
FISCAL YEAR 2024

STATE OSHA ANNUAL

REPORT

Indiana Occupational Safety and Health Administration

for IOSHA-Related Activities Initiated During:
October 1, 2023 – September 30, 2024

Report Date: December 1, 2024



Indiana Department of Labor
402 West Washington Street, Room W195
Indianapolis, Indiana 46204

INTRODUCTION

The Indiana Occupational Safety and Health Administration (IOSHA) is a division of the Indiana Department of Labor (IDOL). The IDOL received final state plan approval for its occupational safety and health program under Section 18(e) of the federal Occupational Safety and Health (OSH) Act on September 26, 1986. With this approval, federal OSHA relinquished authority over occupational safety and health matters covered by the state plan to IOSHA.

IOSHA holds jurisdiction over workplaces and jobsites in both the private and public sectors in Indiana. This ensures that employees of the state, local, and municipal entities are protected by the same safety and health standards as those in the private industry. This is particularly beneficial for public employees who work in hazardous occupations such as firefighting, emergency response, corrections, law enforcement, and publicly funded healthcare facilities. Under the Indiana Occupational Safety and Health (IOSH) Act, volunteer fire companies and their personnel are also included in the State Plan coverage. Federal agencies and maritime employment continue to be covered by federal OSHA or other appropriate entities.

To maintain state plan approval, IOSHA must operate at a level that is at least as effective as federal OSHA. Indiana Code 22-8-1.1-17.5 prohibits the Commissioner of Labor from adopting or enforcing any provisions more stringent than the corresponding federal standards. Therefore, IOSHA generally adopts lawfully promulgated federal standards identically. Federal OSHA approves and monitors the state plan and fund up to 50 percent of their operating cost. Collectively, the State Plans impact the safety and health of more than 64 million workers. Beyond enforcement, state plans also provide programs funded through both state dollars and federal grants, to provide no cost workplace safety and health consultation, education, training, and other outreach opportunities. These programs primarily assist small employers in the development and implementation of their workplace safety and health programs and management systems with the goal of creating safer and healthier workplaces. In Indiana, such services are provided by INSafe.

The mission of the IDOL is to advance the safety, health, and prosperity of Hoosiers in the workplace. To achieve this, the agency leverages its resources to employ a balanced approach combining enforcement and voluntary compliance activities. In addition to the enforcement and consultation activities, IOSHA promotes active employer and employee participation in the Voluntary Protection Program (VPP) and the Indiana Safety and Health Achievement Recognition Program (INSHARP) as well as other site-specific partnerships and alliances.

The activities described in IOSHA's 2024 State OSHA Annual Report (SOAR) occurred during the federal fiscal year (FY) 2024. FY 2024 includes activities from October 1, 2023, through September 30, 2024.

The IDOL developed and implemented a new Five-Year Strategic Plan for activities occurring during FY 2023-2027. Three primary goals for the agency were identified in this plan. Those goals included the following:

1. Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.
2. Strengthen and improve IOSHA and INSafe's infrastructure.
3. Promote and support the agency's cooperative programs.

Each of the three overarching goals referenced above have sub-goals and objectives to further *advance the safety, health, and prosperity of Hoosiers in the workplace*. The Five-Year Strategic Plan, covering activities during FY 2023-2027, was developed for both enforcement and voluntary compliance goals.

The Indiana Department of Workforce Development's (DWD's) Hoosiers by the Numbers provides labor market information for Indiana. According to the DWD, Indiana's September 2023 Employment Report, there are

approximately 3.3 million individuals employed in various industries in Indiana. A little more than 2.7 million Hoosiers are employed in private industry. See table below this paragraph for a breakdown of Indiana employment by industry.

Hoosier Workforce	
Industry	Employment
Total Nonfarm	3,276,700
Mining and Logging	5,800
Construction	168,200
Manufacturing	539,800
Trade, Transportation, and Utilities	639,600
Information	26,000
Financial Activities	153,600
Professional and Business Services	378,600
Education and Health Services	489,800
Leisure and Hospitality	318,700
Other Services	133,000
Government	423,600

Annually, the IDOL's Quality, Metrics, and Statistics (QMS) Division partners with the federal Bureau of Labor Statistics (BLS) to collect and code occupational injury and illness data from Indiana employers. The QMS Division collection efforts result in the ability to release industry-specific nonfatal occupational injury and illness rates for Indiana.

The most current data for the BLS Survey of Occupational Injuries and Illnesses (SOII) 2023 nonfatal occupational injury and illness rates was released on November 8, 2024. At 2.6 nonfatal injuries or illnesses per 100 full-time workers, the Indiana 2023 rate is the lowest Total Recordable Case (TRC) rate in Indiana history. The 2023 rate for Indiana represents a one-year decrease of 10.34% from the 2022 rate of 2.9 and a 77% decrease from the series high of 11.3 in 1994. See the Indiana's Nonfatal Occupational Injury and Illness Rate Chart at the end of this FY 2024 SOAR Introduction Section.

