

State of Alaska
Department of Labor and Workforce Development
Labor Standards and Safety Division
Occupational Safety and Health

AKOSH
Evaluation Report for FY2025

Combined Report Period
October 1, 2024 through September 30, 2025

Plan Approval: August 10, 1973
Certification: September 13, 1977
Final Approval: September 28, 1984

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I. Introduction

History

Alaska's original state plan for industrial safety and health was submitted to the U.S. Secretary of Labor for approval on December 8, 1972. The Alaska Legislature enacted legislation in 1973 to bring the safety division, statutes, and regulations into conformity with the OSHA Act of 1970. The Alaska Occupational Safety and Health Statutes, AS 18.60.010 – 105, became effective on July 24, 1973. Alaska completed the development steps required under Section 18(b) of the Act on or before October 1, 1976, and received 18(e) certification on September 13, 1977. The State Plan received 18(e) final approval by the U.S. Department of Labor on September 28, 1984.

This combined Report (FFY25) outlines our progress towards accomplishing the goals of the FY25 Annual Performance Plan agreed to by AKOSH and OSHA and its impact on the progress toward accomplishing the goals set down in the Five-Year Strategic Plan as well as a summary of the results of the FY24 – FY28 Strategic Plan. These plans are intended to be comprehensive in scope, replacing the federal/AKOSH comparison method formally used by OSHA to measure our effectiveness.

AKOSH will develop an annual performance plan with Federal OSHA for each year of the Five-Year Strategic Plan. The performance measures outlined in these plans are results-oriented. However, statistical analysis of the identified specific performance measures will also be used to determine if the activities included in the plans had a positive impact on the performance goal of reducing the number of injuries and illnesses in the workplace.

Mission

The primary mission of the AKOSH program is to work in partnership with Alaskan workers and employers toward eliminating workplace injuries, illnesses, and workplace fatalities. However, the location, geography, and demography of the state results in work sites and practices that are unique to Alaska. As a result, the State of Alaska administers its own occupational safety and health program because we are more able to respond quickly to the unique needs and circumstances of our state.

Organization

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 Cathy Muñoz heads the Department. Director Tanya Keith heads the Labor Standards and Safety Division, which is divided into two sections: Enforcement and Consultation and Training. The Enforcement section has the Chief of Enforcement who supervises one Occupational Health and Safety (OHS) Analyst, 5 Industrial Hygienist (IH) positions, 6 Safety & Compliance officer positions, one (1) Whistleblower Investigator 3, and one (1) Project Assistant who supervises two (2) Office Assistant II positions. The Consultation and Training section has the Chief of Consultation and Training who supervises one (1) OHS Analyst, three (3) IH positions, 7 Safety & Compliance consultant positions, and one (1) Office Assistant II position.

AKOSH Personnel Chart

Anchorage

Enforcement		Consultation & Training		Administration	
Filled	Chief	Filled	Chief	Filled	Director
<u>Enforcement Officers</u>		<u>Consultants</u>		<u>Administration</u>	
Filled	Assistant Chief	Filled	<i>Acting</i> Assistant Chief	Filled	Admin Officer 2
Filled	Safety	Filled	Safety	Filled	Admin Assistant 3
Vacant	Safety	Filled	Safety	Filled	Admin Assistant 1
Vacant	Safety	Filled	Safety	Filled	Admin Assistant 1
Vacant	Safety	Filled	Safety	Filled	Regulations Spec 2
Filled	Health	Filled	Safety		
				Filled	Project Assistant
Filled	Health	Filled	Health	Filled	Office Assistant 2
Filled	Health**	Filled	Health	Filled	Office Assistant 2
Filled	Health	Filled	Health	Filled	Office Assistant 2
Vacant	Health				
Filled	Investigator 3*				

Juneau

<u>Enforcement Officers</u>		<u>Consultants</u>		<u>Administration</u>	
Filled	Safety	Filled	Safety	Filled	Admin Assistant 1

Fairbanks

<u>Enforcement Officers</u>		<u>Consultants</u>		Filled	Admin Assistant 2
Filled	Safety	Filled	Safety		

Note:

* This position performs the duties of the Discrimination Officer.

** AKOSH has already recruited or in the process of recruiting for these positions.

AKOSH Personnel changes breakdown by quarters:

<i>1st Quarter – 10/01/2024 through 12/31/2024</i>	
Enforcement	
	Safety Officer Was not retained
Consultation	
	Safety Consultant hired
	Safety Consultant Promoted as Chief of Consultation and Training
Administration	
	N/A

<i>2nd Quarter – 01/01/2025 through 3/31/2025</i>	
Enforcement	
	Industrial Hygienist Hired
Consultation	
	N/A
Administration	
	N/A

<i>3rd Quarter – 01/01/2025 through 6/30/2025</i>	
Enforcement	
	Safety Officer Resigned
	Safety Officer Separated
	Safety Officer Resigned
Consultation	
	N/A
Administration	
	N/A

<i>4th Quarter – 07/01/2025 through 9/30/2025</i>	
Enforcement	
	N/A
Consultation	
	N/A
Administration	
	N/A

II. Summary of Results Related to Annual Performance Plan for Both 21(d) and 23(g) Grants.

AKOSH Five Year Strategic Goal 1:

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

Strategic Performance Goal # 1.1	Reduce the rate of workplace fatalities per 100,000 employees within AKOSH jurisdiction by at least 10% by the end of FFY 2028 (five-year total).
Strategy	<ul style="list-style-type: none"> • Concentrate on the primary causes of fatalities and the industries where fatalities take place to include construction, healthcare, seafood processing and transportation and warehousing industries. • Influence attitudes about workplace safety and health in Alaska through consultative outreach and training efforts to encourage employers to seek voluntary compliance measures, focusing on employers who have not received consultation services. • Make safety and health information and materials easily accessible to employers and workers.
Performance Indicator(s)	The annual and 5-year total number of workplace fatalities in AKOSH jurisdiction as compared to the average number of workplace fatalities under AKOSH jurisdiction for the previous 5-year period.
Data Source(s)	OIS fatality investigation counts
Baseline	1.0 fatality per 100,000 employees (5-year strategic plan baseline, no annual baseline)
Comment	The fatality rate in Alaska for fatalities caused by circumstances under the control of AKOSH is very low. The plan does not require year-by-year reductions. The overall goal is a 10% reduction in the rate of workplace fatalities over the 5-year baseline. AKOSH monitors the number of fatalities each year by industry and targets resources to the industrial categories where fatalities are occurring.

23(g) & 21(d) PROGRAM RESULTS

Quarter	# of Fatalities	Cause of Death	NAICS Industry
1 st	1	Crushed by	485410
2 nd	1	Random Act of Violence	713120
3 rd	1	Fall	238140
4 th	1	Electrocution	561790
FY25 Total	4		

Fatalities List:

1st quarter fatality: event date 10/9/2024.

2nd quarter fatality: event date 1/15/2025. Multi-Employer fatality that AKOSH did an opening conference with, and it was discovered not to be AKOSH jurisdiction. AKOSH sent it to Federal OSHA.

3rd quarter fatality: event date 5/14/2025.

4th quarter fatality: event date 9/9/2025.

