

## ALASKA OCCUPATIONAL SAFETY AND HEALTH

### FFY 2026 ANNUAL 23 (g) PERFORMANCE PLAN

#### I. PROGRAM INFORMATION

##### General Program Overview

###### **Purpose**

This Annual Performance Plan between the Occupational Safety and Health Administration (OSHA) and Alaska Occupational Safety and Health (AKOSH) covering the period October 1, 2025, to September 30, 2026, has been developed to establish mutually agreed upon goals, and a system for evaluating the way the State manages its State Plan under the 23(g) grant. OSHA and AKOSH will conduct program audits to address each activity in the plan. A statistical analysis of the specific performance measures identified will also be used to determine if the activity included in this plan had a positive impact on the program goal of reducing the combined number of injuries, illnesses, and fatalities in the workplace.

###### **Mission Statement**

**AKOSH's mission is to work in partnership with Alaskan employers and workers toward eliminating workplace injuries, illnesses, and deaths and to assist employers in complying with state and federal regulations relating to occupational safety and health.”**

AKOSH achieves its mission through various means, including workplace enforcement of applicable laws and regulations, inspections, consultation services, promotion, education, partnerships, and cooperative programs. By accomplishing these tasks, AKOSH helps save lives, improves the quality of life for Alaska's workers and women, and contributes to the economic vitality of the State of Alaska.

AKOSH plays a critical role in achieving the overall mission for the Alaska Department of Labor and Workforce Development, which is to provide safe and legal working conditions and to advance opportunities for employment.

**Vision: Reduce occupational injuries, illnesses and fatalities through improved awareness and enforcement of occupational safety and health standards.**

- ◆ Achieve or exceed strategic occupational safety and health goals to reduce workplace illnesses, injuries, and fatalities.
- ◆ Improve awareness and utilization of the services provided by AKOSH among employers and employees in Alaska.
- ◆ Improve attitudes toward voluntary compliance with safety and health standards through training, consultation, and measured enforcement.

###### **Program Goal**

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

## **AKOSH Strategic Goals**

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

AKOSH's success in meeting goals and objectives outlined in the strategic plan will be measured through results, which depend on a concerted effort from each of the agency's programs. For example, when a particular issue is being emphasized as an objective, it is expected that inspections will be targeted to ensure 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, 2023, through September 30, 2028.

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

## **Overview of the AKOSH Program**

The Alaska Occupational Safety and Health Program is located in the Alaska Department of Labor and Workforce Development (DOLWD), Division of Labor Standards and Safety. A Commissioner, who is appointed by the Governor, heads the Department. A Director, who is appointed by the Commissioner, heads the Division of Labor Standards and Safety, and has the authority to perform those duties delegated by the Commissioner and charged by statute (Alaska Statute 18.60.010 - 18.60.105), which include the following elements:

- Performing unannounced safety and health compliance inspections of targeted workplaces, which can result in citation of employers for violations of standards, and assessment of monetary penalties.
- Investigating employee complaints, work-related fatalities, and catastrophes.
- Notifying employers and employees when an alleged violation has occurred, including the proposed