Thirteen of Indiana's major industry sectors had nonfatal occupational injury and illness rates below the overall state rate of 2.9. These industries included utilities (1.4), state government (1.8), wholesale trade (2.0), construction (2.1), and retail trade (2.4). See chart of Select Indiana Industry Nonfatal Occupational Injury and Illness Rates for 2023 at the end of this section.

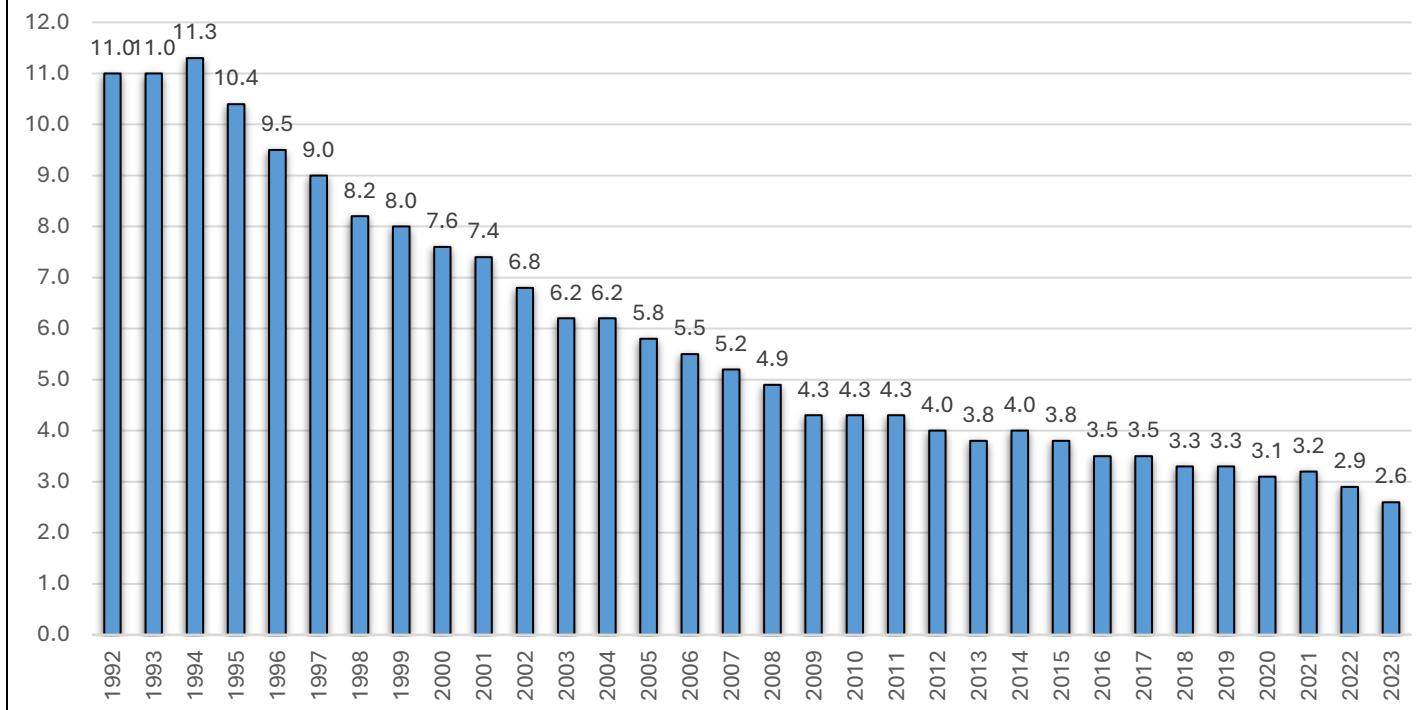
In addition to the SOII, the agency's QMS Division also collects and codes information for occupational-related fatalities for the BLS's Census of Fatal Occupational Injuries (CFOI). Documents and information reviewed to compile this report includes IOSHA and media reports, death certificates, obituaries, motor vehicle accident reports, social media posts, and many other sources. While the 2023 SOII data was published and was made

publicly available, the BLS's CFOI report for calendar year 2023 was not available at the time this report was prepared.

It is important to note that the BLS CFOI report represents a census and includes all occupational fatal injuries for all types of workers regardless of the manner of injury. The BLS CFOI report includes information for worker fatalities that may be outside of IOSHA's jurisdiction. The BLS CFOI report collects fatal occupational incidents caused by traffic accidents, airplane crashes, and incidents which occur in mining, small (family) farming operations, self-employed individuals, and federal workers and railroad employees, none of which are covered by IOSHA. Consequently, data from the CFOI and reports released by other state or federal agencies as well as workplace fatality incidents inspected by IOSHA will differ.

