



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



**FFY 2008
Annual Performance Plan**

October 1, 2007 through September 30, 2008



**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**

Clark Bishop, Commissioner

Grey Mitchell, Director
Labor Standards and Safety



Jobs are Alaska's Future

ALASKA OCCUPATIONAL SAFETY AND HEALTH

FFY 2008 ANNUAL COMBINED 21(d) AND 23 (g) PERFORMANCE PLAN

I. PROGRAM INFORMATION

General Program Overview

Purpose

This Annual Performance Plan between Occupational Safety and Health Administration (OSHA) and Alaska Occupational Safety and Health (AKOSH) covering the period October 1, 2007 to September 30, 2008 has been developed to establish mutually agreed upon goals, and a system for evaluating the manner in which the State manages its State Plan under both the 21(d) and 23(g) grants. OSHA and AKOSH will conduct program audits to address each activity in the plan. A statistical analysis of the identified specific performance measures will also be used to determine if the activity included in this plan had a positive impact on the program goal of reducing the combined number of injuries, illnesses and fatalities in the workplace.

Mission Statement

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

Vision

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

Program Goal

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

AKOSH Strategic Goals

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

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

AKOSH is committed to three strategic goals for the five-year period of October 1, 2003 through September 30, 2008.

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

Overview of the AKOSH Program

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

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

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

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

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

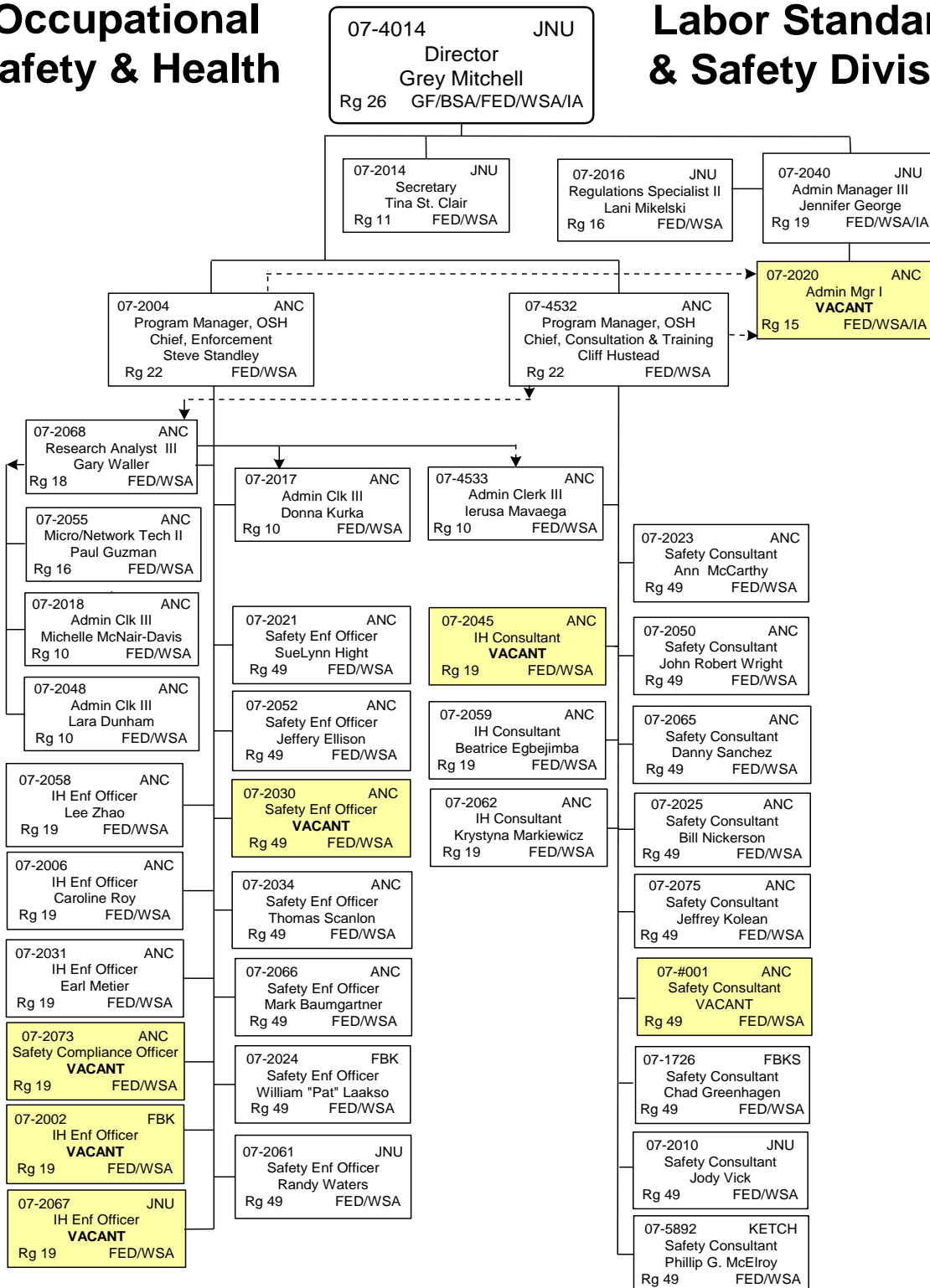
This annual project plan details the specific activities and strategies the C&T program will use in FFY2008 to support AKOSH's goal.