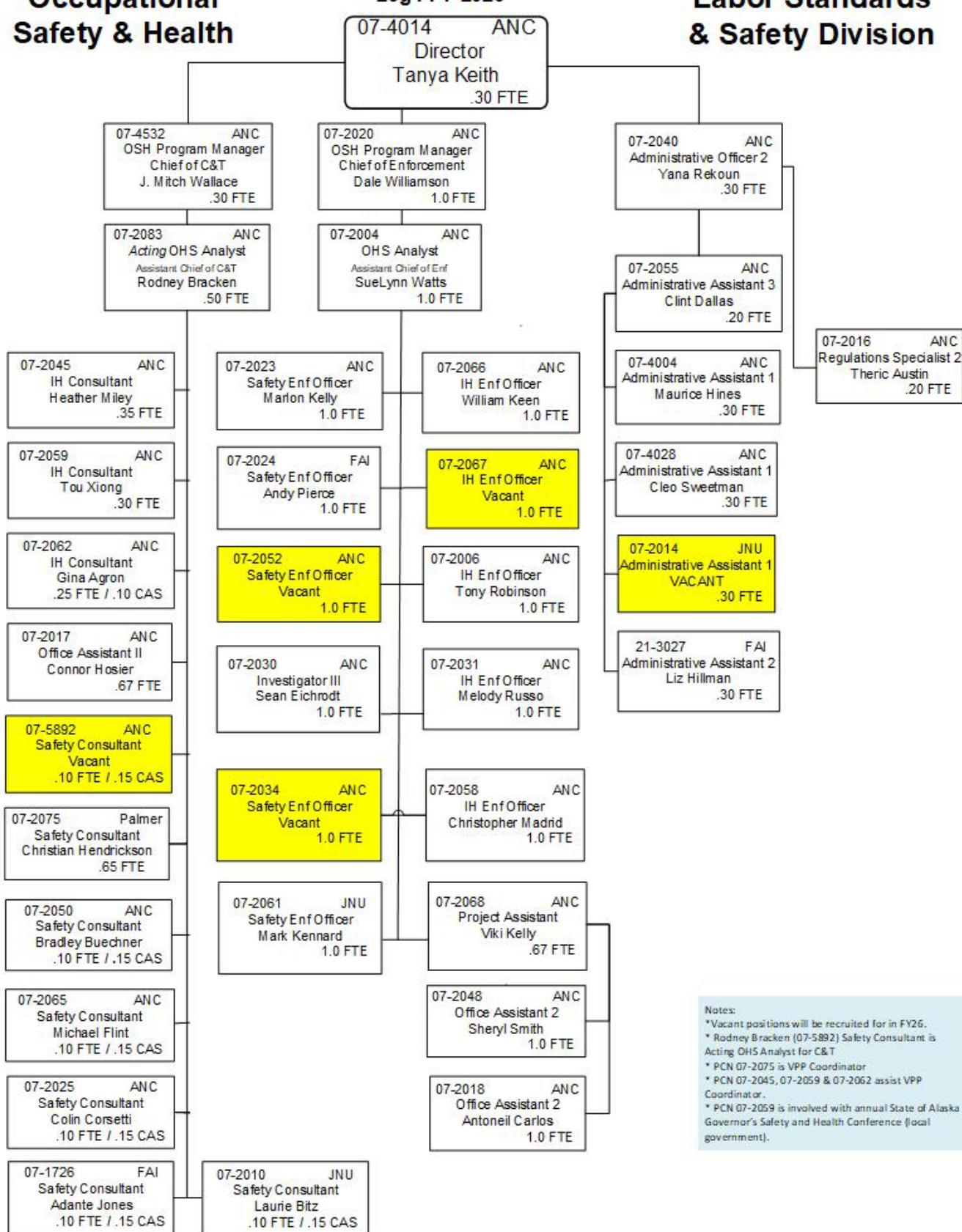
abatement requirements and correction schedule, and the appeals process.

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

### **AKOSH Profile**

The Alaska Occupational Safety and Health Program is located in the Alaska Department of Labor and Workforce Development, Division of Labor Standards and Safety. Commissioner Cathy Muñoz heads the Department. Director Tanya Keith heads the Labor Standards and Safety Division. Occupational Safety and Health is divided into two sections: Enforcement and Consultation and Training. The Enforcement section has one Chief of Enforcement who supervises one OHS Analyst, one Project Assistant, five Industrial Hygienists (IH), six safety compliance officers, and one officer detailed for retaliation investigations. The Consultation and Training section has one Chief of Consultation and Training who supervises one OHS Analyst, three Industrial Hygienists (IH), and seven safety compliance consultants.

## Occupational Safety & Health



## Labor Standards & Safety Division

Notes:  
 \*Vacant positions will be recruited for in FY26.  
 \* Rodney Bracken (07-5892) Safety Consultant is Acting OHS Analyst for C&T  
 \* PCN 07-2075 is VPP Coordinator  
 \* PCN 07-2045, 07-2059 & 07-2062 assist VPP Coordinator.  
 \* PCN 07-2059 is involved with annual State of Alaska Governor's Safety and Health Conference (local government).

### 23(g) Personnel Funding Breakout Chart

23(g) Grant Positions	Allocated FTE Funded 50/50	Allocated FTE 100% State Funded	Total	50/50 Funded FTE On Board as of 7/1/25	100% State Funded FTE On Board as of 7/1/25
Managers/Supervisors (Admin)	1.90		1.90	1.90	
First Line Supervisors	1.70		1.70	1.70	
Safety Compliance Officers	5.00		5.00	3.00	
Health Compliance Officers	5.00		5.00	4.00	
Whistleblower Investigator	1.00		1.00	1.00	
Private Sector Safety Consultants (KY, WA)	0.00		0.00	0.00	
Private Sector Health Consultants (KY, WA)	0.00		0.00	0.00	
State/Local Gov. Safety Consultants	1.25		1.25	1.15	
State/Local Gov. Health Consultants	0.90		0.90	0.90	
Compliance Assistance Specialist	1.00		1.00	0.85	
Trainers	0.00		0.00	0.00	
Clerical/Admin/Data System	4.74		4.74	4.44	
Other (all positions not elsewhere counted)			0.00		
<b>Total 23(g) FTE</b>	<b>22.49</b>	<b>0.00</b>	<b>22.49</b>	<b>18.94</b>	<b>0.00</b>

*Notes:*

- FTEs are expressed in percentage of time allocated to 23(g) grant/agreement.
- Managers/Supervisors are now separated from First Line Supervisors. Managers/Supervisors are Administration, where First Line Supervisors are Program on the Cost Breakout Chart.