While even a single worker fatality is one too many, the number of occupational-related fatalities inspected by IOSHA during FY 2024 showed a significant decrease compared to previous years. In FY 2024, IOSHA inspected 28 occupational-related fatalities, compared to 44 in FY 2023. The reduction of workplace fatalities may be attributed to many factors—both internal and external. One notable internal factor is IOSHA's proactive approach to worker safety and health through its programmed inspections through the various emphasis programs and inspections lists. During FYs 2023 and 2024, IOSHA initiated and completed several programmed inspections following its NEPs, LEPs, and targeted inspection lists, a capability the agency had not had for many years.

Indiana's Nonfatal Occupational Injury and Illness Rate



Select Indiana Industry Nonfatal Occupational Injury and Illness Rates for 2023

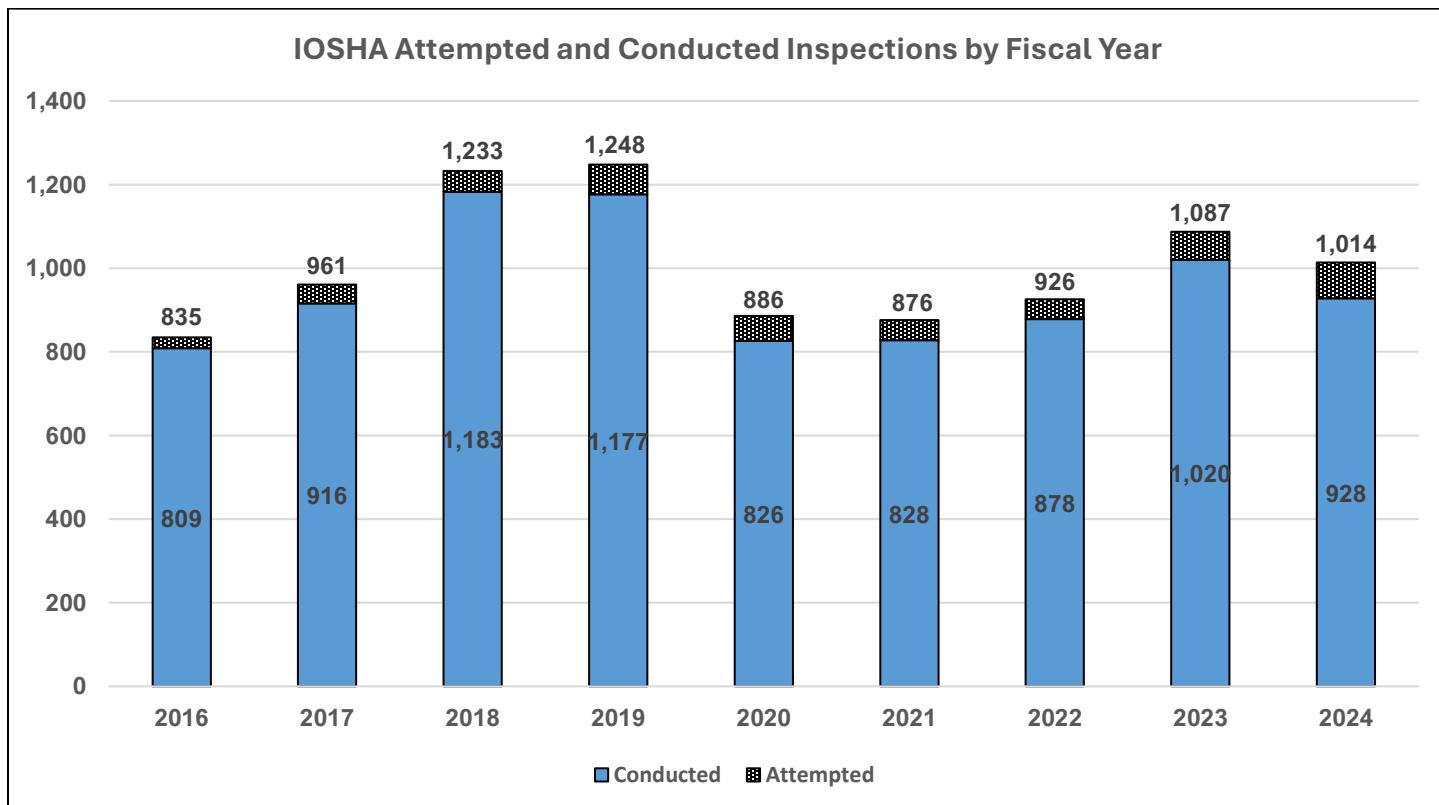
Industry	2022 Rate	2023 Rate	Percent of Change
Administrative and Support and Waste Management and Remediation Services	2.2	1.3	-40.91%
Wholesale Trade	2.7	2.0	-25.93%
Retail Trade	3.1	2.4	-22.58%
Utilities	1.9	1.4	-26.32%
Manufacturing	3.5	3.0	-14.29%
Healthcare and Social Assistance	4.3	3.8	-11.63%
Transportation and Warehousing	4.1	3.7	-9.76%
Construction	2.1	2.1	--
Local Government	4.4	5.1	+15.91%
Accommodation and Food Services	1.8	2.2	+22.22%
State Government	1.4	1.8	+28.57%
Education Services	4.4	5.1	+41.67%
Arts, Entertainment, and Recreation	3.6	5.7	+58.33%