Strategic Plan Period (FY24-28) Running Total # of Fatalities = 9

Strategic Plan Period (FY24-28) Target Rate = 0.9 / 100,000 Employees

Strategic Plan Period (FY19-28) Actual Rate = to be determined at the end FY2028

Comments: None

Annual Performance Goal #1.2	Reduce the number of worker injuries and illnesses in the construction industry (NAICS 236-238990) by focusing compliance on fall prevention, respirable crystalline silica, trenching, and excavation safety.
Strategy	<ul style="list-style-type: none"> Conduct enforcement inspections in the construction industry paying particular attention to worksites where “caught in or between”, “struck by” and “falling” incidents likely to happen. Conduct seminars, workshops, on-site consultation, and special programs in the construction industry. Target training and consultation visits towards employees and employers in the construction industry those activities most likely to experience “struck by”, “falling”, electrocution and trenching and excavation incidents.
Performance Indicator(s)	<ul style="list-style-type: none"> 135 initiated enforcement inspections in construction industry and 115 private sector construction industry consultation and training visits, Number of seminars, workshops, on-site consultations, and special programs completed in construction industry.
Data Source(s)	OIS

Baseline	Enforcement: 98 average inspections per year in the construction industry from FFY 2018 to 2022. Consultation and Training: 96 average consultation and training (C&T) visits for FFY 2022.
Comment	The target number of inspections and consultation and training visits in the construction industry will be increased each year of the FFY24-28 Strategic Plan. Enforcement – 5% increase from the baseline and Consultation and Training – by 35% from the baseline.

Performance Strategy Outcomes:

23(g)

Enforcement	
Quarter	# Inspections
1 st	21
2 nd	15
3 rd	30
4 th	20
FY25 Total	
86	

21(d)

Consultation			
Quarter	# Visits	# Compliance Assistance	Total Affected
1 st	32	33	33
2 nd	18	18	18
3 rd	37	38	38
4 th	20	20	20
FY25 Total		107	109
		109	

Note: Compliance assistance includes conferences & seminars, formal training, interpretations, and outreach assistance.

FY25 Annual Target = 135 Enforcement inspections and 115 private sector C&T visits in the construction industry.

FY25 Actual Outcome = 86 Enforcement inspections and 109 C&T visits.

Comments: AKOSH Enforcement did not meet its annual goal of 135 inspections in the construction industry. AKOSH Consultation and Training did not meet its annual goal of 115 visits in the construction industry.

Annual Performance Goal # 1.3	Reduce the number of worker injuries and illnesses in the healthcare industry (NAICS 621-624410) including assisted living facilities by focusing compliance, consultation, and promotional efforts on the industry.
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Strategy	<ul style="list-style-type: none"> Conduct scheduled inspections in the specified by healthcare LEP NAICS worksites by focusing on ergonomics, hazardous chemicals, inappropriate PPE, infectious agents, and workplace violence. Conduct seminars, workshops, on-site consultation, and special programs in the healthcare industry. Target training, education and consultation services toward employers who are most likely to experience workplace injuries in the healthcare industry.
Performance Indicator(s)	<ul style="list-style-type: none"> 30 initiated enforcement inspections in the assisted living facilities and 40 C&T visits in private sector in healthcare industry Number of seminars, workshops, on-site consultations, and special programs completed in the healthcare industry.
Data Source(s)	OIS
Baseline	<p>Enforcement - 69 average enforcement inspections per year in the healthcare industry from FFY 2019 to 2022.</p> <p>Consultation and Training: 23(g) – 5 C&T visits, 21(d) - 40 average C&T visits for FFY 2021.</p>
Comment	The target number of inspections and consultation and training visits in the health care industry will be increased over the FFY24-28 Strategic Plan: enforcement – 17% increase from the baseline, Consultation and Training – by 87% from the baseline.

Performance Strategy Outcomes:

23(g)	Enforcement:		Consultation:		Total Affected
	Quarter	# Inspections	# Visits	# Compliance Assistance	
	1 st	11	0	0	0
	2 nd	0	4	4	4
	3 rd	3	3	3	3
	4 th	13	1	1	1
	FY25 Total	27	8	8	8

21(d)	Consultation:			
	Quarter	# Visits	# Compliance Assistance	Total Affected
	1 st	23	24	24
	2 nd	79	80	80
	3 rd	37	37	37
	4 th	1	1	1
	FY25 Total	140	142	142

Note: Compliance Assistance includes conferences & seminars, formal training, interpretation, and outreach assistance

FY25 Annual Target = 30 Enforcement inspections and 40 C&T visits in private sector in the healthcare industry.

FY25 Actual Outcome = 27 Enforcement inspections and 8 C&T visits in 23(g) and 140 visits in 21(d)

Comments: For FY 2025 Enforcement did not meet its annual goal in the healthcare industry. Consultation and Training has reduced the projected healthcare industry visits, considering the visit activity from FY2024. Despite this adjustment, the Chief of C&T anticipates AKOSH will exceed its goals for FY2026 due to the focus on the Local Emphasis Programs (LEPs) for Assisted Living Homes and Workplace Violence. These initiatives are expected to drive increased activity and engagement within the healthcare sector.

Annual Performance Goal # 1.4	Reduce the number of worker injuries and illnesses in the seafood processing industry sector (NAICS 31171-311712, 42446-424460, and 445220) by focusing compliance and promotional efforts on the industry.
Strategy	<ul style="list-style-type: none"> Conduct scheduled inspections in seafood processing industry paying particular attention to worksites where “falling”, “caught in or between” and “pinch-point” (including amputation) incidents are most likely to happen. Focus consultation and outreach efforts on the causes of “falling”, “caught in or between”, and “pinch-point” (including amputation) incidents. Target training and consultations toward those activities most likely to experience “falling”, “caught in or between” and “pinch-point” (including amputation) incidents.
Performance Indicator(s)	4 initiated enforcement inspections and 12 C&T private sector visits in the seafood processing industry.
Data Source(s)	OIS
Baseline	Enforcement: 11 average enforcement inspections in the seafood processing industry from FFY 2018 to 2022. Consultation and Training: 8 average C&T visits for FFY 2022.
Comment	The target number of inspections and consultation and training visits in the seafood processing industry will be increased over the FFY24-28 Strategic Plan: enforcement – 25% increase from the baseline, Consultation and Training – by 10% from the baseline.

Performance Strategy Outcomes:

Enforcement:		
23(g)	Quarter	# Inspections
	1 st	1
	2 nd	4
	3 rd	4
	4 th	7
	FY25 Total	16

Quarter	# Visits	# Compliance Assistance	Total Affected
1 st	6	6	6
2 nd	0	0	0
3 rd	8	8	8
4 th	9	9	9
Total	23	23	23

Note: Compliance assistance includes conferences & seminars, formal training, interpretations, and outreach assistance

FY25 Annual Target = 4 Enforcement inspections and 12 C&T private sector visits in the seafood processing industry.

FY25 Actual Outcome = 16 Enforcement inspections and 23 C&T visits.

Comments: AKOSH Enforcement and C&T met their annual goals for the number of inspections and visits in the seafood processing industry.

Annual Performance Goal # 1.5	Reduce the number of worker injuries and illnesses in the transportation and warehousing industry sector (NAICS 481111-493190) by focusing compliance, consultation, and promotional efforts on the industry.
Strategy	<ul style="list-style-type: none"> • Conduct enforcement inspections in the transportation and warehousing industry paying particular attention to worksites where “struck by”, “slips, trips, and falls” and “falling objects”) incidents are most likely to happen. • Focus consultation and outreach efforts on the causes of “struck by”, “slips, trips, and falls”, and “falling objects” incidents. • Target training and consultations toward those activities most likely to experience “struck by”, “slips, trips, and falls” and “falling objects” incidents.
Performance Indicator(s)	10 initiated enforcement inspections, 2 C&T visits in public sector and 20 C&T visits in private sector in the transportation & warehousing industry.
Data Source(s)	OIS
Baseline	Enforcement: 15 enforcement inspections in the transportation and warehousing industry in FFY 2022. Consultation and Training: 23(g) – 5 visits, 21(d) - 20 C&T visits for FFY 2024
Comment	The target number of inspections in the transportation and warehousing industry will be increased each year of the FFY24-28 Strategic Plan. Consultation and Training – by 40% from the baseline.