## State Demographic Profile

### 2024 Average Annual Employment

Industry NAICS Code	Approximate # of Businesses	Approximate # of Employees
11	277	1,566
21	252	12,117
22	111	2,497
23	2,606	18,249
31 – 33	511	11,977
42	737	6,445
44 – 45	2,362	34,981
48 – 49	1,227	22,198
51	516	4,421
52	894	6,024
53	745	5,602
54	3,174	13,751
55	190	3,083
56	1,709	11,879
61	438	2,696
62	2,490	49,365
71	659	5,381
72	2,141	30,610
81	1,864	11,942
92 (state)	796	23,677
92 (local)	655	38,910
99 (Unclassified)	262	182
<b>Total</b>	<b>24,616</b>	<b>317,553</b>

**Note:** The chart data was extracted in the month of June 2025, based on *Annual Employment and Wages* (QCEW) maintained by the Department of Labor and Workforce Development Research and Analysis section. Self-employed individuals, federal employees, fishers, unpaid family help, domestics and most individuals engaged in agriculture are excluded from these data.

### Covered Industries

AKOSH does not have enforcement jurisdiction over the mining industry, maritime and aviation industries (except for ground facilities at airports): the Metlakatla Indian Community (Annette Island); Denali National Park (Mt. McKinley), artificial (man-made) islands, health care facilities operated by tribal organizations under the Indian Health Care Improvement Act, or federal government agencies. Offshore oil drilling platforms and floating fish processors that are within state territorial waters are not covered by AKOSH jurisdiction. These jurisdictions remain a federal enforcement responsibility. However, AKOSH enforcement has jurisdiction over private sector employers working on military installations with the

following exceptions: Cape Lisburne Long Range Missile Base, Point Lay Short Range Missile Base, Erickson Air Station at Shemya, Fort Greeley Missile Defense, U.S. Coast Guard Integrated Support Commands at Kodiak and Ketchikan, U.S. Coast Guard Air Station at Sitka, and U.S. Coast Guard 17<sup>th</sup> District Command at Juneau. Jurisdiction over private contractors at these sites was moved

to federal jurisdiction by Federal Register Notice entitled “Alaska State Plan; Approval of Plan Supplement; Level of Federal Enforcement” dated April 19, 2004, and formalized by Alaska Program Directive 04-06 dated April 19, 2004. AKOSH Consultation and Training aids private sector employers in federal jurisdiction.

### **Compliance with Appropriation Riders**

AKOSH will comply with the current congressional appropriation riders except where they conflict with state statutes. These areas are explained in State Program Directive 98-11. In those rare instances where the state may not be able to comply with the appropriation riders, activity will be charged to a special unfunded “state only” code, and 100% state funds authorization will be transferred to cover the expenditure. If this happens, the corresponding federal authorization will be restricted.

### **Mandated Activities**

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

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

## II. ANNUAL PERFORMANCE GOALS

### AKOSH Five Year Strategic Goal 1:

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

<b>Strategic Performance Goal # 1.1</b>	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). <i>Strategic Plan Period Target Rate = 0.9 / 100,000 Employees</i>
<b>Strategy</b>	Concentrate on the primary causes of fatalities and the industries where fatalities take place.
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	The annual and five-year total number of workplace fatalities in AKOSH jurisdiction as compared to the average number of workplace fatalities under AKOSH jurisdiction for the previous five-year period.
<b>Data Source(s)</b>	OIS fatality investigation counts and BLS
<b>Baseline</b>	<b>1.0<sup>1</sup> fatalities per 100,000 employees</b> (5-year strategic plan baseline, no annual baseline)  CY 2017 – CY 2021 total of 16  CY17 - 4 CY18 - 3 CY19 - 2 CY20 - 3 CY21 – 4  Total - 16  Average Rate per 100,000 based on average fatalities from CY 17-21 (3.2) ÷ total average number of employees in CY 17-21 (319,900) (x) 100,000 = 1.0 <sup>2</sup>
<b>Comment</b>	The fatality rate in Alaska for fatalities caused by circumstances under the control of AKOSH is very low. The plan does not require year-by-year reductions. The overall goal is a 10% reduction in the rate of workplace fatalities over the five-year baseline. AKOSH monitors the number of fatalities each year by industry and targets resources to the industrial categories where fatalities are occurring.