IOSHA PROGRAM NARRATIVE

IOSHA inspections are initiated from formal complaints, reported and observed concerns of imminent danger exposure, worker hospitalizations, work-related amputations, loss of eye(s), workplace fatality reports, and planned inspections. Planned inspections are primarily driven by the State's Local Emphasis Programs (LEPs) and the National Emphasis Programs (NEPs) adopted by IOSHA.

IOSHA's Safety and Health Compliance Officers initiated 1,014 inspections during FY 2024. According to the federal OSHA State Activity Mandated Measures (SAMM) during the FY 2024, IOSHA opened 928 inspections. The number opened as opposed to the number of inspections attempted may differ for a few different reasons. An example that may explain some differences is that the number of attempted versus the number opened may include the jobsite was no longer active or the subject matter of the inspection was out of scope. The number of inspections attempted during FY 2024 was slightly fewer than the number attempted in FY 2023; however, more than the three prior FYs and the five-year average of 896.

See the chart below this paragraph for more information on the IOSHA Attempted and Conducted Inspections by FY for 2016-2024.



In addition to inspections, IOSHA Compliance Officers also perform investigations/inquiries for the Division's nonformal complaints and Rapid Response Investigations (RRIs). To best ensure the timely reconciliation of any incident or complaint after receipt, review, and triage, IOSHA Compliance Officers are assigned nonformal complaints and RRIs for further investigation.

During FY 2024, IOSHA Intake received and processed 3,635 (48 fewer than 2023) unprogrammed activity (UPA) reports, according to the OIS UPA Auditing Report. The volume received by the IOSHA since the COVID-19 pandemic has increased substantially. While the number of complaints received in 2020 peaked at more than 11,000, they have not yet returned to pre-pandemic numbers. FY 2024 UPAs included valid and invalid activities

including complaints, fatalities, and referrals. Fatalities that were reported but not inspected by IOSHA were those events outside of the agency's lawful authority to further investigate. Such events outside the scope of IOSHA's authority included personal medical (e.g., heart attack, stroke, etc.), motor vehicle crashes on public roadways or highways (not occurring in a construction work zone), accidents which occurred on small family farms, and incidents that took place amongst self-employed individuals.

See table below this paragraph titled, "Fiscal Year 2024 UPAs by Type," for more information regarding the type and number of UPAs IOSHA received and processed during the FY.

Fiscal year 2024 UPAs by Type	
UPA Type	Number
Complaints	2,786
Formal	405
Non-formal	2,381
Fatalities	112
IOSHA-covered/Inspected	28
Not IOSHA-covered/Not Inspected	84
Referrals	737
Hospitalization	481
Amputation	213
Loss of Eye	3
Other (including referrals from other federal, state, and local agencies; media; etc.)	40
Total UPAs	3,635

Training

IOSHA remains steadfast in its commitment to the training and professional development of its staff, encompassing roles from administrative and professionals and Compliance Officers to Supervisors and Directors. This dedication is reflected as a component in each team member's annual goal plan and further through the development and implementation of a dedicated IOSHA Training Officer position. The Training Officer position was developed with the purpose of better ensuring quality and consistency in the training provided to and received by IOSHA's Compliance Officers. This position was filled internally in September 2024.

In FY 2024, IOSHA staff participated in formal training courses provided by the federal OSHA Training Institute (OTI) and other organizations, including jobsite visits designed for their professional growth. Priority enrollment at OTI was given to new staff members requiring core curriculum training, in line with the federal Training and Education Directive (TED). Core curriculum training covered training areas such as Initial compliance, Safety and Health and Construction Standards, Legal Aspects, and Accident Investigation.

To enhance the effectiveness of IOSHA inspections related to the National Emphasis Program (NEP) for Trenching and Excavation, IOSHA's Safety Compliance Officers attended a day-long internal training event

developed by Supervisory staff. This comprehensive training included detailed instructions on the NEP, inspection directives, the OSHA Technical Manual, equipment demonstrations, and Compliance Officer safety protocols.

IOSHA developed and conducted a two-and-a-half day off-site training event from September 25-27, 2024, which included all staff members. The training covered a variety of topics including electrical safety, machine guarding, lockout/tagout, writing general duty citations, and role-playing exercises. Nearly 100% of IOSHA's team members participated in the event. Following the training event, IOSHA management staff developed a survey for team members to provide their feedback. Feedback provided by staff proved the event to be very successful.