Performance Strategy Outcomes:

23(g)	Enforcement:		Consultation:		Total Affected
	Quarter	# Inspections	# Visits	# Compliance Assistance	
	1 st	10	0	0	0
	2 nd	10	0	0	0
	3 rd	7	4	4	4
	4 th	5	1	1	1
	FY25 Total	31	5	5	5

21(d)	Consultation:			Total Affected
	Quarter	# Visits	# Compliance Assistance	
	1 st	1	1	1
	2 nd	0	0	0
	3 rd	4	4	4
	4 th	9	9	9
	FY25 Total	14	14	14

Note:

Compliance assistance includes conferences & seminars, formal training, interpretations, and outreach assistance

FY25 Annual Target = 10 Enforcement inspections, 2 C&T visits in the public sector, and 20 C&T visits in private sector in the warehousing and transportation industry.

FY25 Actual Outcome = 31 enforcement inspections and 5 C&T visit in 23(g) and 14 visits in 21(d).

Comments: AKOSH Enforcement met its annual goal for the number of inspections in the transportation and warehousing industry. AKOSH C&T met its annual projected goal for the number of visits in 23(g) but did not meet its goal in 21(d).

Annual Performance Goal # 1.6a	Initiate inspections of fatalities and catastrophes within one (1) working day and other reportable incidents of one (1) hospitalization within five (5) working days for 100% of occurrences.
Strategy	Initiate inspections of fatalities and catastrophes (incidents where three or more workers are hospitalized) within one (1) working day and where one or two workers are hospitalized within five (5) working days.
Performance Indicator(s)	<ul style="list-style-type: none"> 100% of FAT/CAT inspections initiated within one day for fatalities. 100% of reportable incidents initiated within five working days.
Data Source(s)	OIS Accident Investigation reports
Baseline	100% within time limits (FFY 2023)

Comment	<ul style="list-style-type: none"> • The threshold of three (3) or more hospitalizations meet the federal standards for a catastrophe, and the threshold of one to two hospitalizations meets state requirements. • Investigations delayed due to limitations that exist in Alaska such as weather, lack of roads, and travel restrictions, will not be counted against the percentage. However, an investigation will be initiated as soon as conditions permit. • Hospitalizations equate to an in-patient overnight stay of at least one night.
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Performance Strategy Outcomes:

Quarter	1 st	2 nd	3 rd	4 th	FY25 Totals	% Within Time Limits
<i>Fatalities:</i>						
Total # Fatalities:	1	1	1	1	4	
# Within 1 Day:	1	1	1	1	4	
% Within 1 Day:	100%	100%	100%	100%	100%	
<i>Catastrophes:</i>						
3 or more patients:	0	0	0	0	0	96%
# Within 1 Day:	0	0	0	0	0	
% Within 1 Day:	0%	0%	0%	0%	0%	
<i>Hospitalizations:</i>						
2 or less patients:	7	7	3	7	24	
# Within 5 Days*:	7	6	3	7	23	
% Within 5 Days*:	100%	86%	100%	100%	96%	
*(Working days) – or meets requirement for delay.						

*In the 2nd quarter, the fatality was responded to in a timely manner; however, the 2 inspection numbers have different dates. The officer in that location made phone contact while waiting for a badged officer to do the inspection.

*In the 2nd quarter, one of the hospitalizations was not responded to in a timely manner due to travel constraints.

*In the 3rd quarter, the fatality was responded to in a timely manner. Reporting came in after hours on May 14, CSHO had contact with State Troopers on May 15, and due to travel constraints, arrived on site on May 16.

Annual Performance Goal # 1.6b	Initiate inquiries within five (5) working days or conduct inspections within 7 working days for 100% formal complaints.
Strategy	Initiate inspections within seven (7) working days on average or investigation within 7 working days of worker complaints.
Performance Indicator(s)	Percent of formal complaint inquiries initiated within five (5) working days and inspections within 7 working days on average.
Data Source(s)	OIS
Baseline	89% within time limits (FFY 2023)
Comment	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. AKOSH implemented use of RRI (Rapid Response Investigation) that allows AKOSH to successfully perform timely investigation based on the employer's report of a severe injury. The employer is to conduct its own investigation into the work-related incident and report its findings to AKOSH.

Performance Strategy Outcomes:

Quarter	1 st	2 nd	3 rd	4 th	FY25 Totals	% Within Time Limits
Complaint Inquiries:						
# Inquiries:	1	1	3	2	7	
# Within 5 Days:	1	1	3	1	6	
% Within 5 Days:	100%	100%	100%	50%	86%	96%
Complaint Inspections: (On-site)						
# Inspections:	25	21	22	29	97	
# Within 7 Days*:	25	21	21	27	94	
% Within 7 Days*:	100%	100%	95%	93%	97%	

*(Working days) – or meets requirement for delay.

Notes: In the 3rd quarter AKOSH did not initiate an inspection in a timely manner due to travel constraints. In the 4th quarter AKOSH did not initiate an inquiry in a timely manner due to a new employee who was out due to being sick and then on planned leave after opening UPA. In 4th quarter AKOSH did not initiate inspections in a timely manner – 1 case due to travel constraints and the other due to management not being available during regular business hours.

Comments: Overall AKOSH Enforcement considers meeting its annual goal for timely response to address complaint via inquiries and inspections, for outliers that happen due to unforeseen circumstances and outside of AKOSH control.

Annual Performance Goal # 1.6c	Reduce the average days pending of whistleblower docketed cases by 50% and increase number of cases closed within 90 days by 25%
Strategy	<ul style="list-style-type: none"> Track the average days pending and dedicate one day a week to investigate the oldest case(s) Quarterly analyze intake process for workflow improvement to strive for process efficiency. Continue working with SOA Department of Law on merit cases transfer or closures
Performance Indicator(s)	<ul style="list-style-type: none"> Reduction in average days pending by 50%
Data Source(s)	Web IMIS, OIS, and report from Discrimination Investigator
Baseline	841 average days pending for FFY 2023 3.5% cases closed within 90 days for FFY 2023
Comment	None

Performance Strategy Outcomes:

	<i>Pending from 2022</i>	1st Quarter	2nd quarter	3rd quarter	4th quarter	FY25 Total
WB Complaints Received		31	13	17	24	85
Complaints Admin Closed		30	7	11	21	69
Complaints Docketed		4	5	4	7	20
Completed Cases		1	3	4	8	16
Dismissed		1	1	2	3	7
Withdrawn		0	0	0	1	1
Settled		0	1	1	3	5
Merit		0	1	1	1	3
Average Days to Complete	*	69*	104*	85*	88*	89*
Completed within 90 days		1	1	3	6	11
Pending Cases		3*	5*	5*	*	13*

Notes: * This number reflects a running number (the most accurate value AKOSH had).

Comments: AKOSH met its annual goal to reduce the average days pending of whistleblower docketed cases.

Annual Performance Goal # 1.6d	Focus a minimum of 5% of AKOSH enforcement inspection resources toward public sector work sites.
Strategy	Conduct enforcement inspections of public sector employers
Performance Indicator(s)	16 initiated enforcement inspections in the public sector in comparison to the overall number of enforcement inspections conducted. (5% of overall projected from 23(g) Appendix D)
Data Source(s)	OIS
Baseline	8% or 24 enforcement inspections of the 297 total enforcement inspections conducted in public sector in FFY 2023.
Comment	None

Performance Strategy Outcomes:

Year	Running Total % of public sector inspections
FY24	17.6%
FY25	9.6%
FY26	to be determined at the end of FFY26
FY27	to be determined at the end of FFY27
FY28	to be determined at the end of FFY28
Strategic Plan Period FY24-28	to be determined at the end of FFY28

Comments: In FY25 AKOSH enforcement exceeded its projected percentage of initiated public sector inspections.