AKOSH Profile

The Alaska Occupational Safety and Health Program is located in the Alaska Department of Labor and Workforce Development, Division of Labor Standards and Safety. Commissioner, Clark "Click" Bishop, heads the Department. Director, Grey Mitchell, heads the Labor Standards and Safety Division. AKOSH is divided into two sections. Steven Standley, the Chief of Enforcement, supervises the Enforcement program. Enforcement has five Industrial Hygienist (IH) positions, six Safety Officer positions, and one Compliance Assistance Specialist. There is also a Discrimination Investigator position in Enforcement. Cliff Husted, the Chief of Consultation, supervises the consultation program. Consultation currently has three Industrial Hygienist (IH) positions, and nine Safety Consultant positions.

Occupational Safety & Health

Labor Standards & Safety Division



Breakout of Personnel

Position	Type of Staff	Number of 23(g) or Cooperative Agreement Funded Staff**	Number of 100% State-Funded Staff***	Total
Compliance Officers*	Safety	6		6
	Health	5		5
	Compliance Assistance	1		1
23(g) Consultants*	Safety	4		4
	Health	1.5		1.5
Total number of 23(g) Allocated State Plan Personnel****		29.62		29.62
21(d) Consultation and Training Staff	Managerial	.45		.45
	Consultants Safety**	4.9		4.9
	Consultants Health**	1.5		1.5
	Clerical/Data systems support	.95		.95
	Marketing			
	Trainers			
Total Number of 21(d) Consultation Personnel		7.8		7.8
Additional State-Funded Public/Private Sector Safety Consultant			1	1

*Included are all allocated positions in which more than 50% of the time is spent conducting inspections.

**Expressed in allocated FTEs

***Consultants spending less than 50% of their time conducting 21(d) visits should be funded by the state and included in the column for 100% State Funded Staff.

****Included are 11.62 administrative positions and 16 program positions.

State Demographic Profile

Industry NAICS Code	Approx. # of Businesses	Approx. # of employees
21	210	11,500
22	110	2,000
23	2600	20,000
31 - 33	575	12,500
42	750	6,500
44 - 45	2500	35,500
48 - 49	1100	19,000
51	350	6,900
52	775	8,000
53	675	5,000
54	1725	12,000
55	75	1,250
56	1050	11,000
61	200	2,075
62	1775	34,000
71	475	4,250
72	1875	26,750
81	2000	11,100
92	1990	79,400
Other	465	9,025
Total	21,275	307,750

