Training Services.
- G. The Training Coordinator will provide the Chief of Consultation and Training with a monthly report on number of public sector formal training events conducted and number of attendees.
- H. The Training Coordinator will interface with Federal OSHA Region X and OSHA Training Institute, other States and entities in obtaining training materials and programs to promote the reduction of injuries and fatalities in the construction, seafood processing and transportation/warehousing industries.
- I. The Chief of Consultation and Training will assign consultants and trainers as needed to fulfill the requirements of the training plan.