AKOSH Five Year Strategic Goal 2:

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

Annual Performance Goal # 2.1a	<p>Develop and deliver training to workers and employers in the construction 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, 2.1.d and 2.1.e is to train at least 1,800 workers in construction, healthcare, seafood processing, transportation and warehousing industries and public sector.</p> <p><i>All-industrial Annual Goal: 23(g) – 250 workers trained, 21(d) – 1810 workers trained.</i></p>
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Strategy	<ul style="list-style-type: none"> Develop and deliver training to workers and employers in the construction industry with emphasis on construction to include residential, commercial, and general industry, Target outreach training and consultations towards those activities most likely to cause “caught in or between”, “struck by” or “falling” injuries or fatalities.
Performance Indicator(s)	In 23(g) – 50 formal and informal events and number of employees trained. In 21(d) – 30 construction events and to train at least 500 workers in the construction.
Data Source(s)	OIS and Report from Chief of Consultation and Training
Baseline	2,349 workers trained in FY 2021 (all industrial categories combined)

Annual Performance Goal # 2.1b	<p>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, 2.1.d and 2.1.e is to train at least 2,060 workers in construction, healthcare, seafood processing, transportation and warehousing industries, and public sector.</p> <p><i>All-industrial Annual Goal: 23(g) – 250 workers trained, 21(d) – 1,810 workers trained.</i></p>
Strategy	<ul style="list-style-type: none"> Develop and deliver training to workers and employers in healthcare industry. Reduce the number of worker injuries and illnesses in healthcare industry by focusing compliance, consultation, and promotional efforts in the industry.
Performance Indicator(s)	In 23(g) - 40 formal and informal training events conducted in the healthcare industry sector and number of employees trained. In 21(d) – 20 healthcare events and at least 450 workers trained.
Data Source(s)	OIS and Report from Chief of Consultation and Training
Baseline	2,349 workers trained in FY 2023 (all industrial categories combined)

Annual Performance Goal # 2.1c	There are no public sector seafood industries in Alaska. The combined annual goal for 2.1.a, 2.1.b, 2.1.c, 2.1.d, and 2.1.e is to train at least 250 workers in construction, healthcare, seafood processing, transportation and warehousing, and public sector.
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Annual Performance Goal # 2.1d	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 annual goal for 2.1.a, 2.1.b, 2.1.c, 2.1.d and 2.1.e is to train at least 2,060 workers in construction, healthcare, seafood processing, transportation and warehousing industries, and public sector.
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Performance Indicator(s)	In 23(g) – 40 formal and informal training events and number of employees trained. In 21(d) - 5 formal and informal training events and at least 50 employees trained.
Data Source(s)	OIS and Report from Chief of Consultation and Training.
Baseline	2,349 workers trained in FY 2023 (all industrial categories combined)

Annual Performance Goal # 2.1d	Develop and deliver training to workers and employers in the seafood processing 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, 2.1.d and 2.1.e is to train at least 2,060 workers in construction, healthcare, seafood processing, transportation and warehousing industries and public sector. <i>All-industrial Annual Goal: 23(g) – 250 workers trained, 21(d) – 1,810 workers</i>
Strategy	<ul style="list-style-type: none"> • Develop and deliver training to workers and employers in seafood • Target outreach training and consultations for seafood sector.
Performance Indicator(s)	In 21(d) – 6 construction events and to train at least 80 employees trained.
Data Source(s)	OIS and Report from Chief of Consultation and Training.
Baseline	2,349 workers trained in FY 2023 (all industrial categories combined)

Annual Performance Goal # 2.1e	Develop and deliver training to workers and employers in the public sector 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, 2.1.d and 2.1.e is to train at least 2,060 workers in construction, healthcare, seafood processing, transportation and warehousing industries and public sector. <i>All-industrial Annual Goal: 23(g) – 250 workers trained, 21(d) – 1,810 workers trained.</i>
Strategy	<ul style="list-style-type: none"> • Develop and deliver training to workers and employers in public sector. • Target outreach training and consultations for public sector.
Performance Indicator(s)	In 23(g) – 40 formal and informal training events conducted in the public sector and number of employees trained.
Data Source(s)	OIS and Report from Chief of Consultation and Training.
Baseline	2,349 workers trained in FY 2023 (all industrial categories combined)

*Performance Strategy Outcomes:***# Training Events*:**

Qtr.	# Formal/Informal Training Events in Construction	# Formal/Informal Training Events in Healthcare	# Formal/Informal Training Events in Seafood Processing	# Formal/Informal Training Events in Transportation and Warehousing
1 st	33	24	6	1
2 nd	18	84	0	0
3 rd	38	40	8	8
4 th	20	2	9	10
Totals	109	150	23	19

Employees Trained*:

Qtr.	# in Construction	# in Healthcare	# in Seafood Processing	# in Transportation & Warehousing	# Trained Employees (all NAICS including public sector)
1 st	565	470	476	50	1921
2 nd	324	1777	0	0	2642
3 rd	989	678	74	325	2692
4 th	322	6	152	242	2007
Totals	220	2931	702	617	9262

Comments: AKOSH C&T met its annual goals for the number of training events and employees trained in the emphasis industries and overall including public sector.

Annual Performance Goal # 2.2a	Promote cooperative/partnership agreements and recognition programs as a means of lowering accident/fatality rates: maintain at least 7 VPP sites (both in public and private sector) over the course of the strategic plan
Strategy	<ul style="list-style-type: none"> • VPP is operated under the Consultation and Training section. • Consultation Program Manager (CPM) and VPP Coordinator are the main points of contact for the program. • Each VPP site will receive a full-site visit conducted by VPP team that consists of four consultants. Each team member will contribute by writing different portions of VPP-site visit reports. • Promote the benefits of the program during enforcement inspections or consultation visits. • CPM and VPP coordinator will attend regional and national conferences. • Conduct promotional activities at a minimum of 2 (two) industry trade fairs and conferences during FFY 2025. • Target promotional activity towards those businesses most likely to participate.

Performance Indicator(s)	<ul style="list-style-type: none"> • Conduct promotional activities at a minimum of two (2) industry trade fairs and conferences during FFY 2025. • Recruit one (1) new VPP site in FFY 2025 and maintain 7 VPP sites. Total is 8 VPP Sites.
Data Source(s)	OIS, AKOSH annual report and a report from Chief of Consultation and Training
Baseline	7 VPP sites (5-year strategic plan baseline, no annual baseline) in FY 2023

Performance Strategy Outcomes:

Qtr	# of New Sites	
1 st	0	Number of VPP participants at beginning of FY25: 7 Number of VPP participants at end of this report period: 6
2 nd	0	
3 rd	-1	
4 th	0	
Total	-1	

	List of VPP Sites
1	North Slope
2	Alpine Field – Alpine Operations
3	Kuparuk Area – Kuparuk
4	Fairbanks
5	Anchorage
6	Dutch Harbor

Notes: One employer – Anchorage self-withdrew- Injury and illness rates above the national average.

Annual Performance Goal # 2.2b	Establish or maintain at least one partnership agreement in construction, healthcare, seafood processing, transportation and warehousing or the public sector over the course of the strategic plan.
Strategy	<ul style="list-style-type: none"> • Promote the benefits of the program during enforcement inspections or consultation visits, • Target promotional activity towards those businesses most likely to participate.
Performance Indicator(s)	<ul style="list-style-type: none"> • Conduct promotional activities at a minimum of two (2) industry trade fairs and conferences during FFY 2025. • Maintain one (1) partnership in FFY 2025.