In addition to these formal training sessions, IOSHA continues to host monthly Teambox Talks open to all Division personnel, fostering engagement and ongoing education. Moreover, IOSHA team members have access to an array of training topics through the Indiana State Personnel Department's LinkedIn Learning account. This training covers essential "soft skills" such as customer service, planning, organizing, multi-tasking, and effective communication.

Budget

IOSHA is funded by both the federal 23(g) grant provided by the United States Department of Labor OSHA and state general fund dollars.

On May 30, 2024, nearly nine months into FY 2024, state plans were notified of federal OSHA's budget shortfall. Federal OSHA's budget shortfall was attributed to the hiring of too many permanent federal employees with temporary funding provided by the American Rescue Plan Act of 2021 that was rescinded during FY 2024. Given federal OSHA's budget shortfall, all state plans were advised of a 3.61% (\$4,327,000) cut to the 23(g) grant base award funding for the current FY. IOSHA's FY 2024 base award grant level was reduced from \$2,886,800 to \$2,782,800—the difference of \$104,000.

The total amount spent on the FY 2024 23(g) program was \$6,465,556. This represents an increase of more than \$450,000 from the total amount spent on the program in FY 2023 (\$6,012,068). The federal share of these dollars was \$2,797,940, which represents an approximate decrease of \$121,000 from the prior FY. It is important to note the majority of the difference in federal funding was attributed to the reduction in the FY 2024 grant base award of \$104,000, due to OSHA's budgetary shortfall. However, the amount awarded by federal OSHA included a one-time only funding request of \$15,140—funds which became available for special projects and purchases when de-obligated by other state plans. The one-time only funding was requested and granted for the procurement of new industrial hygiene sampling and monitoring equipment. Indiana provided an overmatch of the required 50% federal funding with 56.72% totaling \$3,098,736. The total federal funding for all state plan programs is \$115,673,000, of which only 2.4% of this amount is awarded to Indiana. IOSHA would like to request additional federal 23(g) funding in the future.

IOSHA did not de-obligate or permit any Federal funds to lapse during FY 2024. The Indiana State Budget Agency imposed a required 2% budget reserve for most agencies during FY 2024; however, IOSHA was exempt from meeting this reserve.

Civil Penalties

During the 2019 Indiana legislative session, House Enrolled Act No. 1341 established IOSHA's minimum and maximum for Knowing violations issued in conjunction with a workplace fatality inspection where the Knowing violation issued could reasonably be a contributing factor to the incident. IOSHA's Knowing violation classification is comparable to the federal OSHA's Willful violation. The minimum of \$9,472 and maximum of \$132,598 for a

Knowing violation became effective on July 1, 2019. These dollar amounts mirrored the federal OSHA penalty structure for violations classified as Willful. The 2019 increased maximum represents nearly a 90% increase over the prior maximum of \$70,000 for a Knowing violation.

During FY 2024, the Department worked once again with the same legislator who developed a bill to increase the maximum penalty for a Knowing violation related to a workplace fatality. IOSHA's focus for this legislative session was on reviewing the bill prepared by the legislator to align state civil penalty maximums with the federal OSHA penalty structure. This bill did not advance out of the committee. The IOSHA penalty maximums remain unchanged.

Highlight of Select State Annual Mandated Measures (SAMM) for FY 2024

- SAMM 1a: Average number of days to initiate Complaint inspections (State Formula) was 8.09 days for FY 2024. This is less than the further review level (FRL) of ten days and nearly 28% lower than the National Average of 11.23 days.
- SAMM 2a: Average number of days to Initiate Complaint investigations (State Formula) in FY 2024 for IOSHA was 1.64. The National Average for this same measure in FY 2024 was 10.18 days.
- SAMM 3: Timely Response to Imminent Danger Complaints and Referrals for IOSHA in FY 2024 was 100%. The National Average response to potential imminent danger complaints was 96.83%.
- SAMM 4: IOSHA did not have any entry denials during FY 2024.
- SAMM 5: Average Violations per Inspection with Violations for serious, willful, and repeat for IOSHA for FY 2024 was 1.70. This National Average for this measure was 1.73 violations per inspection with violations.
- SAMM 7: IOSHA Compliance Officers attempted to conduct 1,014 inspections during FY 2024. The total number of inspections that were actually conducted by IOSHA in FY 2024 was 928. The number of safety inspections conducted during the FY was 759 and the number of health inspections conducted by IOSHA during the same period was 169. The number of inspections IOSHA projected for FY 2024 was 1,045. IOSHA achieved 88.80% of the total inspections that were projected in the 23(g) grant.
- SAMM 11: IOSHA performed its inspections in a timely manner during the FY. The average lapse time for safety inspections was 59.13 days. Health inspections took an average of 60.86 days. The National Average for safety inspections was 56.19 days and the health was 68.23.