<sup>1</sup> This number had been rounded down:  $3.2/319,900 \times 100,000 = 1.000312597686777$  or  $\sim 1.0$

<sup>2</sup> This formula does not use dart rate; it is uses the average number of fatalities for calendar years 2017 to 2021 to average number of employees for calendar years 2017 to 2021 (data derived from Monthly Employment Statistics: Alaska Department of Labor and Workforce Development, Research and Analysis data <http://live.laborstats.alaska.gov/ces/ces.cfm?at=01&a=000000&adj=0> per 100,000 employees.

<b>Annual Performance Goal #1.2</b>	Reduce the number of worker injuries and illnesses in the construction industry by focusing compliance, consultation, and outreach efforts on fall prevention, respirable crystalline silica, trenching, and excavation safety.  <i>FY26 Annual Goal Target = 135 enforcement inspections</i>
<b>Strategy</b>	<ul style="list-style-type: none"> <li>Conduct scheduled inspections in the construction industry paying particular attention to worksites where “caught in or between”, “struck by” and “falling” incidents are most likely to happen.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>135 completed Enforcement inspections in the construction industry.</li> </ul>
<b>Data Source(s)</b>	OIS visits and inspection counts for the construction industry.
<b>Baseline</b>	<ul style="list-style-type: none"> <li>98 average enforcement inspections per year in the construction industry from FFY 2018 to 2022.</li> </ul>
<b>Comment</b>	Over the course of the FY24-28 Strategic Plan, there will be a 5% increase in scheduled Enforcement inspections in the construction industry for a FY 2028 goal of 157 inspections.
<b>Annual Performance Goal # 1.3</b>	Reduce the number of worker injuries and illnesses in the assisted living facilities by focusing compliance, consultation, and promotional efforts in the industry.  <i>FY26 Annual Goal Target = 30 enforcement inspections</i>
<b>Strategy</b>	<ul style="list-style-type: none"> <li>Conduct scheduled inspections in the specified by healthcare LEP NAICS worksites by focusing on ergonomics, hazardous chemicals, inappropriate PPE, infectious agents, and workplace violence.</li> <li>Conduct seminars, workshops, on-site consultation, and special programs in the public sector, target training and consultation towards activities in the healthcare industry.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>30 completed enforcement inspections in the assisted living facilities.</li> <li>Number of seminars, workshops, on-site consultations, and special programs completed in the healthcare industry.</li> </ul>
<b>Data Source(s)</b>	OIS visits and inspection counts for the healthcare industry.

<b>Baseline</b>	<ul style="list-style-type: none"> <li>• 69 average Enforcement inspections in the healthcare industry from FFY 2019 to 2022.</li> <li>• FY2025 target goal is 30 completed enforcement inspections in the healthcare industry.</li> </ul>
<b>Comment</b>	<p>Over the course of the FY24-28 Strategic Plan, there will be a 17% increase in scheduled Enforcement inspections in the healthcare industry for a FY 2028 goal of 70 inspections.</p> <p>Enforcement will focus on the assisted living facilities per healthcare LEP PD 24-05.</p>
<b>Annual Performance Goal # 1.4</b>	<p>Reduce the number of worker injuries and illnesses in the seafood processing industry by focusing compliance, and promotional efforts in the industry.</p> <p><i>FY26 Annual Goal Target = 4 enforcement inspections</i></p>
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Conduct scheduled inspections in seafood processing industry paying particular attention to worksites where “falling”, “caught in or between”, and “pinch-point” (including amputation) incidents are most likely to happen.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>• 4 completed enforcement inspections in the seafood processing industry.</li> <li>• Number of seminars, workshops, and special programs completed in the seafood processing industry.</li> </ul>
<b>Data Source(s)</b>	OIS inspection counts for the seafood processing industry.
<b>Baseline</b>	<ul style="list-style-type: none"> <li>• 11 average Enforcement inspections in the seafood processing industry from FFY 2018 to 2022.</li> </ul>
<b>Comment</b>	Over the course of the FY24-28 Strategic Plan, there will be a 25% increase in scheduled Enforcement inspections in the seafood processing industry for a FY 2028 goal of 15 inspections.
<b>Annual Performance Goal # 1.5</b>	<p>Reduce the number of worker injuries and illnesses in the transportation and warehousing industry by focusing compliance, consultation, and promotional efforts in the industry.</p> <p><i>FY26 Annual Goal Target = 10 enforcement inspections and 2 c&amp;t visits</i></p>
<b>Strategy</b>	<ul style="list-style-type: none"> <li>▪ Conduct scheduled 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.</li> </ul>

