

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

AKOSH
Evaluation Report for FY2019

Combined Report Period
October 1, 2018 through September 30, 2019

Plan Approval: July 24, 1973
Certification: September 9, 1977
Final Approval: September 14, 1984

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Commissioner
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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 14, 1977. The State Plan received 18(e) final approval by the U.S. Department of Labor on September 26, 1984.

This combined Report (FFY19) outlines our progress towards accomplishing the goals of the FY19 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 FY19 – FY23 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 Dr. Tamika L. Ledbetter heads the Department. Deputy Director Joseph Knowles heads the Labor Standards and Safety Division, supervises one Training Coordinator II, and he is also currently acting as the Chief of Occupational Safety and Health, which is divided into two sections: Enforcement and Consultation and Training. The Enforcement section has one Assistant Chief of Enforcement who supervises five Industrial Hygienist (IH) positions and six Safety & Compliance officer positions. The Consultation and Training section has one Assistant Chief of Consultation and Training who supervises three (3) Industrial Hygienist (IH) positions and eight Safety & Compliance consultant positions.

AKOSH Personnel Chart

Anchorage

<u>Enforcement</u>		<u>Consultation & Training</u>		<u>Administration</u>	
Ronald Larsen - Assistant Chief		Elaine Banda - Assistant Chief		Joseph Knowles Vacant	- Deputy Director - Chief of OSH
<u>Enforcement Officers</u>		<u>Consultants</u>		<u>Administration</u>	
Brandon Field	-S	Christian Hendrickson	- S	Yana Rekoun	- Project Assistant
James Pinder	-S	Kelly Carothers	- S	Joshua Sasse	- Office Assistant II
Brandon Haworth	-S	Scott Damerow	- S	Vacant	- Office Assistant II
Melody Russo*	-S	Donald Farwell	- S	Aaron Acuna	- Office Assistant II
Vacant	-H	J. Mitch Wallace	- S		
Caroline Roy	-H	Vacant	- S	<u>Administration</u>	
Kim Arlington	-H	Angelo Romano	- H	Vacant	- Admin Assistant III
Jorge Azpilcueta	-H	Suzanne McCracken	- H	David Grosshuesch	- Admin Assistant I
W. Dale Williamson	-H	Christina Lewis	- H		
		<u>Training Specialist II</u>			
		Vacant**			

Juneau

<u>Enforcement Officers</u>		<u>Consultants</u>		<u>Administration</u>	
Paul Jennings	- S	Lauri Bitz	- S	Natasha Castaneda	- Admin Officer I - Regulation Specialist
				Rebecca Weimer	- Admin Assistant I
				Kathryne Roldan	

Fairbanks

<u>Enforcement Officers</u>		<u>Consultants</u>	
Gerald Fillingim	- S	Vacant**	- S

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 – 10/1/18 through 12/31/18</i>	
Enforcement	
	Ronald Larsen – hired as Assistant Chief of Enforcement
Consultation	
	Lauri Bitz – hired as Safety Consultant in Juneau office Norman Alden – hired as Safety Consultant in Fairbanks office D. Shane Strubhart – resigned
Administration	
	Deborah Kelly - resigned Terre Gales – appointed to Deputy Director
<i>2nd quarter – 1/1/19 through 3/31/19</i>	
Enforcement	
	H. Irene Casares – hired as Industrial Hygienist
Consultation	
	J. Gus Azpilcueta – hired as Safety Consultant J. Mitch Wallace – hired as Safety Consultant
Administration	
	Tina Cochran - resigned Timbi Barron – resigned
<i>3rd quarter – 4/1/19 through 6/30/19</i>	
Enforcement	
	H. Irene Casares – resigned J. Gus Azpilcueta – promoted to Industrial Hygienist
Consultation	
	J. Gus Azpilcueta – transferred into Enforcement Krista Childers – appointed to DOL Safety Liason Elaine Banda – promoted to Assistant Chief of Consultation and Training Suzanne McCracken – hired as Industrial Hygienist Norman Alden - resigned
Administration	
	Krystyna Markiewicz - retired David Grosshuesch – promoted to Administrative Assistant I Natasha Castaneda – hired as Administrative Officer I Naomi Johnson – transferred to another division
<i>4th quarter – 7/1/19 through 9/30/19</i>	
Enforcement	
	W. Dale Williamson – hired as Industrial Hygienist William Mitchell - resigned
Consultation	
	Christina Lewis – hired as Industrial Hygienist
Administration	
	Joseph Knowles – appointed as Deputy Director Krista Skannes – hired as Administrative Assistant III and resigned a month later Julie Sandstrom - resigned Joshua Sasse – hired as Office Assistant II

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	By the end of FY2023, reduce the rate of workplace fatalities caused by circumstances that are under AKOSH jurisdiction by 10%.
Strategy	Concentrate on the primary causes of fatalities and the industries where fatalities take place.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	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	1.2 fatalities per 100,000 employees
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	2	Bear attack / Struck by pipe	213114 / 213111
2 nd	1	Positional asphyxiation	447190
3 rd	0		
4 th	0		
FY19 Total	3		

Note: 1st quarter: Timberline Drilling Inc inspection #1352476, event date is 10/1/2018.
 Kuukpik Drilling, LLC inspection #1364879, event date is 12/7/2018.
 2nd quarter: TJ Seggy's inspection #1384754, event date 3/12/2019.