Data Source(s)	OIS, AKOSH annual report and a report from Chief of Consultation and Training
Baseline	One (1) partnership agreement in construction in FY 2023
Comment	The goal is to maintain at least one (1) partnership agreement in any of the targeted categories during each year over the 5-year strategic plan period.

Performance Strategy Outcomes:

Current number of partnership agreements in FY 2025:

1 – Construction Partnership Agreement: AK CHASE (Construction Health and Safety Excellence program)

List of AK CHASE Program Participants:

Flag Level – 1 Employer

Gold Level – 4 Employers

Blue Level – 6 Employers

Notes: AK CHASE gained two new participants: one in October 2024 and another in August 2025. In FY 2025 one Employer achieved CHASE Flag level

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.

Annual Performance Goal # 3.1a	Work with OSHA Training Institute, CLEAR, San Francisco Region staff, and other sources to access training for compliance and consultation staff in basic and specialized subjects necessary to effectively carry out the AKOSH strategic and annual goals.
Strategy	<ul style="list-style-type: none"> • AKOSH will report quarterly on staff training activities, accomplishments, and anticipated problems in accomplishing the goal. • AKOSH will ensure compliance officer core competency training is completed within the required timeframe of three years as outlined in AKOSH PD 16-02. • AKOSH will ensure compliance officers that investigate whistleblower complaints complete required training. • AKOSH will continue to take advantage of OTI online training as well as other courses that are offered by Federal OSHA, OTI, CLEAR, Coursemill,

Performance Indicator(s)	<ul style="list-style-type: none"> • Identification of required training courses for compliance and consultation staff in accordance with OSHA Instruction TED 01-00-019 as amended by AKOSH PD 16-02 and the AKOSH Training Plan, • Identification of required training courses for investigators of whistleblower complaints, • Timely completion of required courses by compliance and consultation staff, • Number of staff trained who had been on board with AKOSH for at least 3 years and who had completed all required courses in a timely manner, • Staff attendance at professional development courses, seminars, and conferences.
Data Source(s)	AKOSH annual report and reports from Chief of Consultation and Training, Training Coordinator and Chief of Enforcement.
Baseline	<p>At the end of FFY 2022 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.</p> <p>AKOSH had four (4) safety and health compliance officers with Whistleblower Investigation Fundamentals class.</p>

Performance Strategy Outcomes:

OTI (OSHA Training Institute)

<u>OSHA 0095 Electrical Hazards Overview</u> 2 Consultation	10-21-2024
<u>OSHA 0123 Lockout/Tagout Minor Servicing Alternatives</u> 1 Consultation	10-21-2024
<u>OSHA 2208 Industrial Noise</u> 1 Consultation	10-25-2024
<u>OSHA 2260 Permit Required Confined Space Entry</u> 1 Enforcement	10-29-2024
<u>OSHA 2078 Fire Protection and Life Safety</u> 1 Consultation	10-29-2024
<u>OSHA 2548 Machine Guarding and Hazardous Energy Control</u> 1 Consultation	10-29-2024
<u>OSHA 3008 Safety and Health for Oil and Gas Well Operations</u> 1 Consultation	10-30-2024

<u>OSHA 3018 Excavation, Trenching, and Soil Mechanics</u> 1 Consultation	10-30-2024
<u>OSHA 0040 FDA Food Safety Modernization Act (FSMA)</u> 1 Consultation	10-30-2024
<u>OSHA 3028 Tunneling and Underground Operations</u> 1 Consultation	10-31-2024
<u>OSHA 0005 Employer Payment for PPE</u> 1 Consultation	10-31-2024
<u>OSHA 0137 Air Sampling Strategies</u> 1 Consultation	11-01-2024
<u>OSHA 3038 Concrete, Forms, and Shoring</u> 1 Consultation	11-04-2024
<u>OSHA 3088 Principles of Scaffolding</u> 1 Consultation	11-04-2024
<u>OSHA 3108 Applied Spray Finishing and Coating Principles</u> 1 Consultation	11-05-2024
<u>OSHA 3158 Tower Safety</u> 1 Consultation	11-05-2024
<u>OSHA 2260 Permi Required Confined Space Entry</u> 1 Consultation	11-05-2024
<u>OSHA 3328 Combustible Dust Hazards and Controls</u> 1 Consultation 1 Enforcement	11-05-2024 10-29-2024
<u>OSHA 8508 Emergency Preparedness Refresher Training</u> 1 Consultation	11-06-2024
<u>OSHA 0214 Revised Family Directive: Communicating OSHA Fatality Inspection Procedure to a Fallen Worker's Family</u> 3 Enforcement	11-14-2024
<u>OSHA 0003 Excavator Quick Couplers</u> 1 Enforcement	11-20-2024
<u>OSHA 0214 Revised Family Directive: Communicating OSHA Fatality Inspection Procedure to a Fallen Worker's Family</u> 1 Enforcement	12-04-2025

<u>OSHA 1230 Accident/Incident Investigation</u> 7 Enforcement	12-13-2024
<u>OSHA 1310 Investigative Interviewing</u> 1 Enforcement	12-14-2024
<u>OSHA 9720 Effective Writing Techniques</u> 1 Enforcement	12-15-2025
<u>OSHA 0043 FDA Training for OSHA CSHOs</u> 1 Consultation	12-27-2024
<u>OSHA 0010 Occupational Exposure to Hexavalent Chromium</u> 1 Consultation	12-28-2024
<u>OSHA 2341 Biohazards</u> 1 Enforcement	01-17-2025
<u>OSHA 1533 State Plan Monitor (SPM) Case File Review and Findings</u> 1 Enforcement	01-21-2025
<u>OSHA 2701 Legal Concepts for Section 11c</u> 1 Enforcement	02-27-2025
<u>OSHA 2238 Industrial Toxicology</u> 1 Consultation	03-13-2025
<u>OSHA 1501 Introduction to On-Site Consultation</u> 1 Consultation	03-28-2025
<u>OSHA 1050 Introduction to Safety Standards for Safety Officers</u> 2 Enforcement	05-23-2025
<u>OSHA 1000 Initial Compliance</u> 2 Enforcement	05-30-2025
<u>OSHA 5500 Voluntary Protection Programs (VPP) Team Leader Training</u> 1 Enforcement	06-05-2025
<u>OSHA 2090 Shipyard Employment</u> 1 Consultation	08-22-2025
<u>OSHA 3430 Advanced PSM in the Chemical Industries</u> 1 Consultation	08-22-2025
<u>OSHA 2451 Evaluation of Safety and Health Management Systems</u> 2 Enforcement	09-26-2025 09-27-2025

University of Washington

<u>OSHA 500 Trainer Course in Occupational Safety and Health Standards for Construction</u>	02-13-2025
1 Consultation	

<u>OSHA 3115 Fall Protection</u>	04-21-2025
3 Consultation	

<u>Supervisory Safety and Health Duties</u>	04-21-2025
1 Consultation	

OTI Webinar Courses

<u>OSHA 0084 Evaluating a Hearing Conservation Program</u>	01-13-2025
1 Consultation	

<u>OSHA 0198 Whistleblower remedies 6.27.23</u>	01-21-2025
1 Enforcement	

<u>OSHA 0069 Recognizing Failures in Machine Safeguarding Systems (Control Reliability)</u>	02-13-2025
1 Enforcement	

<u>OSHA 0217 Revised Recordkeeping Directive</u>	02-24-2025
1 Enforcement	

<u>OSHA 0059 OSHA Workplace Violence</u>	03-26-2025
1 Enforcement	

<u>ACGIH A Comprehensive Overview of EPAs TSCA Risk Evaluations</u>	03-30-2025
1 Consultation	

<u>ACGIH Navigating TSCA: Understanding Risk Management and EPA Regulatory Measures For Chemical Safety</u>	03-30-2025
1 Consultation	