Indiana VPP

The VPP stands as a pivotal element of IOSHA, receiving support from the highest levels of leadership within the state. By the end of FY 2024, 92 Hoosier workplaces were certified and actively participating in the VPP. These sites include four new sites that were certified during the FY, two of which were awarded "Merit" certification and two that received "Star" level recognition. These VPP-certified sites frequently exceed OSHA requirements, establishing innovative best practices that safeguard over 27,000 Indiana employees—an increase of approximately 2,000 workers from the prior FY. These sites demonstrate top-level management commitment and high levels of employee involvement in their safety and health programs and management systems.

The day-to-day operations of the Indiana VPP are managed by four dedicated VPP Leaders, all former IOSHA Compliance Officers. These leaders are actively engaged with a network of safety and health professionals,

promoting industry best practices, sharing innovative ideas, and fostering education on workplace safety and health excellence. In FY 2024, the Indiana VPP Leaders, in collaboration with training Special Government Employees (SGEs), conducted 21 full site evaluations, including four new site certifications and 17 recertification assessments. Collectively, the four VPP Leaders performed 294 outreach visits, offering onsite assistance, following up on 90-day hazard corrections, visiting potential new sites, and preparing sites for upcoming evaluations and re-evaluations.

The VPP Leaders worked with members of the INSHARP team to host a membership meeting during the annual Indiana Safety and Health Conference and Expo, held in Indianapolis on February 26-28, 2024. More than 100 representatives from Indiana VPP and INSHARP sites participated in the event. The half-day event highlighted worker injury and illness data trends and best practices which were provided by VPP and INSHARP sites. In addition to the meeting held in conjunction with the annual conference, the VPP Leaders also planned and delivered occupational safety and health best practices through “Spotlight Meetings.” Spotlight Meetings were held virtually via Microsoft Teams to maximize participation and effectiveness. These meetings addressed crucial topics such as worker fatigue, welding safety, and combustible dust management, attracting nearly 220 participants and impacting thousands of workers throughout FY 2024.

The VPP Leaders also collaborated with two VPP sites and federal OSHA to host two separate SGE training events in FY 2024. One such event took place in July 2024 in southcentral Indiana, and the other in September in northcentral Indiana. Both events were well-attended and resulted in the certification of nearly 20 SGEs who will contribute to VPP-related activities in Indiana and nationwide.

Partnerships

IOSHA has two active and longstanding (2005) organizational-based partnerships with construction associations. These associations are very active within the construction industry and work with a number of contractors in both industrial building and heavy highway construction. IOSHA’s partnerships are with the Coalition for Construction Safety (CCS) and the Indiana Construction Safety Partners (representing the Associated General Contractors of Indiana and the Indiana Constructors, Inc.). These partnerships have provided IOSHA with the opportunity to work closely with members of the construction industry and more particularly, their subcontractors to advance the safety and health of Hoosier construction industry workers.

IOSHA Lab

IOSHA continued to work towards updating the industrial hygiene equipment used by its Compliance Officers. IOSHA requested and received an additional \$15,140 in one-time only funds de-obligated from other state plans to procure more equipment. The equipment procured included five new sets of Gilian GilAir 3 Sampling Pumps, two MSA Altair 4XR 4-gas meters, eight MSA Single Gas Meters for sampling carbon dioxide, three refurbished exhaust gas analyzers, and seven Mesa Defender Air Calibrators. Additionally, all IOSHA’s Health Compliance Officers were upgrade with aluminum cyclones for silica sampling. IOSHA looks forward to continuing to improve its sampling and monitoring equipment in the future.

Unprogrammed Activities

Unprogrammed Activity (UPAs) are the source of much of IOSHA compliance-related activities. During FY 2024, IOSHA received 3,635 UPAs. These data include both valid and invalid UPAs. Valid UPAs include formal and nonformal complaints, serious injury and worker fatality reports, Compliance Officer-generated referrals, and referrals from other sources such as other regulatory agencies (e.g., Indiana Department of Environmental Management, Indiana Department of Health, etc.) and the media. Invalid UPAs may include complaints, referrals, and other incidents outside of IOSHA’s jurisdiction or scope to further investigate. UPAs are received, reviewed,

triaged, and processed by IOSHA's Intake team. The Intake team consists of two customer service representatives. These individuals handle thousands of inquiries and reports via phone and email each year.

Since the 2020 COVID-19 Pandemic, the number of UPAs IOSHA received has remained higher than in the years prior to that timeframe. In FY 2020, UPAs received by IOSHA Intake team reached an all-time high of 11,539.

The table below, titled, "UPAs Received by IOSHA by Fiscal Year," provides information regarding UPA volume from FY 2016 to 2024.

UPAs Received by IOSHA by Fiscal Year	
Fiscal Year	Number
2016	2,061
2017	2,715
2018	2,970
2019	2,842
2020	11,539
2021	5,311
2022	3,843
2023	3,685
2024	3,635

OSHA Information System

Since April 2022, IOSHA has used the OSHA Information System (OIS) for its daily enforcement activities operations and data and performance metrics management. Prior to the transition to OIS, IOSHA used a vendor-supported product called, the OSHA Express System.