Strategic Plan Period (FY19-23) Running Total # of Fatalities = 3
Strategic Plan Period (FY19-23) Target Rate = 1.12 / 100,000 Employees
Strategic Plan Period (FY19-23) Actual Rate = to be determined at the end of 5-year strategic period.

Comments: None

Annual Performance Goal #1.2	Reduce the lost time injuries and illnesses rate in construction as determined by the <i>lost time</i> injuries and illnesses per hundred employees by 2% per each year of the strategic plan.
Strategy	<ul style="list-style-type: none"> • 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. • Conduct seminars, workshops, on-site consultation, and special programs in public sector, target training and consultation towards those activities most likely to experience “caught in or between”, “struck by” or “falling” incidents.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> • Number of completed enforcement inspections in construction industry, • Number of seminars, workshops, on-site consultations, and special programs completed in construction industry, • Percentage change in <i>lost time</i> injuries and illnesses compared to number of workers in construction industry.
Data Source(s)	OIS, Injury/Illnesses data: Alaska State Workers Compensation lost time claims, and Employment data: Alaska State Department of Labor and Workforce Development.
Baseline	<ul style="list-style-type: none"> • FY2012-2016 average construction industry <i>loss time</i> injury and illness rate was 2.02 per 100 employees. • FY2019 target goal is 130 private sector enforcement inspections in construction, 65 consultation and training visits in construction, and 1.98 per 100 employees, a decrease of 2% or 0.04 from base per 100 employees.
Comment	The target goal incorporates the 2% reduction required for each year of the FY19-23 AKOSH Strategic Plan resulting in a cumulative decrease of 0.21 per 100 employees for the 5-year period of the strategic plan.

Performance Strategy Outcomes:

23(g)	Enforcement:		Consultation:		Total Affected
	Quarter	# Inspections	# Visits	# Compliance Assistance	
	1 st	19	3	3	3
	2 nd	17	4	4	1,344
	3 rd	42	9	9	341
	4 th	55	1	5	6
	FY19 Total	133	17	21	1,688

Consultation:

21(d)	Quarter	# Visits	# Compliance Assistance	Total Affected
	1 st	24	30	230
	2 nd	74	74	1,317
	3 rd	69	69	507
	4 th	21	85	1,450
	FY19 Total	188	258	3,504

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

FY19 Annual Goal Target = 1.98/100 employees

FY19 Actual Outcome = 1.25

Comments: AKOSH has achieved the annual goal to reduce the loss time injury and illness rate reduction and conducting at least 130 private sector enforcement inspections and 65 private sector consultation and training visits in the construction industry.

Annual Performance Goal # 1.3	Reduce the lost time injuries and illnesses rate in the healthcare industry as determined by the number of injuries and illnesses per hundred employees by 2%.
Strategy	<ul style="list-style-type: none"> Conduct scheduled inspections in the healthcare worksites where “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects”, and “workplace violence” incidents are most likely to happen, Conduct seminars, workshops, on-site consultation, and special programs in public sector, target training and consultation towards those activities most likely to experience “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects”, and “workplace violence” incidents.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> Number of completed enforcement inspections in the healthcare industry, Number of seminars, workshops, on-site consultations, and special programs completed in the healthcare industry, Percentage change in injuries and illnesses compared to number of workers in the healthcare industry.
Data Source(s)	OIS, Injury/Illnesses data: Alaska State Workers Compensation <i>lost time</i> claims, and Employment data: Alaska State Department of Labor and Workforce Development
Baseline	<ul style="list-style-type: none"> FY2012-2016 average healthcare industry <i>lost time</i> injury and illness rate was 1.34 per 100 employees. FY2019 target goal is 1.31 per 100 employees, a decrease of 2% or 0.03 from base per 100 employees.

Comment	The target goal incorporates the 2% reduction required for each year of the FY19-23 AKOSH Strategic Plan resulting in a cumulative decrease of 0.13 per 100 employees for the 5-year period of the strategic plan.
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Performance Strategy Outcomes:

23(g)	Enforcement:		Consultation:		
	Quarter	# Inspections	# Visits	# Compliance Assistance	Total
	1 st	5	0	2	2
	2 nd	19	14	0	14
	3 rd	33	0	1	1
	4 th	64	1	1	2
	FY19 Total	121	15	4	19

21(d)	Consultation:			
	Quarter	# Visits	# Compliance Assistance	Total
	1 st	4	4	8
	2 nd	26	16	42
	3 rd	16	1	17
	4 th	21	7	28
	FY19 Total	67	28	95

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

FY19 Annual Goal Target = 1.31 /100 employees

FY19 Actual Outcome = 0.93

Comments: AKOSH has achieved the annual goal to reduce loss time injury and illness rate reduction in healthcare industry.