Covered Industries

AKOSH does not have enforcement jurisdiction over the maritime and aviation industries (except for ground facilities at airports), the Metlakatla Indian Community (Annette Island), Denali National Park (Mt. McKinley), artificial (man-made) islands, health care facilities operated by tribal organizations under the Indian Health Care Improvement Act, or federal government agencies. Offshore oil drilling platforms and floating fish processors that are within state territorial waters are not covered by AKOSH jurisdiction. These jurisdictions remain a federal enforcement responsibility. However, AKOSH enforcement has jurisdiction over private sector employers working on military installations with the following exceptions: Cape Lisburne Long Range Missile Base, Point Lay Short Range Missile Base, Eareckson Air Station at Shemya, Fort Greeley Missile Defense, U.S. Coast Guard Integrated Support Commands at Kodiak and Ketchikan, U.S. Coast Guard Air Station at Sitka, and U.S. Coast Guard 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.

Internal Quality Assurance Program 21(d)

No changes have occurred.

Mandated Activities

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

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

Projections of Inspections and Public Sector Consultations / Compliance Assistance Data

Program Activities Projection		Safety		Health	
Private Sector Inspections		266		39	
Public Sector Inspections		12		4	
Public Sector Consultation Visits		45		10	
Compliance Assistance					
VPP		General Industry		Public	
Current# / Projected Growth		12	0	0	0
State Cooperative Programs					
* Alaska Forest Products Partnership Project (PD 03-07) * Municipality of Anchorage Partnership Project (PD 04-01) * Alaska Department of Transportation and Public Facilities Partnership Agreement (PD 05-02) * Alaska Construction Health and Safety Excellence (AK-CHASE) Partnership Program (PD 04-03) * Trident Seafoods Corporation Partnership Project.					
Projected number of trainees affected by outreach activities: 1200					
SHARP (Current# / Projected Growth)		13		3	

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

Outcome Goal 1.1	By 2008, reduce the rate of workplace fatalities caused by circumstances that are under AKOSH jurisdiction by 15%
Annual Performance Goal 1.1	Concentrate on the primary causes of fatalities and the industries where fatalities take place by focusing AKOSH efforts to Goals 1.2 and 1.3
Indicators:	Number, causes and industries where fatalities are investigated by AKOSH
Data Source(s):	IMIS Fat/Cat Report
Baseline:	2.13 workplace fatalities under AKOSH jurisdiction per 100,000 employees averaged over the five-year period.
Comments: The fatality rate in Alaska for fatalities caused by circumstances under the control of AKOSH is very low, the plan does not require percentage decreases year-by-year. Therefore, the goal is a 15% reduction in the rate per 100,000 employees over the entire five-year period.	
CY98 - 0	
CY99 - 6	
CY00 - 10	
CY01 - 7	
CY02 - 6	
Total - 29	

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
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 4%
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 on-site consultation visits Target training and consultations towards those activities most likely to experience "struck by" or "falling" incidents