<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>10 completed enforcement inspections in the transportation and warehousing industry.</li> <li>Number of seminars, workshops, and special programs completed in the transportation and warehousing industry.</li> </ul>
<b>Data Source(s)</b>	OIS visits and inspection count for the transportation and warehousing industry.
<b>Baseline</b>	15 Enforcement inspections in the transportation and warehousing industry in FFY 2022.
<b>Comment</b>	Over the course of the FY24-28 Strategic Plan, there will be a 75% increase in scheduled enforcement inspections in the transportation and warehousing industry for a FY 2028 goal of 14 inspections.
<b>Annual Performance Goal # 1.6</b>	<p>Reduce the number of worker injuries and illnesses throughout the state by focusing on compliance and consultation efforts regarding hazards that are associated with Workplace Violence.</p> <p><i>FY 26 Annual Goal Target = 20 enforcement inspections</i></p>
<b>Strategy</b>	<ul style="list-style-type: none"> <li>Conduct scheduled inspections in industries associated with Workplace Violence focusing on Injury and Illness records, Workplace Violence Policies, Emergency Action Plans, and First Aid supplies.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	20 completed enforcement inspections associated with Workplace Violence.
<b>Data Source(s)</b>	OIS
<b>Baseline</b>	New Local Emphasis Program; FY26 will establish the baseline
<b>Comment</b>	None
<b>Annual Performance Goal # 1.7a</b>	Initiate inspections of fatalities and catastrophes within one working day and other reportable incidents of two or less hospitalizations within five working days for 100% of occurrences.
<b>Strategy</b>	Initiate inspections of fatalities and incidents where three or more workers are hospitalized within one working day and where one or two workers are hospitalized within five working days.

<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	Percent of FAT/CAT with inspections initiated within one day for fatalities and incidents of three or more hospitalizations and within five working days for incidents of two or less hospitalizations.
<b>Data Source(s)</b>	OIS
<b>Baseline</b>	100% within time limits (FY 2024)
<b>Comment</b>	<ul style="list-style-type: none"> <li>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.</li> <li>Investigations delayed due to limitations that exist in Alaska such as weather, lack of roads, and travel restrictions, will not be counted against the percentage. However, an investigation will be initiated as soon as conditions permit and the reason for the delay will be recorded in the case file.</li> <li>Hospitalizations equate to an in-patient overnight stay of at least one night.</li> </ul>
<b>Annual Performance Goal # 1.7b</b>	Initiate inquiries within one (1) working day or conduct inspections within five (5) working days for 100% formal complaints.
<b>Strategy</b>	Initiate inspections within 5 working days on average or investigation within one working day of worker complaints
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	Percent of formal complaint inquiries initiated within 1 working day and inspections within 5 working days on average.
<b>Data Source(s)</b>	OIS
<b>Baseline</b>	95% within time limits (FY 2024)
<b>Comment</b>	Inspections will be initiated as soon as conditions permit; but, when necessarily delayed due to weather or other travel restrictions beyond AKOSH control, they will be excluded from this measure. However, an investigation will be initiated as soon as conditions permit and the reason for the delay will be recorded in the case file.
<b>Annual Performance Goal # 1.7c</b>	Reduce the average days pending of docketed cases by 50%. Increase the number of cases closed within 90 days to 25%.

<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Track the average days pending and dedicate one day a week to work on the oldest case(s).</li> <li>• Quarterly analyze intake process for workflow improvement to strive for process efficiency.</li> <li>• Continue working with SOA Department of Law on merit cases transfer or closures.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>• Reduction in average days pending by 50%.</li> </ul>
<b>Data Source(s)</b>	Web IMIS, OIS, and report from Discrimination officer(s).
<b>Baseline</b>	497 average days pending in FY 2024. 4% closed within 90 days for FY 2024.
<b>Comment</b>	None
<b>Annual Performance Goal # 1.7d</b>	Focus a minimum of 5% of AKOSH enforcement inspection resources toward public sector work sites.
<b>Strategy</b>	Conduct scheduled inspections of public sector employers
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	16 completed enforcement inspections in the public sector in comparison to the overall number of enforcement inspections conducted.  (5% of overall projected from appendix D)
<b>Data Source(s)</b>	OIS
<b>Baseline</b>	19% or 70 Enforcement inspections of the 360 total Enforcement inspections conducted in public sector in FY 2024.
<b>Comment</b>	None

### **Strategies for Goal 1:**

- AKOSH will continue to provide a strong enforcement presence to provide an effective deterrent for employers who fail to meet their safety and health responsibilities. AKOSH voluntary and incentive programs are dependent upon maintaining an effective enforcement presence in the workplace. AKOSH will continue to ensure serious violators are appropriately held accountable for their actions or lack thereof. To leverage enforcement and facilitate a change in workplace culture, AKOSH will provide penalty reduction incentives for employers that work in good faith to quickly resolve violations.
- AKOSH will continue to integrate its consultation and training efforts with its enforcement strategy

to better focus on high hazard industries and workplaces. To address particular hazards and issues that cause accidents or represent recognized threats to worker safety and health, AKOSH will continue to promote industry- specific hazard control systems and safety and health program management improvements.