Annual Performance Goal # 1.4	Reduce the lost time injuries and illnesses rate in seafood processing industry sector as determined by the number of injuries illnesses per hundred employees by 2%.
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.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> Number of completed enforcement inspections in seafood processing industry sector, Percentage change in injuries and illnesses compared to number of workers in seafood processing industry sector, Conduct at least 15 seafood inspections in seafood processing in FY19.

Data Source(s)	OIS, Injury/Illnesses data: Alaska State Workers Compensation lost time claims, and Employment data: Alaska State Department of Labor and Workforce Development
Baseline	<ul style="list-style-type: none"> FY2012-2016 average seafood industry loss time injury illness rate was 4.30 per 100 employees. FY2019 target goal is 4.21 per 100 employees, a decrease of 2% or 0.09 from base per 100 employees.
Comment	The target goal incorporates the 2% reduction required for each year of the FY19-23 AKOSH Strategic Plan resulting in a cumulative decrease of 0.43 per 100 employees for the 5-year period of the strategic plan.

Performance Strategy Outcomes:

Enforcement:

23(g)	Quarter	# Inspections
	1 st	1
	2 nd	5
	3 rd	5
	4 th	10
FY19 Total		21

Consultation:

21(d)	Quarter	# Visits	# Compliance Assistance	Total
	1 st	0	1	1
	2 nd	16	0	16
	3 rd	5	0	5
	4 th	3	2	5
FY19 Total		24	3	27

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

FY19 Annual Goal Target = 4.21 /100 employees

FY19 Actual Outcome* = 3.69

Comments: AKOSH has achieved the annual goal to conduct at least 15 enforcement inspections and to reduce loss time injury and illness rate reduction in seafood processing industry.

Notes: * - Due to limitation of monthly seafood industry employment statistics available for FY19, the actual outcome rate for FY19 will be recalculated and updated in the reporting for the first quarter of FY20. Seafood employment industry in FY19 was calculated based on the seafood industry’s previous years’ estimates.

Annual Performance Goal # 1.5a	Initiate inspections of fatalities and catastrophes within one (1) working day and other reportable incidents of two or less hospitalizations within seven (7) working days for 100% of occurrences.
Strategy	Initiate inspections of fatalities and incidents where three or more workers are hospitalized within one (1) working day and where one or two workers are hospitalized within seven (7) working days.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Percent of FAT/CAT with inspections initiated within 1 day for fatalities and incidents of 3 or more hospitalizations and within 7 working days for incidents of 2 or less hospitalizations.
Data Source(s)	OIS
Baseline	100% within time limits (FY 2017)
Comment	<ul style="list-style-type: none"> • The threshold of three or more hospitalizations meets 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 equates to an in-patient overnight stay of at least one night.

Performance Strategy Outcomes:

Quarter	1st	2nd	3rd	4th	FY19 Totals	% Within Time Limits
<i>Fatalities:</i>						
Total # Fatalities:	2	1	0	0	3	
# Within 1 Day:	2	1	0	0	3	
% Within 1 Day:	100%	100%	0%	0%	100%	
<i>Catastrophes:</i>						
3 or more patients:	0	0	0	0	0	100%
# Within 1 Day:	0	0	0	0	0	
% Within 1 Day:	0%	0%	0%	0%	0%	
<i>Hospitalizations:</i>						
2 or less patients:	4	9	4	6	21	
# Within 7 Days*:	4	9	4	6*	21	
% Within 7 Days*:	100%	100%	100%	100%	100%	

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

Notes: *In 4th quarter, one of the AKOSH hospitalization investigation #120243 reported by Evergreen Timber LLC on 8/12/19,) appears to be late, however, AKOSH does not consider it late with opening conference on 8/28/2019 (inspection #1427458). CSHO could not reach the site sooner due to weather restrictions and addressing additional imminent danger with travel involved.

Comments: AKOSH met the annual goal for timely response to fatalities and hospitalizations.

Annual Performance Goal # 1.5b	Initiate inquiries within one (1) working day or conduct inspections within seven (7) working days for 100% of formal complaints.
Strategy	Initiate inspections within seven working days or investigation within one working day of worker complaints for 90% of the cases.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Percent of formal complaint inquiries initiated within 1 working day and inspections within 7 working days.
Data Source(s)	OIS
Baseline	100% within time limits (FY 2017)
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.