Annual Performance Goal 1.2 (cont.)	
Indicators:	
Enforcement/ - Compliance Assistance	Number of inspections completed
Consultation -	Number of seminars, workshops, on-site consultations, and special programs completed
Data Source(s):	IMIS, Alaska State Workers' Compensation Data, <u>Alaska Economic Trends</u> magazine
Baseline:	SFY2002-2003 average (6.21 per 100 employees) FY 2008 target goal is 5.28 per 100 employees, a decrease of .24 per 100 employees (4% decrease)
21(d) Note: The above strategies, indicators, data sources, and baselines apply to the 21(d) contribution; the related activities are projected in the Projected 21(d) Activity Table found in part III.	
Comments: The target goal incorporates the 2% reduction required for FY04, a 3% reduction for FY 05, a 3% reduction for FY06, and a 3% reduction for FY07 (FY04 = 6.09/100 employees, FY05 = 5.90/100 employees, FY06 = 5.71/100 employees, and FY07 = 5.52/100 employees) for a cumulative decrease of .93 per 100 employees as defined in the AKOSH 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 promotion efforts on the causes of "struck by", "falling", and "caught in or between" incidents
Annual Performance Goal 1.3	Reduce the rate of lost time injuries and illnesses in the transportation and warehousing industry sector by 4%
Strategies:	
Enforcement/ - Compliance Assistance	Conduct scheduled inspections in transportation and warehousing industry sector worksites where "struck by", "falling" and "caught in or between" incidents are most likely to happen
Consultation -	Conduct seminars, workshops, and special programs -Conduct on-site consultation visits -Target training and consultations towards those activities most likely to experience "struck by", "falling", and "caught in or between" incidents
Indicators:	
Enforcement/ - Compliance Assistance	Number of inspections completed in the transportation and warehousing sector
Consultation -	Number of seminars, workshops, on-site consultations, and special programs completed

Annual Performance Goal 1.3 (cont)	
Data Source(s):	IMIS, Alaska State Workers' Compensation Data, <u>Alaska Economic Trends</u> magazine
Baseline:	SFY 2002-2003 average (3.30 per 100 employees) FY2008 target goal is 2.81 per 100 employees, a decrease of .12 per 100 employees (4% decrease)
21(d) Note: The above strategies, indicators, data sources, and baselines apply to the 21(d) contribution; the related activities are projected in the Projected 21(d) Activity Table found in part III.	
*NAICS - North American Industry Classification System	
Comments: The target goal incorporates the 2% reduction required for FY04, a 3% reduction for FY05, a 3% for FY06, and a 3% for FY07 (FY04 = 3.23/100 employees, FY05 = 3.13/100 employees, FY06 = 3.03/100 employees and FY07 = 2.93 per 100 employees) for a cumulative decrease of .49 per 100 employees as defined in the AKOSH strategic plan.	

Outcome Goal 1.4	Respond effectively to legal mandates, so Alaskan workers are provided protection under the AKOSH Act
Annual Performance Goal 1.4.a	Initiate inspections of fatalities and catastrophes (three or more hospitalizations**) within one (1) working day* and for two or less hospitalizations** within seven (7) working days for 90% of occurrences to prevent further injuries or deaths
Strategies:	
Enforcement -	Initiate inspections of fatalities and incidents where three or more workers are hospitalized within one (1) working day and where one or two workers are hospitalized within seven (7) working days
Indicators:	
Enforcement -	Percentage of cases that meet the requirements
Data Source(s):	IMIS
Baseline:	90% within time limits
Comments: The threshold of three or more hospitalizations meets the federal standard for a catastrophe and the threshold of one to two hospitalizations** meets state requirements. *Note: Investigations delayed due to limitations that exist in Alaska such as weather, lack of roads, and travel restrictions, will not be counted against the percentage. However, an investigation will be initiated as soon as conditions permit.	

Outcome Goal 1.4	Respond effectively to legal mandates, so Alaskan workers are provided protection under the AKOSH Act
Annual Performance Goal 1.4.b	Initiate inspections within seven (7) working days* or investigations within one (1) working day* of worker complaints for 90% of the cases
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 -	Percentage of cases where inspections are initiated within seven (7) working days and investigations initiated within one (1) working day.
Data Source(s):	IMIS
Baseline:	90% within time limits
Comments:	*Note: Investigations delayed due to limitations that exist in Alaska such as weather, lack of roads, and travel restrictions, will not be counted against the percentage. However, an investigation will be initiated as soon as conditions permit.

Outcome Goal 1.4	Respond effectively to legal mandates, so Alaskan workers are provided protection under the AKOSH Act
Annual Performance Goal 1.4.c	Resolve 75% of all discrimination cases within 90 days*
Strategies:	
Discrimination -	Resolve 75% of all discrimination cases within 90 days
Indicators:	
Discrimination -	Percentage of cases that meet the requirements
Data Source(s):	IMIS
Baseline:	75% within time limits
Comments:	Per 29 CFR 1977.16 extensions to the 90-day requirement can be made in rare cases. However, any case extended past the 90-day limit will not be exempted from the 75% requirement.

