

Strategic Plan, July 20, 2023

**State of Alaska
Department of Labor & Workforce Development
Labor Standards & Safety Division
Occupational Safety and Health “AKOSH”**

Federal Fiscal Year 2024 - 2028

Mission & Goals

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.” In pursuit of this mission, AKOSH has adopted the following three strategic goals:

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.

Reduce the number of worker injuries and illnesses in the construction, healthcare, seafood, transportation and warehousing, and public sector industries by focusing compliance, consultation, and promotional efforts.

Goal 2: Promote a safety and health culture in the Alaskan workplace through compliance assistance, cooperative programs, and consultation assistance.

Develop and deliver training to workers and employers in the construction, healthcare, seafood, transportation and warehousing, and public sector industries that target the most likely causes of injuries, illnesses, and fatalities.

Goal 3: Secure public confidence through excellence in the development and delivery of AKOSH enforcement and consultation and training programs and services.

Work with the OSHA Training Institute, CLEAR, Region X staff and other sources to access training for compliance and consultation staff in basic and specialized subjects necessary to effectively carry out this plan.

Strategies for Success

In pursuing AKOSH’s three strategic goals, the division will promote excellence in all its activities. AKOSH will endeavor both to expand the capability of Alaskan employers and their employees to fulfill their obligations in pursuing workplace health and safety and to increase their motivation to do so. All AKOSH's activities support one or more of these broad initiatives.

Specifically, AKOSH will:

- maintain its presence in the workplace, in relation both to enforcement and to onsite consultation.
- target educational, collaborative and enforcement efforts to protect workers in high-hazard industries and occupations.
- focus educational, collaborative and enforcement efforts on protecting particularly vulnerable and hard-to--reach worker populations.
- ensure that penalties are used more effectively as tools to promote compliance, both before and after a particular workplace has been inspected.
- ensure that employers who desire to provide a safe and healthy workplace have access to a wide range of educational tools, including on-site consultations.
- ensure that education, collaborative and enforcement efforts are tailored to meet the unique needs and circumstances of small employers, especially in higher hazard industries.
- develop regulatory strategies tailored, when appropriate, to the unique needs and hazards of Alaskan industries.
- bring its strongest enforcement tools to bear on the most egregious and persistent violators.
- use the High Hazard Target (HHT) to target establishments with high injury/fatality rates.
- participate in and maintain a booth at conferences and industry trade show.
- initiate proactive approaches to address the hazards identified by the strategic planning process.
- collaborate with other state and governmental agencies, including Worker's Compensation, Mining Safety and Health Administration, Department of Environmental Conservation, and National Oceanic and Aeronautic Administration, to facilitate hazard recognition and the referral process appropriate to jurisdiction.
- continue to develop AKOSH employees' skills to ensure that officers are well trained and knowledgeable, and are delivering services in a fair, equitable and consistent manner.

Evaluating the Plan's Success

In order to determine the success of this strategic plan in achieving AKOSH's stated goals over the long term:

- AKOSH expects to see increased inspection and visit counts in Alaskan high-hazard industries.
- AKOSH expects to see a continued downward trend in the rate of workplace deaths, after accounting for normal statistical variation in the year-to-year comparisons.

Where possible, AKOSH will track (at the overall program level) a range of statistical indicators, which will include but not be limited to:

- a) the number of enforcement inspections;
- b) the number of on-site consultations;
- c) the number of educational activities and other outreach efforts;
- d) the number and nature of collaborative efforts with government, employer, and worker organizations;
- e) the number of serious hazards corrected in enforcement and identified on-site consultation activities;
- f) the number and percentage of programmed and non-programmed enforcement visits in high-hazard industries;
- g) the number and percentage of consultations and other educational activities in high-hazard industries;
- h) the average penalty where the hazard cited creates a meaningful increase in the risk of workplace death;
- i) the number of employees trained;
- j) the number of new or substantially revised publications and other educational resources, particularly those targeted at small employers and at vulnerable or hard-to-reach worker populations;
- k) the satisfaction level of employers and others who participated in consultation and training activities;
- l) the number of VPP and CHASE participants;
- m) the number of inspections and participants in Local Emphasis Programs;
- n) the number of trainings completed by each CSHO.