Performance Strategy Outcomes:

Quarter	1 st	2 nd	3 rd	4 th	FY19 Totals	% Within Time Limits
Complaint Inquiries:						
# Inquiries:	19	12	13	9	53	90%
# Within 1 Day:	13	11	8	8	40	
% Within 1 Day:	70%	92%	67%	88%	76%	
Complaint Inspections: (On-site)						
# Inspections:	18	23	21	19	81	
# Within 7 Days*:	18	23	21	19	81	
% Within 7 Days*:	100%	100%	100%	100%	100%	

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

Comments: AKOSH did not meet the annual goal for timely response to complaint inquiries, however it did meet the annual goal for timely response to complaint inspections.

Annual Performance Goal # 1.5c	Resolve 75% of all discrimination cases within 90 days.
Strategy	Resolve 75% of all discrimination cases within 90 days.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> • Percentage of discrimination cases resolved within 90 days • Percentage of merit vs. non-merit cases (merit cases may take longer than 90 days to resolve)
Data Source(s)	Web IMIS and report from Discrimination officer(s)
Baseline	33% of discrimination cases were resolved within 90 days in FY2017
Comment	AKOSH may allow for extensions to the 90-day requirements similar to federal processes in 29 CFR 1977.16. Any extensions will be explained during quarterly meetings and documented in the comments of quarterly reports. However, cases extended past the 90-day limit will not be exempted from the 75% performance threshold.

Performance Strategy Outcomes:

Quarter	Pending from FY18	Received*	Dismissed	Completed	% in 90 days
	32				
1 st		7	0	0	0
2 nd		6	1	0	0
3 rd		4	0	1	0
4 th		16	0	3	0
Totals		33	1	4	0%

Note: * - Received cases are those cases that are docketed for an investigation; they do not include administratively closed cases.

Comments: 1st quarter – 3 cases not docketed and administratively closed
 2nd quarter – 15 cases screened out or not otherwise docketed
 3rd quarter – 11 cases were screened out or not otherwise docketed
 4th quarter – 47 cases were administratively closed

Annual Performance Goal # 1.5d	Focus a minimum of 5% of AKOSH enforcement inspection resources toward public sector work sites.
Strategy	Conduct scheduled inspections of public sector employers

Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Percent of completed enforcement inspections in the public sector in comparison to the overall number of enforcement inspections conducted
Data Source(s)	OIS
Baseline	11% or 29 enforcement inspections of the 233 total enforcement inspections conducted in public sector in FY 2017.
Comment	None

Performance Strategy Outcomes:

Year	Running Total % of public sector inspections
FY19	4.6%
FY20	<i>not due until FY20</i>
FY21	<i>not due until FY21</i>
FY22	<i>not due until FY22</i>
FY23	<i>not due until FY23</i>
Strategic Plan Period FY19-23	<i>not due until the end of 5-year period</i>

Comments: AKOSH did not achieve the annual goal conducting at least 5% of overall enforcement inspections in public sector.

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	Develop and deliver training to workers and employers in the construction industry that target the most likely causes of injuries, illnesses, and fatalities.
Strategy	<ul style="list-style-type: none"> • Develop and deliver training to workers and employers in the construction 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) (including activity, intermediate outcome, and primary outcome measures)	Number of formal and informal training events conducted in construction and number of employees trained.
Data Source(s)	OIS and Report from the Assistant Chief of Consultation and Training

Baseline	89 of formal/informal training events and 485 employees trained in FY 2017
Comment	The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 1800 workers in all NAICS

Annual Performance Goal # 2.1b	Develop and deliver training to workers and employers in the healthcare industry that targets the most likely causes of injuries, illnesses, and fatalities.
Strategy	<ul style="list-style-type: none"> • Develop and deliver training to workers and employers in the healthcare industry, • Target outreach training and consultations towards those activities most likely to cause injuries or fatalities due to “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence”.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Number of formal and informal training events conducted in the healthcare industry sector and number of employees trained.
Data Source(s)	OIS and Report from the Assistant Chief of Consultation and Training
Baseline	New-targeted industry for the strategic plan, so no baseline for FY 2017.
Comment	The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 1800 workers in all NAICS.

Annual Performance Goal # 2.1c	Develop and deliver training to workers and employers in the seafood industry that target the most likely causes of injuries, illnesses, and fatalities.
Strategy	<ul style="list-style-type: none"> • Develop and deliver training to workers and employers in the seafood industry, • Target outreach training and consultations towards those activities most likely to cause “falling”, “caught in or between” and “pinch point” (or amputation) incidents.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Number of formal and informal training events conducted in seafood industry sector and number of employees trained.
Data Source(s)	OIS and Report from the Assistant Chief of Consultation and Training.
Baseline	14 of formal/informal training events and 56 employees trained in FY 2017
Comment	The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 1800 workers in all NAICS.