- AKOSH will use data-driven approaches to focus resources on high hazard workplaces. AKOSH uses the High Hazard Targeting (HHT) emphasis program for this very purpose.
- AKOSH will continue to provide the required training as well as other training opportunities to keep pace with changes in standards and compliance directives and to provide a well-rounded training regime for all AKOSH personnel. AKOSH will self-assess with regular internal evaluations as well as continue joint reviews with Federal OSHA.
- AKOSH will continue to incentivize public sector employers that receive violations, the opportunity to invest monetary penalties directly into their health and safety programs in lieu of paying money directly to the state.
- AKOSH will utilize the Asbestos Abatement Contractor notifications which are required by the Department to generate more Health 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.

<b>Annual Performance Goal # 2.1a</b>	Develop and deliver training to workers and employers in the healthcare industry that target the most likely causes of injuries, illnesses, and fatalities. The combined annual goal for 2.1.a, 2.1.b, and 2.1.c is to train at least 250 workers in each for public healthcare, public transportation and warehousing, and other public sector industries.
<b>Strategy</b>	<ul style="list-style-type: none"><li>• Develop and deliver training to workers and employers in the healthcare industry.</li><li>• Reduce the number of worker injuries and illnesses in the healthcare industry by focusing on compliance, consultation, and promotional efforts in the industry.</li></ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	40 formal and informal training events conducted in the healthcare industry and number of employees trained.
<b>Data Source(s)</b>	OIS and Report from Chief of Consultation and Training
<b>Baseline</b>	8,860 workers trained in FY 2024* (all industrial categories combined)

<b>Annual Performance Goal # 2.1b</b>	Develop and deliver training to workers and employers in the transportation and warehousing industry that target the most likely causes of injuries, illnesses, and fatalities. The combined annual goal for 2.1.a, 2.1.b, and 2.1.c is to train at least 250 workers in each for public healthcare, public transportation and warehousing, and other public sector industries.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Develop and deliver training to workers and employers in the transportation and warehousing industry.</li> <li>• Reduce the number of worker injuries and illnesses in the transportation and warehousing industry by focusing on compliance, consultation, and promotional efforts in the industry.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	2 formal and informal training events conducted in the transportation and warehousing industry public sector and number of employees trained.
<b>Data Source(s)</b>	OIS and Report from Chief of Consultation and Training
<b>Baseline</b>	8,860 workers trained in FY 2024* (all industrial categories combined)
<b>Annual Performance Goal # 2.1c</b>	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, and 2.1.c is to train at least 250 workers in each for public healthcare, public transportation and warehousing, and other public sector industries.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Develop and deliver training to workers and employers in the public sector.</li> <li>• Target outreach training and consultations toward public sector.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	36 formal and informal training events conducted in the public sector and number of employees trained.
<b>Data Source(s)</b>	OIS and Report from Chief of Consultation and Training
<b>Baseline</b>	8,860 workers trained in FY 2024* (all industrial categories combined)
<b>Annual Performance Goal # 2.2a</b>	Promote cooperative/partnership agreements and recognition programs as a means of lowering accident/fatality rates. Maintain at least 7 VPP sites (both in public and private sector) over the course of the strategic plan.

<b>Strategy</b>	<ul style="list-style-type: none"> <li>• VPP is operated under the Consultation and Training section.</li> <li>• Consultation Program Manager (CPM) and VPP Coordinator are the main points of contact for the program.</li> <li>• Promote the benefits of the program during enforcement inspections or consultation visits</li> <li>• CPM and VPP Coordinator will attend yearly regional and national conferences.</li> <li>• Conduct promotional activities at a minimum of two industry trade fairs and conferences during FY 2026.</li> <li>• Target promotional activity towards those businesses most likely to participate.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>• 9 VPP sites</li> <li>• Number and type of promotional activities accomplished</li> </ul>
<b>Data Source(s)</b>	OIS, AKOSH annual report and a report from Chief of Consultation and Training
<b>Baseline</b>	7 VPP sites in FY 2024
<b>Annual Performance Goal # 2.2b</b>	Establish or maintain at least one partnership agreement in construction, healthcare, seafood processing or the public sector over the course of the strategic plan.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Promote the benefits of the program during enforcement inspections or consultation visits,</li> <li>• Conduct promotional activities at a minimum of two industry trade fairs and conferences in FY 2026,</li> <li>• Target promotional activity towards those businesses most likely to participate.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>• Number of partnership agreements,</li> <li>• Number and type of promotional activities accomplished.</li> </ul>
<b>Data Source(s)</b>	OIS, AKOSH annual report and a report from Chief of Consultation and Training
<b>Baseline</b>	One (1) partnership agreement in construction in FY 2024
<b>Comment</b>	The goal is to maintain at least one (1) partnership agreement in any of the targeted categories during each year over the five-year strategic plan period.