IOSHA management worked with various members of the OIS development team to update many of the department's templated letters and correspondence during the FY 2024. These actions help best ensure the accuracy, transparency, and clarity in the department's regular correspondence.

Local Emphasis Programs

IOSHA developed and implemented three LEPs in FYs 2020 and 2021. The developed LEPs included Falls for General Industry and Construction (FALLS); Renovation, Rehabilitation, and Demolition (DEMORENO); and Residential Construction (RESCON). The overarching goal of these emphasis programs is to reduce exposure to workplace injuries, illnesses, and fatalities related to jobs, tasks, and hazards within the industries and sub-industries. During FY 2024, IOSHA conducted and coded nearly 300 inspections under one of its LEPs.

Prior to the enforcement of the LEPs, IOSHA and INSafe worked together to perform outreach and education for affected industry stakeholders. This outreach included presentations at events, consultation and training assistance, and other mechanisms.

Covering fall-related hazards in both General Industry and Construction, IOSHA's FALLS LEP yielded 144 inspections in FY 2024. Most of these inspections were unprogrammed (120) and were initiated by way of complaint (81). Only 24 inspections coded under this LEP were programmed. According to data from the OIS Inspection Summary Report for this LEP, IOSHA's Compliance Officers identified more than 200 serious hazards during inspection-related activities in FY 2024.

In FY 2024, IOSHA conducted 122 inspections under the LEP for RESCON. More than 88% (108) of these activities were programmed. Nearly 71% (86) of all inspections conducted under the RESCON LEP had one or more serious hazards identified. These metrics further underscore the need to continue to proactively conduct inspections following this LEP.

IOSHA Compliance Officers conducted 20 inspections using the LEP for DEMORENO. Approximately 60% of the inspections conducted under the LEP were programmed.

For employer and employee voluntary compliance and other agency stakeholder transparency purposes, IOSHA's adopted and active NEPs and LEPs are posted on the agency's website. IOSHA will continue to monitor and review the effectiveness of its LEPs regularly and modify programs as appropriate to create the best outcomes for stakeholders.

Whistleblower

Indiana is one of the few states that has a statute of limitations to complete an occupational safety or health-related whistleblower investigation. The statute of limitations is 120 days. IOSHA has three full-time Whistleblower Investigators dedicated to screening and conducting investigations for Hoosier employees who allege discrimination for engaging in protected activities.

The IOSHA Whistleblower Protection Unit addressed approximately 287 complaints in FY 2024. In FY 2024, cases were screened in an average of less than eight days. Cases docketed for full field investigation were completed in an average of 48.3 days, significantly lower than the National Average. Cases which were administratively closed were completed in an average of 8.3 days.

In FY 2024, the Indiana Whistleblower Protection team members recovered more than \$109,000 in restitution for Hoosier workers.

State Internal Evaluation Plan (SIEP)

IOSHA worked on multiple facets of its internal operations in FY 2024. Every area of the department gained some form of significant improvement that is sure to better streamline and fortify the consistency of our processes.

IOSHA's Enforcement Division updated many of its forms and reduced the total number of forms needed to perform inspections. At least eight of the forms used during and after inspections were either updated, combined, or deactivated. The resulting forms should provide reduced paperwork requirements, streamlining, and clarity of the information needed to complete the inspections.

Cross training was provided for IOSHA's administrative and Intake teams to assist with in-office coverage concerns and process continuity. Job aids and flowcharts were developed for multiple processes including triage of incoming UPAs, the inquiry processes, penalty collection, and UPA corrections/abatement. A workgroup was created to assist team members with addressing questions and concerns related to the inquiry process.

The Whistleblower Division also gained some updated processes that include documented docketing discussions, investigative action plans, and case file review. Further, the team also created a presentation for whistleblower basic processes to help new investigators. The whistleblower complaint assignment process was revised to help ensure a better caseload balance for all investigators and reduced bottlenecks.

The following actions were taken for the SIEP during FY 2024:

- Created a job aid for UPA inquiries to share best practices and provide comprehensive reference material.
- Developed a detailed emphasis program job aid to clarify when inspections should be assigned under National and Local Emphasis Programs.
- Updated and simplified the triage job aid to assist in making valid and invalid complaint determinations, improving decision-making accuracy.
- Re-introduced an inquiry workgroup and began offering weekly office hours to support Compliance Officers in their processing of inquiries.
- Cross-trained on triage duties to ensure flexibility and coverage in managing complaints and referrals.
- Cross-trained IOSHA administrative staff on phone support for IOSHA Intake to best ensure calls are returned in a timely manner.
- Expanded the department phone tree message to include instructions for how to file a complaint online, increasing accessibility and user friendliness.
- Implemented a process to summarize alleged hazards and corresponding countermeasures to improve accountability and thoroughness of inquiry processing and review.
- Implemented a process to document whistleblower docketing discussions, investigative action plans, and case review prior to closure, ensuring thorough communication between investigators and supervisor.
- Created a presentation on whistleblower basics to provide a process overview to new whistleblower investigators.
- Revised the whistleblower assignment process to better balance caseloads and reduce bottlenecks.
- Secured access to UPA and inspection information in OIS for whistleblower investigators, improving case management.