Annual Performance Goal # 2.1d	Develop and deliver training to workers and employers in public sector that targets the most likely causes of injuries, illnesses, and fatalities.
Strategy	<ul style="list-style-type: none"> • Develop and deliver training to workers and employers in public sector, • Target outreach training and consultations toward public sector.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Number of formal and informal training events conducted in public sector and number of employees trained.
Data Source(s)	OIS and Report from the Assistant Chief of Consultation and Training.
Baseline	16 of formal/informal training events and 674 employees trained in FY 2017
Comment	The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 1800 workers in all NAICS.

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
1 st	13	6	1
2 nd	51	60	16
3 rd	5	35	1
4 th	26	21	3
Totals	95	122	21

Employees Trained*:

Qtr	# Employees (all industries) Trained	# in Construction	# in Healthcare	# in Seafood Processing
1 st	391	193	51	1
2 nd	780	153	204	34
3 rd	626	58	102	118
4 th	939	302	283	112
Totals	2736	706	640	265

Note: None

Comment: AKOSH achieved the combined annual plan goals for the number of training events and employees trained in all industries.

Annual Performance Goal # 2.2a	Promote cooperative/partnership agreements and recognition programs as a means of lowering accident/fatality rates: maintain at least 11 VPP sites (both in public and private 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, • Conduct promotional activities at a minimum of two industry trade fairs and conferences during FY 2019, • Target promotional activity towards those businesses most likely to participate.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> • 11 VPP sites, • Number and type of promotional activities accomplished
Data Source(s)	OIS, AKOSH annual report and a report from the Assistant Chief of Consultation and Training
Baseline	9 VPP sites (5-year strategic plan baseline, no annual baseline) in FY 2017

Performance Strategy Outcomes:

Qtr	# of New Sites		
1 st	0	Number of VPP participants at beginning of FY19:	9
2 nd	0		
3 rd	0	Number of VPP participants at end of this report period:	9
4 th	0		
Total	0		

List of VPP Sites

- | | |
|----------|---|
| 1 | Alaska Clean Seas – North Slope |
| 2 | Arctic Slope Regional Corporation (ASRC) Energy Services Grind and Inject Plant & Oily Water Injection Facility – North Slope |
| 3 | BP Exploration (Alaska) – Central Power Station – North Slope |
| 4 | BP Exploration (Alaska) Gas Plants – Central Compression Plant & Gas Facility – North Slope |
| 5 | ConocoPhillips Alaska, Inc. – Alpine Field – Alpine Operations |
| 6 | ConocoPhillips Alaska, Inc. – Kuparuk Area - Kuparuk |
| 7 | Fairbanks Memorial Hospital - Fairbanks |
| 8 | Insulfoam, Inc (Premier Industries) - Anchorage |
| 9 | UniSea, Inc – Dutch Harbor |

Comments: 4th quarter has one VPP site renewal; it is Arctic Slope Regional Corporation ASRC Energy Services Grind and Inject Plan & Oily Water Injection Facility – North Slope.

Annual Performance Goal # 2.2b	Establish or maintain at least one partnership agreement in construction, healthcare, seafood processing 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, • Conduct promotional activities at a minimum of two industry trade fairs and conferences in FY 2019, • Target promotional activity towards those businesses most likely to participate.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> • Number of partnership agreements, • Number and type of promotional activities accomplished.
Data Source(s)	OIS, AKOSH annual report and a report from the Assistant Chief of Consultation and Training
Baseline	One (1) partnership agreement in construction in FY 2017
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 FY19:

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

List of Participants in Alaska CHASE Program	
Gold Level	Watterson Construction Cornerstone General Contractors, Inc. Dawson Construction
Blue Level	Hotwire LLC (<i>Company is no longer in business</i>) Alaska Specialized Constructors

Comments: AKOSH met the annual plan goal.

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.

<p>Annual Performance Goal # 3.1a</p>	<p>Work with OSHA Training Institute and Region X and other sources to access training for compliance and consultation staff in basic and specialized subjects necessary to effectively carry out the AKOSH strategic plan.</p>
<p>Strategy</p>	<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.
<p>Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)</p>	<ul style="list-style-type: none"> • Identification of required training courses for compliance and consultation staff in accordance with OSHA Instruction TED 01-00-018 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.
<p>Data Source(s)</p>	<p>AKOSH annual report and reports from the Assistant Chief of Consultation and Training, Training Coordinator and the Assistant Chief of Enforcement.</p>
<p>Baseline</p>	<p>At the end of FY 2017 AKOSH had three (3) 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. AKOSH had four (4) safety and health compliance officers with Whistleblower Investigation Fundamentals class.</p>

Performance Strategy Outcomes:

OTI Courses for FY19

OSHA 1420 – Whistleblower Investigation Fundamentals
1 - Enforcement

Completed – 10/23-30/2018

OSHA 1050 – Introduction to Safety Standards for Safety Officers
1 – Enforcement

Completed – 11/27-12/6/2018

<u>OSHA 1250 – Introduction to Health Standards for Industrial Hygienists</u> 1 – Enforcement 1 – Consultant	Completed – 12/4-14/2018
<u>OSHA 1000 – Initial Compliance</u> 1 – Assistant Chief of Enforcement	Completed – 2/5-14/2019
<u>OSHA 1500 – Introduction to On-site Consultation</u> 2 – Consultants	Completed – 2/5/19 & 8/20-29/19
<u>OSHA 2720 – Whistleblower Resolution</u> 1 – Enforcement	Completed – 4/2-4/2019
<u>OSHA 3300 – Safety & Health in the Chemical Processing Industries</u> 1 – Assistant Chief of Enforcement	Completed – 4/30-5/10/2019
<u>Advanced Legal Aspects for OSHA Managers</u> 1 – Deputy Director	Completed – 5/14-16/2019
<u>OSHA 3010 – Excavation, Trenching and Soil Mechanics</u> 4 – Enforcement 8 – Consultants 1 – Assistant Chief of Enforcement	Completed – 6/4-6/2019
<u>OSHA 1610 – Interviewing Techniques for Whistleblower Investigators</u> 1 – Enforcement	Completed – 6/11-13/2019
<u>OSHA 2070 – Fire Protection and Life Safety</u> 1 – Consultant	Completed – 8/21-30/2019

Webinar Courses

<u>OSHA 0135 – Evaluating Flammable Liquids and Gas</u> 1 – Consultant	Completed – 10/2/2018
<u>OSHA 2548: Machine Guarding & Hazardous Engineering Control</u> 2 – Consultants	Completed – 10/2/2018
<u>OSHA 0137 – Air Sampling Strategies</u> 1 – Consultant	Completed – 10/4/2018
<u>OSHA 0051: Noise Monitoring and Evaluation Resources</u> 1 – Consultant	Completed – 11/16/2018
<u>OSHA 0057: Overview of Victim’s Family and Nursing Home HEP</u> 1 – Consultant	Completed – 11/20/2018
<u>FEMA ICS-700 – National Incident Management: an Introduction</u> 3 – Consultants	Completed – 11/20/2018 & 1/1/2019

<u>FEMA ICS-200 – Single Resources and Initial Action Incident</u> 3 – Consultants	Completed – 12/13/2018 & 1/1/2019
<u>FEMA ICS-100 – Introduction to Incident Command System</u> 3 - Consultants	Completed – 1/10/2019
<u>OSHA 0015 – Powered Industrial Vehicles: Operational Hazards & Application</u> 1 – Consultant	Completed – 1/30/2019
<u>OSHA 0095 – Electrical Hazards Overview</u> 1 – Consultant	Completed – 2/4/2019
<u>OSHA 1008 – Into to OSHA for New Hires Web-based Training</u> 1 – Consultant	Completed – 2/4/2019
<u>OSHA 0027 – Recordkeeping National Emphasis Program Interviewing Webinar</u> 1 – Consultant	Completed – 2/11/2019
<u>OSHA 0117 – New Walking Working Surfaces and PPE Rule Completion</u> 1 – Consultant	Completed – 2/11/2019
<u>OSHA 0060 – Working with State Plans</u> 1 – Consultant	Completed – 2/12/2019
<u>OSHA 0073 – Navigating the BLS website</u> 1 – Consultant	Completed – 2/12/2019
<u>OSHA 0069 – Recognizing Failures in Machine Safeguarding System</u> 1 – Consultant	Completed – 2/13/2019
<u>OSHA 0061 – State Plan Changes</u> 1 – Consultant	Completed – 2/13/2019
<u>OSHA 0035 – Permit Space Entry Options</u> 1 – Consultant	Completed – 2/13/2019
<u>OSHA 0109 – Revised Reporting Requirements</u> 1 – Consultant	Completed – 2/14/2019
<u>OSHA 0075 – Noise Hazards in the Workplace</u> 1 – Consultant	Completed – 2/15/2019

Courses through University of Washington

<u>OSH 7845 – Recordkeeping Seminar</u> 1 – Training Coordinator	Completed – 12/7/2018
<u>OSHA 500 – Trainer Course for Construction</u> 1 – Training Coordinator	Completed – 2/11-14/2019

OSHA 521 – OSHA Guide to Industrial Hygiene Completed – 3/25-28/2019
 1 – Consultant

Other (including In-house)

Asbestos Inspector Initial Training sponsored by EMI Completed – 11/14-16/2018
 1 - Consultant

Scaffolding Training sponsored by Alaska Laborers Training School Completed – 12/10-14/2018
 1 – Enforcement

Valuing Diversity Awareness sponsored by State of Alaska Completed
 3 – Consultants
 1 – Enforcement
 1 - Administration

Asbestos Abatement Refresher sponsored by EMI Completed – 1/3/2019
 1 - Enforcement

HAZWOPER Refresher sponsored by EMI Completed – 1/23/2019
 1 - Enforcement

Haz Paint Refresher sponsored by EMI Completed – 2/26/2019
 1 - Enforcement

EPA/AHERA Inspector Refresher sponsored by EMI Completed – 3/12/2019
 2 – Enforcement

Active Shooter Training sponsored by FBI, Anchorage Police Department and Department of Homeland Security
 All AKOSH Employees Completed – 4/2/2019

Comments: AKOSH maintains one of the most comprehensive continuing education programs for State of Alaska employees, ensuring that enforcement officers and consultants are current in their knowledge and abilities.