Strategies for Goal 1:

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

AKOSH Five Year Strategic Goal 2:

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

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
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 training events conducted in construction Number of construction workers trained

Goal 2.1.a (cont)

Data Source(s): IMIS
 Report from the Chief of Consultation and Training

Baseline: 1200 workers (all industrial categories) trained

21(d) Note: The above strategies, indicators, data sources, and baselines apply to the 21(d) contribution; the related activities are projected in the Projected 21(d) Activity Table found in part III.

Comments:
 Some of the strategies, indicators, and baselines are combined with 2.1.b and will be reported as combined data.

Outcome Goal 2.1 Promote safety and health programs in the workplace

Annual Performance Goal 2.1.b Develop and deliver training to workers and employers in the transportation and warehousing industry sector that targets the most likely causes of injuries, illnesses, and fatalities

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 training events conducted in the transportation and warehousing industry
 Number of transportation and warehousing workers trained

Data Source(s): IMIS
 Report from the Chief of Consultation and Training

Baseline: 1200 workers (all industrial categories) trained

21(d) Note: The above strategies, indicators, data sources, and baselines apply to the 21(d) contribution; the related activities are projected in the Projected 21(d) Activity Table found in part III.

Comments:
 Some of the strategies, indicators, and baselines are combined with 2.1.a and will be reported as combined data.

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	Lower the accident/fatality rate (as a group) for lumber and wood products participants in the Alaska Forest Products Partnership Project by 1%
Strategies:	Promote the benefits of the agreement during enforcement or consultation visits/inspections
Indicators:	Number of consultation visits in the lumber and wood products sector Number of participants in the agreement Number of accidents/fatalities per 100 employees for project participants
Data Source(s):	Report from the Chief of Consultation and Training IMIS
Baseline:	FY2004 injury/illness rate for participants in the Alaska Forest Products Partnership Project (27.8 per 100 employees)
Goal:	26.9 per 100 employees, a decrease of .28 (1%) per 100 employees
21(d) Note: This is a 21(d) specific performance goal. See the Projected 21(d) Activity Table found in part III.	
Comments: The target goal incorporates the 1% reduction for FY2005, FY2006, and FY2007 (FY2005 = 27.5/100 employees, FY2006 = 27.2/100 employees, and FY2007 = 26.9/100 employees) for a cumulative decrease of .9/100 employees as defined in the AKOSH strategic plan.	

Note: Annual Performance Goals 2.2.b and 2.2.c have no annual baseline. Baselines were established based on the number of participants at the end of the previous 5-year strategic plan and our success or failure on these goals will be based on increasing the number of participants in each program by the numbers stated in the strategic plan as compared to the 5-year baseline.

Outcome Goal 2.2	Promote cooperative/ partnership agreements and recognition programs as a means of lowering accident/fatality rates
Annual Performance Goal 2.2.b	Maintain, at a minimum, FY2006 final number of VPP participants in Alaska (8)
Strategies:	-Promote the benefits of the program during enforcement inspections or consultation visits -Conduct promotional activities at industry trade fairs and conferences -Target promotional activity towards those businesses most likely to participate

Annual Performance Goal 2.2.b Cont.	
Indicators:	Number of VPP sites Number and type of promotional activities accomplished
Data Source(s):	Report from the Chief for Consultation and Training IMIS
Baseline:	6 VPP sites (5-year strategic plan baseline, no annual baseline.)
Comments: The goal is to add 2 new sites above the 5-year baseline of 6 for a total of 8. *Note: Original strategic plan set baseline at 5 VPP sites due to the fact that the new strategic plan was written prior to the end of the first strategic plan. An additional VPP site was acquired between the writing of the second strategic plan and end of the first. The baseline has been increased as a result, to 6 VPP sites for this annual plan and all subsequent plans. There is no scheduled increase in VPP sites this Fiscal Year.	