<u>ACGIH Understanding Exposure and Risk Components of EPAs TSCA Risk Evaluation for Perchloroethylene</u>	03-31-2025
1 Consultation	

<u>ACGIH Current Status of EPA's Risk Evaluations for Asbestos</u>	03-31-2025
2 Consultation	04-01-2025

<u>OSHA 0218: Voluntary Protection Programs (VPP) Team Leader Training</u>	07-03-2025
1 Enforcement	

<u>OSHA 0218: Determining Coverage Under Select Whistleblower Statutes</u>	07-03-2025
1 Enforcement	

<u>OSHA 0160: Taxpayer First Act</u> 1 Enforcement	07-17-2025
<u>OSHA 0207: WB Investigative Process-Rebuttal Interviews and Closing Conferences</u> 1 Enforcement	07-18-2025
<u>OTI Webinar: Safety Data Sheet Fluency: The Essential Skill for OEHS Professionals</u> 1 Consultation	08-01-2025
<u>OTI Webinar: Confined Spaces: Atmospheric Hazards and Air Monitoring</u> 1 Consultation	08-04-2025
<u>OSHA 0132: Noise Engineering Controls</u> 1 Consultation	08-29-2025
<u>OSHA 0097 Confined Spaces in Construction</u> 1 Consultation	08-29-2025
<u>OSHA 0167: When a "Quit" Is Not a Quit: Work Refusals, Constructive Discharge</u> 1 Enforcement	09-05-2025
<u>OSHA 0220: Lithium-ion Battery Hazards training webinar through OSHA E-learning</u> 1 Consultation	09-05-2025
<u>OSHA 0192: Injury Reporting Protections under Whistleblower Statutes</u> 1 Enforcement	09-08-2025
<u>OSHA 0163: Environmental Statutes</u> 1 Enforcement	09-08-2025
<u>EMI (Environmental Management, Inc)</u>	
<u>EPA/AHERA Inspector Refresher</u> 1 Consultation	12-26-2024
<u>Asbestos Abatement Renewal</u> 1 Consultation	01-23-2025
<u>Asbestos Abatement Supervisor, Contractor, and Worker Refresher</u> 1 Consultation	05-29-2025
<u>Hazardous Waste Operations and Emergency Response Refresher</u> 1 Consultation	05-30-2025
<u>Asbestos Abatement Supervisor, Contractor, and Worker Refresher</u> 2 Consultation	08-08-2025 09-08-2025

EPA/AHERA Inspector Refresher

08-13-2025

1 Consultation

Hazardous Waste Operations and Emergency Response Refresher

08-15-2025

1 Consultation

09-09-2025

SatoriAHERA Building Inspector Initial 24-Hour Course

07-16-2025

1 Enforcement

SOA (State of Alaska)The Academy for Supervisors 101

02-07-2025

3 Enforcement

07-21-2025

Acceptable Use Policy

03-18-2025

2 Consultation

03-19-2025

Other30-Hour Construction Safety and Health

05-22-2025

1 Consultation

Annual Performance Goal # 3.1b	Conduct quarterly self-audits of enforcement and consultation files to evaluate the effectiveness and consistency of services.
Strategy	<ul style="list-style-type: none"> • AKOSH will strive to maintain adequate and accurate inspection/investigation case files. • Problems with files will be corrected and staff will be trained to avoid future issues. • Regular audits will be completed by CSHOs, supervisors and administrative support before reports and citations are sent and/or issued to the employers and before case files are closed to ensure all the appropriate documentation is according to appropriate directives and regulations, and case files are organized and properly maintained.
Performance Indicator(s)	<ul style="list-style-type: none"> • 100% of inspections and investigation case files will be reviewed. • 100% of consultation visit files will be reviewed. • Issues identified in annuals reviews conducted by OSHA will be addressed in a reasonable time and manner.
Data Source(s)	Reports from Federal OSHA and internal quarterly self-audits.

Baseline	<p>In Enforcement: the Program Analyst and Chief of Enforcement review every case file once it has been turned in for review by the inspecting officer. Enforcement will utilize the State Internal Evaluation Program (SIEP) on an annual basis.</p> <p>In Consultation and Training for public sector files: formal quarterly audits are established and provided by the Chief of Consultation and Training to audit all VPP files and at least 10% of total case files and visits.</p> <p>In Consultation and Training for private sector files: CPM will review 20% of the consultants' case files.</p>
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Comments: Consultation and Training Assistant Chief conducted 37 case file reviews during the 1st quarter, 37 in 2nd quarter, 69 in 3rd quarter, and 70 in 4th quarter.

III. 23(g) Program Activities – Total Inspections: Projected vs. Actual

Data Table III

FY 2025 PLANNED

	Projected			# Inspections			% of Annual Goal	
	Safety	Health		Safety	Health		Safety	Health
Private Sector Inspections	189	120		163	86		88%	69%
Overall Totals	309			249			81%	

FY 2025 ACTUAL

FY 2025 PLANNED

	Projected			# Inspections			% of Annual Goal	
	Safety	Health		Safety	Health		Safety	Health
Public Sector Inspections	8	8		13	16		163%	200%
Overall Totals	16			29			181%	

FY 2025 ACTUAL

Comments: AKOSH enforcement did not meet its FY25 annual goal for enforcement inspections in private and public sectors due to staffing levels stemming from the State of Alaska's imposed hiring freeze.

IV. 23(g) and 21(d) Program Activities – Total Consultation Visits: Projected vs. Actual

Data Table IV Consultation Program Activities 21(d) – Projected vs. Actual

FY 2025 PLANNED

	Projected**	
	Safety	Health
Private Sector Visits		
Construction		115
Healthcare		35
Seafood		12
Transportation & Warehousing		22
Other than Above		61
Total	180	65
Overall Totals	245	

FY 2025 ACTUAL

# Visits		% of Annual Goal	
Safety	Health	Safety	Health
107		93%	
140		400%	
23		191%	
14		64%	
104		170%	
251	137	139%	210%
388		158%	

Consultation Program Activities 23(g) – Projected vs. Actual

FY 2025 PLANNED

	Projected**	
	Safety	Health
Public Sector Visits		
Health Care		5
Transportation & Warehousing		2
Other than above		48
Total	40	15
Overall Totals	55	

FY 2025 ACTUAL

# Visits		% of Annual Goal	
Safety	Health	Safety	Health
8		160%	
5		250%	
35		73%	
26	22	65%	146%
48		87%	

Note: ** - These projections are annual

Comments: Although C&T did not meet its annual goal for consultative and training visits in the public sector, it surpassed its goal in the private sector, resulting in an overall achievement that exceeded the total visits target.

V. Consultation Emphasis Program Activities for 21(d) – Projected vs. Actual

Data Table V

Activities and Areas of Emphasis		Total Projected*	Total Actual
Emphasis Safety & Health Hazards	Fall Prevention	50	229
	Manufacturing Amputations	15	74
	Respirable Crystalline Silica	25	80
SHARP and Pre-SHARP (21d)**	SHARP sites at the beginning of FFY 2025	14	14
	New SHARP sites	2	2
	SHARP renewals	7	6
	SHARP sites at the end of FFY 2025	16	14
	Pre-SHARP sites in FFY 2025	2	0
Compliance Assistance Activities**		200	249

Notes: * Projections are annual

** Activities are not associated with a consultation and training visit; these activities consist of doing outreach, attending conferences, providing telephonic information, researching information for employers, guest speaking, writing articles.

Comments: In FY 2025, 2 (two) existing SHARP sites were removed: one due to elevated injury and illnesses and the other due to the business location closing. Two (2) new SHARP site were approved in the program, and six (6) sites were renewed in SHARP, bringing the total number of SHARP sites to 14.