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 documentations are according to appropriate directives and regulations, and case files are organized and properly maintained.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	<ul style="list-style-type: none"> • Percentage of case files and inspections reviewed • Annual reviews conducted by federal OSHA are acceptable and problems are addressed in a reasonable time and manner.
Data Source(s)	Reports from Federal OSHA and internal quarterly self-audits.
Baseline	10% of total case files and inspections in FY 2017.

III. Enforcement Program Activities – Projected vs. Actual

Data Table III

FY 2019 PLANNED

FY 2019 ACTUAL

	Projected		# Inspections		% of Annual Goal	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections	210	100	224	150	107	150
Overall Totals	310		374		121%	

FY 2019 PLANNED

FY 2019 ACTUAL

	Projected		# Inspections		% of Annual Goal	
	Safety	Health	Safety	Health	Safety	Health
Public Sector Inspections	10	10	8	10	80	100
Overall Totals	20		18		90%	

IV. Consultation Program Activities – Projected vs. Actual

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

	<u>FY 2019 PLANNED</u>		<u>FY 2019 ACTUAL</u>		<u>% of Annual Goal</u>	
	Projected**		# Visits		Safety	Health
	Safety	Health	Safety	Health	Safety	Health
Private Sector						
Visits						
Construction	65		104		160	
Healthcare	30		64		213	
Seafood	8		15		188	
Other than Above	167		90		54	
Total	240	30	229	47	95	157
Overall Totals	270		276		102%	

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

	<u>FY 2019 PLANNED</u>		<u>FY 2019 ACTUAL</u>		<u>% of Annual Goal</u>	
	Projected**		# Visits		Safety	Health
	Safety	Health	Safety	Health	Safety	Health
Public Sector						
Visits	55	10	62	22	113	220
Overall Totals	65		84		129%	

Note: ** - These projections are annual.

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	Emphasis Hazard: Falls	50	34
	Emphasis Hazard: Amputations	8	34
	Emphasis Hazard – Slips, Workplace Violence, Contact with Objects (in healthcare)	30	30
	Emphasis Hazard: Crystalline Silica	3	34
SHARP and Pre-SHARP (21d)**	SHARP sites at the beginning of FY19		2
	New SHARP sites	8	5
	SHARP renewals	3	0
	SHARP sites at the end of FY19	11	6
	Pre-SHARP sites in FY19	2	0
Compliance Assistance Activities		20	104

Note: * - These projections are annual

Comments: None

VI. Significant Activities/Achievements

Alaska Occupational Safety and Health:

In 1st quarter, AKOSH adopted multiple federal safety and health standards.

In mid-November of 2018 AKOSH published press release informing public of a new implemented Local Emphasis Program (LEP) for safety and health inspections in the healthcare industry. As of FY 2019 the healthcare industry is part of a 5-year strategic plan in Alaska.

Later in the same month KTVA 11’s Daybreak visited AKOSH to talk with Chief of OSH Krystyna Markiewicz about AKOSH new LEP for the healthcare industry. To assist employers in complying with occupational safety

and health standards, Ms. Markiewicz accentuated that AKOSH Consultation and Training offers free, confidential services to small – and medium-sizes businesses.

In 2nd quarter AKOSH partnered with Alaska Laborers Training School and three Enforcement officers attended union Scaffolding and Flagging training. Enforcement officers assisted in providing pertinent regulatory information during the training.

In 3rd quarter for outreach purposes Training Coordinator and two enforcement officers attended American Society of Safety Professionals picnic. In the same quarter AKOSH along with Associated General Contractors and ENSTAR Natural Gas Company conducted an “AKOSH Safety Stand-Down” contest. The contest was held during *Stand Down* week May 6-10, 2019, and contest’s winner was Yukon Equipment, Inc.

Enforcement:

Effective October 20, 2018, AKOSH implemented new adjusted penalty structure to bring Alaska into compliance with federal standards for OSHA state programs. On February 1st, 2019, AKOSH adjusted its penalties structure again.

As of June 30th, 2019, all enforcement officers with one (1) or more years have completed Phase I of their training as required by TED 01-00-019.

In the 4th quarter, AKOSH started to work on producing High Hazard Targeting list. Letters to the employers on the list are anticipated to go out in the first quarter of FY2020.

Consultation and Training:

On November 7th through 8th of 2018, Training Coordinator attended AGC (Associated General Contractors) conference sponsored by AGC.