Outcome Goal 2.2	Promote cooperative/ partnership agreements and recognition programs as a means of lowering accident/fatality rates
Annual Performance Goal 2.2.c	While maintaining, at a minimum, a level of twelve (12)* SHARP participants in Alaska, increase SHARP participants by one (1)
Strategies:	-Promote the benefits of the program during enforcement or consultation visits/inspections -Conduct promotional activities -Target promotional activity
Indicators:	Number of SHARP sites Number and type of promotional activities accomplished
Data Source(s):	Report from the Chief for Consultation and Training IMIS
Baseline:	11 SHARP sites (5-year strategic plan baseline, no annual baseline.)
21(d) Note: This is a 21(d) specific performance goal. See the Projected 21(d) Activity Table found in part III.	
Comments: The goal is to add four new sites above the 5-year baseline of 11 for a total of 15. *Note: Original strategic plan set baseline at 10 SHARP sites due to the fact that the new strategic plan was written prior to the end of the first strategic plan. An additional SHARP site was acquired between the writing of the second strategic plan and end of the first. The baseline has been increased as a result, to 11 SHARP sites for this and all subsequent annual plans.	

Strategies for Goal 2:

- AKOSH will increase employer awareness of and interest in voluntary compliance programs by discussing the programs with all employers during interventions and settlement meetings. The programs will be actively promoted to employers whose safety and health profile indicates that they might be candidates for even higher quality workplace recognition.
- AKOSH consultation and training activities will gain increased visibility through more integration with other AKOSH strategies. For example, the Agency's VPP program will be used to provide models of excellence in the hazardous industries and processes targeted for enforcement and will actively compile and share this learning with other companies.
- AKOSH will mobilize employers participating in voluntary compliance programs to provide technical assistance to candidate employers. AKOSH also intends to utilize these employers to promote the benefits of comprehensive safety and health programs to other employers.
- AKOSH outreach and training will include an element to promote the development and improvement of safety and health programs and worker involvement in safety and health. In addition, specific courses will focus on the importance of formal safety and health management programs, the major components of the programs and methods to assess program effectiveness. These will also identify worker participation approaches that are successful in reducing accidents, injuries and illnesses.
- AKOSH will promote current VPP participants through press releases, newspaper notices, and interventions such as meetings and presentations.
- SHARP participants may consist of private and/or public sector employers. This section will review current clients who have been successful in establishing proactive safety and health programs and attempt to recruit some of those employers into the SHARP program.
- AKOSH will develop and make available to private and public sector employers/employees safety and health training classes targeted to the main causes of illnesses, injuries, and fatalities in the workplace.

Strategic Goal 3:

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

Outcome Goal 3.1	Develop and implement the management and information systems necessary to carry out this strategic plan
Annual Performance Goal 3.1.a	Gain access to the data sources necessary to carry out this plan
Strategies:	Work with Department of Labor and Workforce Development leadership to gain download access to the Workers' Compensation database
Indicators:	Timely access to database gained
Data Source(s):	Report from program specialist IMIS
Baseline:	None

Comments:

This goal is complete. Access to the Workers' Compensation Database has been accomplished. However, a review of this goal will be conducted quarterly to determine if there is a need for it to be reopened or redefined.