### **Strategies for Goal 2:**

- AKOSH will adequately allocate funds to appropriately manage the VPP program to ensure VPP audits and renewals are conducted in a timely manner.
- AKOSH will create a VPP team whereby the team can collectively dedicate time to manage and actively promote the development of the program to potential VPP sites.
- AKOSH Program Manager will recruit Special Government Agents who can assist the team with VPP visits thereby offering a more detailed and robust audit inspection.
- AKOSH will mobilize employers participating in voluntary compliance programs to provide technical assistance to candidate employers. AKOSH also intends to utilize these employers to promote the benefits of comprehensive safety and health programs.
- AKOSH outreach and training activities will promote the development and improvement of safety and health programs and worker involvement in safety and health. In addition, specific courses will focus on the importance of formal safety and health management systems, the major components of the systems and methods to assess system effectiveness. These will also identify worker participation approaches that are successful in reducing accidents, injuries, and illnesses.
- AKOSH VPP coordinator and CPM will attend Regional and National Conferences and quarterly VPP meetings to network with other VPP entities and make relevant connections that can be used as a tool to understand how to manage a VPP program. Additionally, funds will be allocated to ensure Alaska VPP team members are represented at Regional and National trainings and conferences.
- AKOSH will maintain a quarterly newsletter to distribute to VPP participants. The newsletter will be used as a tool to promote and recognize VPP sites who are a model of excellence for other sites.
- AKOSH will develop and make available to private and public sector employers/employees the safety and health training classes and materials targeted at the main causes of illnesses, injuries, and fatalities in the workplace.

### **AKOSH Five Year Strategic Goal 3:**

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

<b>Annual Performance Goal # 3.1a</b>	Work with the 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 this plan.
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<b>Strategy</b>	<ul style="list-style-type: none"> <li>AKOSH will report quarterly on staff training activities, accomplishments, and anticipated problems in accomplishing the goal.</li> <li>AKOSH will ensure compliance officer core competency training is completed within the required timeframe of three years as outlined in AKOSH PD 16-02.</li> <li>AKOSH will ensure compliance officers that investigate whistleblower complaints complete required training.</li> <li>AKOSH will continue to take advantage of OTI online training as well as other courses that are offered by Federal OSHA, OTI, CLEAR, Coursemill, etc.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>Identification of required training courses for compliance staff in accordance with PD 16-02 and the AKOSH training plan.</li> <li>Identification of required training courses for investigators of whistleblower complaints.</li> <li>Timely completion of required courses by compliance and consultation Staff.</li> <li>Number of staff trained who had been on board with AKOSH for at least 3 years and who had completed all required courses.</li> <li>Staff attendance at professional development courses, seminars, and conferences.</li> </ul>
<b>Data Source(s)</b>	Consultation and Training, and/or AKOSH annual report.
<b>Baseline</b>	At the end of FFY 2024, four (4) of 10 AKOSH Enforcement officers had been with the agency for more than two years. All four (4) officers completed the required initial training courses consistent with PD 16-02. AKOSH supplemented OTI courses with Blackboard on demand courses to assist new officers in gaining knowledge relevant to their positions.
<b>Annual Performance Goal # 3.1b</b>	Conduct quarterly self-audits of enforcement and consultation files to evaluate the effectiveness and consistency of services.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>AKOSH will strive to maintain adequate and accurate inspection/investigation case files.</li> <li>Problems with files will be corrected and staff will be trained to avoid future issues.</li> <li>Regular audits will be completed by CSHOs, supervisors and administrative support before reports and citations are sent and/or issued to the employers and before case files are closed to ensure all the appropriate documentation is according to appropriate directives and regulations, and case files are organized and properly maintained.</li> </ul>
<b>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</b>	<ul style="list-style-type: none"> <li>Percentage of case files and inspections reviewed.</li> <li>Annual reviews conducted by federal OSHA are acceptable and problems are addressed in a reasonable time and manner.</li> </ul>

<b>Data Source(s)</b>	Reports from Federal OSHA and internal quarterly self-audits.
<b>Baseline</b>	<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 also utilizes the State Internal Evaluation Program (SIEP) on an annual basis.</p> <p>In Consultation and Training: formal quarterly audits will be established and provided by the Chief of Consultation and Training to audit 10% of total case files and inspections.</p>