VI. SIGNIFICANT ACTIVITIES

AKOSH Enforcement:

1st quarter's significant activities and achievements:

- In October 2024, AKOSH Enforcement purchased an OSMO Pocket 3 Camera to begin making videos for an OSHSPA invitation video, promotional videos for consultation, and other educational videos for employer outreach.
- In October 2024, 2 Enforcement CSHOs provided a presentation to the Department of Health at their request. They presented case studies and the adverse health effects of crystalline silica and explained our air sampling process as well.
- In October 2024, Enforcement staff attended a joint meeting with C&T regarding Compliance Directives, the new Emergency Response Standard, voluntary compliance programs with C&T, and their relationship to Enforcement activity.
- Assistant Chief of Enforcement and a CSHO received their years of service pins and certificates which were 5 and 10 years at the end of October 2024.
- October 23, 2024, AKOSH implemented OSHA's CPL 02-00-171, Communicating OSHA Fatality Inspection Procedures to a Fallen Worker's Family. (See AKOSH PD 24-10 for more information)
- On October 31, 2024, Assistant Chief of Enforcement and a consultant gave a presentation at Alaska Pacific University, A Day in The Life of an AKOSH Officer.
- In November 2024, the new Deputy Municipal Manager for the Municipality of Anchorage reached out to the Chief of Enforcement to request a meet-and-greet for the following week.
- On November 27, 2024, Chief of Enforcement had a meeting with Assistant Municipal Manager for the Municipality of Anchorage. The Assistant Municipal Manager was requesting periodic meetings with AKOSH for them to discuss the improvements they are trying to be removed from the Severe Violator Enforcement Program in the future.

2nd quarter

- During the beginning of January 2025, Chief of Enforcement attended Fiscal Note Training.
- In January AKOSH issued a red tag to an employer in Ketchikan, AK due to the city's Building Inspector's report of structural instability. After being informed the facility contains approximately 47,000 lbs. of ammonia, agencies worked together to ensure the safety of the facilities employees and the city of Ketchikan while attempting to coordinate efforts to reduce the impact of these actions on the employer.
- In January the Assistant Chief of Enforcement traveled to Fairbanks to further the CSHO's training in preparation for releasing him to conduct inspections independently.
- In January, AKOSH Enforcement received phone calls from employers about OSHA's Injury Tracking application. AKOSH directed the callers to the website and our Program Directive, which provided clear guidance.
- AKOSH adjusted penalties effective February 1, 2025. Details are under PD 25-01
- In February, two Industrial Hygienists conducted a PSM inspection and received assistance from OSHA's Salt Lake Technical Center PSM Leads using the IRIS helmet camera system and live feed. PSM Lead(s) and field CSHOs based in Anchorage communicated via live feed and stream. This system also allowed other Health CSHOs based in Anchorage to observe/participate in the inspection process and gain experience.

- On February 3, 2025, AKOSH's Whistleblower Investigations Manual was implemented and posted in SPA. (See AKOSH PD 25-02 for more information)
- In February, one of AKOSH's Safety Officers received a Letter of Appreciation from USAF for guest speaking at an OSHA 30 General Industry class held on base.
- AKOSH received 9 videos for the AKGSHC AV Competition from 3 schools.
- During the week of February 24, 2025, the Director of Labor Standards and Safety and Assistant Chief of Enforcement attended an OSHSPA meeting in California.
- In the beginning of March 2025, the Chief of Enforcement and a Safety Officer were contacted by another state agency regarding steps to be taken if the volcano erupts. Guidance was given regarding the voluntary use of respiratory protection.
- On March 22, 2025, AKOSH CSHO volunteered as a range safety officer and scorer at the Legislative Shoot.
- On March 25, 2025, one CSHO assisted the Chief of Enforcement and Chief of C&T in Fairbanks to meet the Hutchison High School students, winners of the AKGSHC AV-competition.

3rd quarter

- During the 1st week of April, the Chief of Enforcement and the Director of Labor Standards and Safety met with Department of Law to discuss ways AKOSH can streamline processes and reduce costs for contested cases.
- AOSH provided N95 masks to the rest of the Division the first week of April, in preparation for Spurr to erupt, along with documentation that is required to be provided to employees who wear N95s on a voluntary basis.
- AKOSH Officers volunteered and attended the Governor's Safety and Health Conference on April 7th and 8th. The Assistant Chief provided information to individuals at the breakout session and follow-up questions in person and via email.
- During the first week of May, the Chief of Enforcement developed a supplemental budgetary proposal to obtain 3 sets of Vuzin Smart glasses to aid in remote inspections and reduce travel costs for both C&T and Enforcement at the Commissioner's request.
- AKOSH hosted OSHSPA on May 6th and 7th with many CSHOs doing presentations from both C&T and Enforcement.
- At the end of May, AKOSH conducted an initial compliance training course.
- The Assistant Chief contacted and worked with Federal Railway Administration to delineate and clarify jurisdiction lines IAW the MOU between OSHA and FRA.
- The Chief attended VPP Team Leader training virtually the 1st week of June with OTI.
- The week of June 9th, all the State Plans received an email from the Department of Cooperative State Programs to gauge interest in the Interactive Remote Inspection System (IRIS), which AKOSH presented at the OSHSPA meeting.
- The Chief of Enforcement enrolled in the Aspire Learning Management training to explore the possibility of developing training on the learning platform for Enforcement and C&T.
- During the week of June 16th, AKOSH started working on rewriting the FOM to present a logical sequence of events to facilitate officer training, as we are implementing an internal training program.
- The week of June 23rd, the State of Arizona contacted AKOSH and asked for a copy of the Diversionary Program memo. According to them, Washington is also implementing its version of the program, and they intend to do the same.

4th quarter

- In the beginning of August 2025, AKOSH Enforcement received an invitation from Homeland Security for a 3-day human trafficking workshop that would take place the following week.
- On August 24, AKOSH started working to develop a meeting schedule for the upcoming regulatory changes in accordance with AO 360.
- In September, Chief of Enforcement was asked to participate in a worker safety study in the seafood processing industry by an individual from John Hopkins.

AKOSH Diversionary Program FY25**1st quarter**

- Number of employers who are eligible for the Diversionary Program: 4 Employers – 7 Inspections
- Percent of penalty reductions: 100%
- Outstanding abatement: 16 out of 48
- Employers report back to Enforcement on completion of C&T visit- Out of the 4 employers; 2 are scheduled for a C&T visit, 1 has sent in a request form but have not been scheduled, and 1 employer has not turned in their request yet.

2nd quarter

- Number of employers who are eligible for the Diversionary Program: 6 Employers – 6 Inspections
- Percent of penalty reductions: 100%
- Outstanding abatement: 15 out of 42
- On completion of C&T visit: Out of the 6 employers; All 6 have sent in a request form and visit scheduling is in progress.

3rd quarter

- Number of employers who are eligible for the Diversionary Program: 12 Employers – 14 Inspections
- Percent of penalty reductions: 100%
- Outstanding abatement: 12 out of 84
- On completion of C&T visit: All employers have sent in a request form – 7 of the 12 employers have sent in their completion letter, 5 employers visit scheduling is in progress.

4th quarter

- Number of employers who are eligible for the Diversionary Program: 2 Employers – 3 Inspections
- Percent of penalty reductions: 100%
- No outstanding abatement
- Employers report back to Enforcement on completion of C&T visit – Out of the 2 employers; 2 have sent in a request form and scheduled for a C&T visit

* Of the 24 participating employers, 21 submitted their consultation request forms, resulting in an 88% follow-through rate.

* 3 employers failed to send in a request form resulting in penalties being reinstated and 1 employer sent in their request form but failed twice to show up for their scheduled visit.