Outcome Goal 3.2	Ensure AKOSH staff is well trained and knowledgeable and delivers services in a fair and consistent manner
Annual Performance Goal 3.2.a	Work with OSHA Training Institute and Region X to address the issue of establishing regional training to assure that compliance and consultation staff receives basic and specialized training necessary to effectively carry out this strategic plan
Strategies:	AKOSH will report quarterly on staff training activities, accomplishments, and anticipated problems in accomplishing the goal
Indicators:	<ul style="list-style-type: none"> - Identification of required training courses for compliance and consultation staff in accordance with OSHA Instruction TED 1.12a and the AKOSH Training Plan - Timely completion of required courses by compliance and consultation staff - Progress made in maintaining a five-year training plan for AKOSH staff - Staff attendance at professional development courses, seminars and conferences during FY2008

Data Source(s):	Report from the Chief for Consultation and Training/IMIS on the internet IMIS
Baseline:	None
21(d) Note: This goal has a 21(d) component that will be reported separately from the combined 23(g) data.	

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

Stipulations

- A. The State will continue to participate in OSHA's Integrated Management Information System (IMIS).
- B. The State will respond to all CASPA's.
- C. The State will submit all state initiated program changes within 30 days. State program officials will work with the OSHA Area Office staff during the development stages of state initiated changes.
- D. The State will continue to "adopt by reference" OSHA standards of a final OSHA rule in the Federal Register under an "open-ended" promulgated process.
- E. The State will continue to process variances according to timelines and procedures set out in Alaska statutes and administrative regulations. All decisions on variances will be made within 120 days of receipt.
- F. The status of compliance officer positions will be communicated to the Area Office on a quarterly basis through the submittal of a revised staffing chart.

- G. The State will submit the 23(g) grant document reflecting fiscal aspects of the program on a schedule established by the OSHA Regional Office. The routine financial monitoring of this document will not be affected by this plan.
- H. Laboratory services will continue to be provided to the State by OSHA's Salt Lake City Technical Center as per the attached Memorandum of Agreement.
- I. OSH Review Board activity will be communicated to the Area Office routinely. The Review Board is an independent body appointed by the Governor.

III. PROJECTED 21(d) PROGRAM ACTIVITIES – CONSULTATION

Area of Emphasis	Projected Visits														
	Initial Visits		Training and Assistance		Follow-up		Combined Totals By Goal	Recognition		Exemption		Recognition and Exemption (Equivalent to SHARP)		Pre-Recognition and Exemption Programs	Other Non-Visit Related Activities
	Safety	Health	Safety	Health	Safety	Health		New	Renewal	New	Renewal	New	Renewal		
Goal #1.1															
Goal #1.2	52		5		5		62								20
Goal #1.3	55	44	6	3	6	3	117								10
Goal #2.1.a															
Goal #2.1.b															
Goal #2.2.a												1	2		
Goal #2.2.c	7	3			1	1	12								
Other visits															
Total by Safety or Health	114	47	11	3	12	4	201					1	2		30
Combined Safety and Health Activities	161		14		16		191					3			30

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

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

TRAINING PLAN TO SATISFY GOALS 2.1a and 2.1b

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

1. AKOSH set into place several strategies to address the training needs of workers involved in the construction and transportation industry to prevent “struck by”, “falling” and “caught in or between” 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” and “caught in or between” injuries and fatalities in construction and the transportation industry.
 - B. AKOSH will present 10-hour training sessions to assist in preventing “struck by”, “falling” and “caught in or between” injuries and fatalities in construction and the transportation industry.
 - C. AKOSH will have radio stations in the State of Alaska run Public Service Announcements to promote the reduction of injuries and fatalities in the construction and transportation industry.
 - D. The training coordinator will be responsible to notify employers, employees and the general public when AKOSH training will be held.
 - E. The training coordinator will be responsible to ensure all consultants and trainers receive proper training on prevention strategies involved with preventing “struck by”, “falling” and “caught in or between” injuries and fatalities in construction and the transportation industry.
 - F. AKOSH 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 formal training events conducted and number of attendees.
 - H. The Training Coordinator will interface with Federal OSHA Region 10 and OSHA Training Institute, other States and entities in obtaining training materials and programs to promote the reduction of injuries and fatalities in the construction and transportation industry.
 - I. The Chief of Consultation and Training will assign Consultants and Trainers as needed to fulfill the requirements of the training plan.