### **Stipulations**

1. AKOSH will participate in OSHA Information System (OIS).
2. AKOSH will respond to all Complaints against State Plan Administration (CASPA) inquiries from OSHA.
3. AKOSH will submit all state-initiated program changes to OSHA within 60 days. State program officials will work with the OSHA Area Office staff during the development stages of state-initiated changes.
4. The State will continue to adopt OSHA standards established by final OSHA rule in the Federal Register as updates to OSHA standards adopted by reference under AKOSH regulations or through formal promulgation to maintain standards that are “at least as effective” as OSHA standards.
5. 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.
6. 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.
7. 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.
8. AKOSH will continue to utilize OSHA’s Salt Lake City Technical Center for laboratory services.
9. AKOSH formal contest activity through the OSH Review Board will be communicated to the Area Office routinely. The OSH Review Board is an independent body appointed by the Governor.

### 23(g) State Plans Projected Program Activities 23(g) Compliance and On-site Consultation

23(g) Compliance & On-site Consultation	Actual FY 2024		Estimated FY 2025		Projected FY 2026	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections - Non-Construction	111	51	90	110	74	100
Private Sector Inspections - Construction	94	34	110	40	115	20
State and Local Government Inspections – Total	42	28	15	10	8	8
<b>Total Inspections</b>	<b>247</b>	<b>113</b>	<b>215</b>	<b>160</b>	<b>197</b>	<b>128</b>
Public Sector Consultation Visits	41	33	20	20	8	8
Private Sector Consultation Visits - 23(g) (KY, PR, and WA Only)	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total Consultation Visits</b>	<b>41</b>	<b>33</b>	<b>20</b>	<b>20</b>	<b>8</b>	<b>8</b>

### 23(g) Compliance Assistance

23(g) Compliance & On-site Consultation	Actual FY 2024		Estimated FY 2025		Projected FY 2026	
	New	Total	New	Total	New	Total
VPP Participants – General Industry	0	7	1	8	1	9
VPP Participants – Construction	0	0	0	0	0	0
VPP Participants – State and Local Government	0	0	0	0	0	0
Participants in Cooperative Programs with Enforcement Incentives (i.e., Partnerships)	2*	6*	0	0	0	0
Participants in Cooperative Programs Without Enforcement Incentives (i.e., Alliances)	0	0	0	0	0	0
Private Sector SHARP Participants - 23(g) (KY, PR, and WA Only)	N/A	N/A	N/A	N/A	N/A	N/A
State and Local Government SHARP participants	0	0	1	2	1	3
<b>Outreach Participants</b>		<b>300</b>		<b>250</b>		<b>250</b>

**Notes:** \* Participants in Cooperative Programs with Enforcement Incentives (i.e. Partnerships) in FY 2024 was applied to the incorrect category. This is corrected from FY 2025 going forward.

### Comments on projected program activity goals

- AKOSH Enforcement has dedicated one position to Whistleblower investigations as their primary responsibility. When time constraints allow, administrative personnel assist with data entry to aid in

more efficiently processing Whistleblower cases.

- The State of Alaska is experiencing a hiring freeze per Administrative Order 358, which will last for an unknown amount of time. AKOSH Enforcement currently has two Safety Officer and one Industrial Hygienist positions open. If AKOSH can hire these positions, the successful candidates will have less than one year of experience at the beginning of FFY 2026. Senior CSHOs will assist in training and mentoring the new CSHOs. This will reduce the total number of inspections for FFY 2026. The projected number of inspections assumes there will be no further personnel changes within AKOSH.
- New participants are those that become active during the fiscal year. The total number of participants is the number that is active at the end of the fiscal year, and it includes all new sites from that year.
- Outreach Participants: Projected total number of trainees/participants in formal training, workshops, seminars, speeches, conferences, informal worksite training, etc., during the year.
- The fiscal year is based on the federal fiscal year.

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### **Training Plan to Satisfy Goals 2.1a and 2.1b**

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

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

- Training courses, as requested, providing employers, employees and the general public with training and train-the-trainer programs to assist in preventing “struck-by,” “falling,” “pinch- point”, and “caught-in or -between” injuries, and fatalities in the public healthcare and other public sector industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, and “contact with objects”.
- AKOSH will present two 10-hour training sessions to assist in preventing “struck-by”, “falling”, “pinch-point”, and “caught-in or -between” injuries and fatalities in the public healthcare and other public sector industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, and “contact with objects”.
- 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”, “falling”, “pinch-point”, and “caught-in or -between” injuries and fatalities in the public healthcare and other public sector industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, and “contact with objects”.
- AKOSH will work with associations, employers, and other groups in promoting AKOSH Consultation and Training services.
- 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.
- The Chief of Consultation 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, transportation and warehousing, seafood processing and healthcare industries.