**** At the end of FY25 – 20 participating employers with 100% penalty reduction.**

AKOSH Consultation and Training:

1st quarter's activities and achievements:

- In October 2024, Two C&T staff traveled to Wrangle and Petersburg for visits and delivered PSM training to Trident Seafoods.
- In October 2024, The Chief of C&T and a consultant held a new member ceremony for Kodiak Community Health Clinic.
- The Chief of C&T helped in updating the Training SOP 002 for the LSS division in preparation for the new hire starting on Oct 7, 2024.
- The Chief of C&T Co-presented with Alaska Safety Alliance to promote AKOSH consultation and training services at the Alaska ACTE conference focusing on young worker safety- <https://www.acteonline.org/alaska/>
- A consultant presented at Alaska Pacific University, for Environmental Public Health department talking about AKOSH program.
- A consultant provided a presentation on wipe sampling during the combined AKOSH C&T and Enforcement training event in October 2024.
- In November 2024, two consultants gave training to 6 attendees at EE Seafoods. The topics covered were: P.I.T., ergonomics, administrative controls, guarding, walking, working surfaces, hazard communication pertaining to NH3 and Process Safety Management.
- In December 2024, The Chief of C&T attended the All-Hands-on Deck Seafood Industry Conference. He spoke with and provided information to Alaska Representative Nick Begich about the SISC committee and the recognition program we are building.
- December 2024, C&T sent Holiday outreach cards to the employers who we have worked with in 2024.
- In December 2024, The AKOSH 2024 calendar has been approved for publication, with 250 copies expected to be ready for pickup next week.
- Loken Construction has been added as a new CHASE program participant. A presentation ceremony was held to welcome them into the program in December 2024.

2nd quarter

- On January 14, 2025, one consultant attended a three-hour Workplace Violence Awareness presentation.
- February 4, 2025, A consultant hosted the first meeting of the Seafood Industry Safety Committee. A total of 17 attendees were present.
- February 17, 2025, the Anchorage office was officially made open to the public.
- On February 25, 2025, two consultants held presentations on Hazard Communication and Bloodborne Pathogen to the same group of 4 attendees.
- During March 3 through March 7, one health consultant participated in WIC Week activities, engaging with industry professionals and promoting workplace safety and health initiatives specific to women in construction.
- On March 13, 2025, one health consultant attended the American Institute for Conservation contamination & Pesticides Repatriation Informal Working Group meeting. The group was provided with the OSHA on-site website to find their local office and request assistance with industrial hygiene sampling needs.
- On March 25, 2025, Chief of Consultation traveled to Fairbanks to meet the Hutchison High School students, winners of the AKGSHC AV-competition.

- March 26, 2025, four consultants participated in a “Meeting of the Minds” session alongside members of Enforcement that focused on Case file Reviews.

3rd quarter

- On April 2nd, one consultant attended the 2025 UST (Underground Storage Tank) Inspectors Summit and presented training for Trenching and Excavation Safety and Confined Space.
- Many members of AKOSH (both Enforcement and C&T), after months of planning and cooperation with volunteers from across the state, held and presented at the Alaska Governors Safety and Health Conference in Anchorage on April 8th and 9th.
- A consultant conducted a Training & Education visit on April 22nd, on HazCom training for one attendee.
- On May 1st, two staff from C&T delivered an OSHA 10-Hour Training to the Zender Environmental Health and Research Group through the Rural Alaska Community Environmental Job Training Program (RACEJT). This is a long-standing partnership with a community tribal entity focused on landfill operations and hazardous waste management in rural Alaska, now in its third year.
- Two consultants attended the 2025 OSHPA event at the Marriott in downtown Anchorage on May 6th and 7th.
- On May 7th, two consultants conducted a Training & Education visit on Workplace Violence for two attendees.
- A consultant delivered Fall Protection Training to over 20 attendees at the 3rd Annual Safety Expo in Fairbanks on May 30th, hosted by the Alaska Safety Alliance.
- On June 12th, one consultant conducted a Training & Education visit on Bloodborne Pathogens for 14 attendees at an Assisted Living Home.

4th quarter

- July 14th through July 18th, A workplace violence training was conducted for 14 employees of an ALH employer
- July 21st through July 25th, The Chief of C&T and a consultant attended the 2025 AGC Safety Fair
- August 4th through August 8th, C&T had its first meeting with the federal OSHA Museum and Cultural Heritage Working Group after the federally mandated two-month hiatus.
- August 4th through August 8th, Productive meetings were held with the Department of Natural Resources – Mining, Land and Water Division, to assist in developing a customized safety and health program for their operations.
- August 18th through August 22nd, Consultants completed State Fair safety and health walkthrough and submitted report to event staff.
- August 18th through August 22nd Dawson Construction renewed their participation in the CHASE program at the Gold level for an additional five years
- August 18th through August 22nd A new CHASE employer, ChemTrack, has been added to the program.
- August 18th through August 22nd Variance recommendations for Silver Bay Seafoods have been submitted to the regulation specialist to proceed with the public notice period.
- August 25th through August 29th, Two SHARP renewals were completed this week for The City of Wasilla and the Alaska Chadux Corporation.
- August 25th through August 29th the Chief of C&T conducted a training session on Fall Protection Awareness as part of ongoing professional development initiatives for Alaska Demolition.
- September 15th through September 19th, The Chief of C&T attended the annual OSHCON meeting last week in Indianapolis and met with fellow Consultation Program Managers (CPMs) to discuss Alaska’s

Enforcement Diversionary Program. The program received strong interest, particularly in how it is being developed and how communication and confidentiality are managed.

- September 29th, C&T Received the finished advertisement for 2026 AV Student Video Competition

VII. Attachment 1

TRAINING PLAN TO SATISFY GOALS 2.1a , 2.1b, 2.1c, 2.1d and 2.1.e.

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

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

- A. AKOSH will continue to integrate its consultation and training efforts with its enforcement efforts to 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, safety and health program management involvements.
- B. Training courses, as requested, providing employers, employees and the general public with training and train-the-trainer programs to assist in preventing “struck by”, “falls”, “crystalline silica”, trenching, “caught in or between” and “pinch point” (possible amputation) injuries and fatalities in the construction and seafood processing industries, “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects”, “COVID-19” and “workplace violence” in the healthcare industry, “struck by”, “slips, trips, and falls”, and “falling objects” in transportation and warehousing industry.
- C. AKOSH will present two 10-hour training sessions to assist in preventing “struck by”, “falls”, “caught in or between” and “pinch point” (possible amputation)” injuries and fatalities in the construction and seafood processing industries, “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” in the healthcare industry, and “struck by”, “slips, trips, and falls”, and “falling objects” in transportation and warehousing industry.
- D. The Consultation and Training OHS Analyst will be responsible to ensure all consultants and trainers receive proper training on prevention strategies involved with preventing “struck by”, “falls”, “caught in or between” and “pinch point” (possible amputation) injuries and fatalities in the construction and seafood processing industries, “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” in the healthcare industry, and “struck by”, “slips, trips, and falls”, and “falling objects” in transportation and warehousing industry.
- E. AKOSH will work with associations, employers, and other groups in promoting AKOSH Consultation and Training services.
- F. Consultation and Training will provide promotional activities to include any combination of training, brochure distribution, community outreach, partnerships, and attending safety conferences and conducting safety presentations.

- G. The Consultation and Training OHS Analyst will provide the Chief of Consultation and Training with a monthly report on the number of formal training events conducted and number of attendees.
- H. The Chief of Consultation and Training will interface with Federal OSHA Training Institute, San Francisco Region, and other States and entities in obtaining training materials and programs to promote the reduction of injuries and fatalities in the construction, healthcare, seafood processing and transportation and warehousing industries.