On November 30, 2018, Alaska has experienced a 7.0 earthquake. A week later, on December 7th, the Consultation and Training section conducted an assessment to see if there is a need for AKOSH to provide post-emergency compliance assistance in the affected areas.

In the 2nd quarter, the Consultation and Training section participated in the Whistleblower Protection Training Webinar. Four (4) consultants attended Alaska Bear Awareness Training for the community sponsored by Associated General Contractors.

In the 3rd quarter on April 2nd through 3rd, 2019, all consultants and the Training Coordinator participated in the Annual Governor’s Safety and Health Conference. They held a booth and spoke on various safety-related topics during conference’s sessions.

In the same quarter on May 14th through 16th, 2019, Training Coordinator attended VPP Conference speaking on Foundation of Safety Leadership.

In the 4th quarter, Consultation and Training created brochures and distributed them to all business connection centers across Alaska to promote consultation and training services and special programs.

Youth Activities include:

- On October 5, 2018, Youth Coordinator participated in University of Alaska Career Day and spoke on careers in the Safety and Health field. Over 120 young people ages of 16 to 18 attended this event.
- In the 2nd quarter, Training Coordinator participated in Tyonek Native Youth Shareholder meeting and provided an AKOSH exhibit booth.
- In the 3rd quarter, one consultant conducted a *Workers Rights and Safety Awareness* presentation to high school students who live in remote villages. Students had to travel to Anchorage to participate in a college career day.
- In the 4th quarter, Assistant Chief of Consultation and Training was the guest speaker at Alaska Job Corps presenting Youth Safety in the Workplace.

AKOSH had the following *outreach efforts*:

- On November 20, 2018, Training Coordinator spoke at Assistant Living Home Orientation on *Workplace Violence* in Healthcare.
- In the 2nd quarter, Consultation and Training section sent out 1,500 outreach emails and faxes to leaders in the healthcare industry informing them of AKOSH Local Emphasis Program for Healthcare Facilities and consultation services.
- Consultation and Training section also sent out 500 outreach emails to leaders in the construction industry informing them of AKOSH Local Emphasis Program for Construction and consultation services.
- In the same quarter in March Training Coordinator attended Alaska Municipal League Joint Insurance Association Conference where she was a guest speaker. The topic she spoke about was AKOSH Youth Safety programs.
- In the 3rd quarter, Training Coordinator and one consultant attended American Society of Safety Professionals monthly luncheon.
- In the 4th quarter, Consultation and Training staff participated in the Associated General Contractors Community Safety Fair with over 300 family and friends of the construction industry attendees.
- In the same quarter on August 14th one of the Industrial Hygienist in Consultation and Training spoke at the State Orientation for Assisted Living healthcare businesses covering workplace violence.
- In the same quarter Consultation and Training staff participated in the Alaska State Fair. Consultants provided safety assistance to vendors to ensure fairground employees were working in a safe environment.

AKOSH sponsored the following *trainings*:

- In the second quarter, the Consultation and Training section conducted and recorded in-house training on the SHARP, VPP, and CHASE program.
- In the third quarter, Consultation and Training section along with Training Coordinator participated in conducting an OSHA 30-hour Construction course for University of Alaska's Construction Management students.

VII. Attachment 1

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

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

AKOSH set into place several strategies to address the training needs of workers involved in the construction and seafood 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.

- A. Training courses, as requested, providing employers, employees and the general public with training and train-the-trainer programs to assist in preventing “struck by”, “falling”, “caught in or between” and “pinch point” (possible amputation) injuries and fatalities in the construction and seafood processing industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” in the healthcare industry.
- B. AKOSH will present two 10-hour training sessions to assist in preventing “struck by”, “falling”, “caught in or between” and “pinch point” (possible amputation)” injuries and fatalities in the construction and seafood processing industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” in the healthcare industry.
- C. AKOSH will have radio stations in the State of Alaska run Public Service Announcements to promote the reduction of injuries and fatalities in the construction and healthcare industries.
- D. The Training Coordinator will be responsible to notify employers, employees and the general public when AKOSH training will be held.
- E. The Training Coordinator will be responsible to ensure all consultants and trainers receive proper training on prevention strategies involved with preventing “struck by”, “falling”, “caught in or between” and “pinch point” (possible amputation) injuries and fatalities in the construction and seafood processing industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” in the healthcare industry.
- F. AKOSH will work with associations, employers and other groups in promoting AKOSH Consultation and Training services.
- G. The Training Coordinator will provide the Assistant Chief of Consultation and Training with a monthly report on the number of formal training events conducted and number of attendees.
- H. The Training Coordinator will interface with Federal OSHA Region 10 and OSHA Training Institute, other States and entities in obtaining training materials and programs to promote the reduction of injuries and fatalities in the construction, healthcare and seafood processing industries.
- I. The Assistant Chief of Consultation and Training will assign consultants and trainers as needed to fulfill the requirements of the training plan.