SOAR Conclusion

With a historic low nonfatal occupational injury and illness rate of 2.6 per 100 full-time employees, it is clear Indiana has made significant strides in advancing the safety and health of Hoosier workers. This progress is a testament to the collective efforts of Hoosier employers, employees, labor unions, private consultants, industry professionals, and government agencies, all working together to enhance workplace safety and health.

While IOSHA and its stakeholders celebrate this notable achievement, they also recognize that there is still work to be done. Further reductions in occupational injuries, illnesses, and fatalities will require the ongoing commitment from all parties involved.

IOSHA remains resolute in its mission to ensure that Indiana employees are provided with safe and healthy workplaces, free from recognized hazards. This unwavering commitment will continue to support the well-being of employees and the prosperity of Hoosier businesses.

Indiana Department of Labor Annual Performance Plan

The Indiana Department of Labor's overriding strategic goal is to reduce occupational injuries, illnesses, and fatalities in Indiana, particularly in the high hazard industries that have the greatest number of working Hoosiers.

Strategic Goal #1: Help ensure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.	
Performance Goal 1.1	Reduce nonfatal occupational injuries and illnesses in the Hoosier construction industry by 5%.
Annual Performance Goal	Reduce nonfatal occupational injuries and illnesses in the Hoosier construction industry by 1%.
Indicators/Metrics	Bureau of Labor Statistics' (BLS) Survey of Occupational Injuries and Illnesses (SOII) rate for NAICS 23 – Construction.
Data Sources	BLS SOII Table 1. Incident Rates of nonfatal occupational injuries and illnesses by industry and case types for NAICS 23 – Construction.
Baseline	2021 BLS SOII rate for NAICS 23 – Construction 2.6 per 100 full-time employees.
Comments	IOSHA will use its local emphasis programs (LEPs) including <i>Falls, Residential Construction (RESCON)</i> , and <i>Demolition, Renovation, and Rehabilitation (DEMORENO)</i> and adopted national emphasis programs (NEPs) to target inspections in high hazard construction sub-industries, the construction focus four (e.g., struck-by, caught-in/between, falls, and electrocution) tasks, and occupations.
FY 2024 Performance	<p>IOSHA continued to use its three emphasis programs along with the NEP for Trenching and Excavation to target high hazard industries, tasks, and equipment. According to the BLS SOII Table 1, the estimated nonfatal occupational injury and illness rate for the NAICS 23—Construction for 2023 was 2.1 per 100 full-time equivalent employees. This represents a reduction of 19.23% from the Baseline rate of 2.6 (2021).</p> <p>INSafe consultants provided several trainings regarding falls in general industry and construction in FY 2024. These topics were also discussed in 10-hour trainings provided by INSafe to clients around the state.</p> <p>INSafe conducted 46 safety and four health visits in the construction industry in FY 2024. Construction consultations always receive priority scheduling due to the hazardousness and time-sensitivity of the work being performed.</p> <p>ITA respondent data from March 2024 included a number of construction companies. INSafe began using these data to market our services to companies with injury and illness rates higher than the BLS-reported rates for their respective industries. Of the 300+ e-mails sent, several were in the area of construction. Our marketing efforts from late in calendar year 2023 were successful enough to keep us busy throughout most of FY 2024, so our marketing was scaled back during the summer.</p> <p>Due to changes in media outreach policies for the agency, INSafe continues to experience difficulties with creating new newsletter and website content. As such, no new videos were created in FY 2024, and the newsletters were instead generated for INSHARP clients. We were successful in submitting articles for the</p>

	<p>monthly Indiana State Personnel Department newsletter, The Torch. The Torch is circulated to all 30,000 state employees.</p> <p>This Performance Goal is considered met.</p>
Performance Goal 1.2	<p>Reduce nonfatal occupational injuries and illnesses in the Hoosier <i>manufacturing</i> industry by 5% by targeting the high hazard sub-industries. High hazard sub-industries will be selected annually upon review of the Indiana nonfatal occupational injury and illness rates provided by the BLS.</p>
Annual Performance Goal	<p>Reduce nonfatal occupational injuries and illnesses in the Hoosier manufacturing industry by 1%.</p>
Indicators/Metrics	<p>Bureau of Labor Statistics' (BLS) Survey of Occupational Injuries and Illnesses (SOII) rate for Indiana's Manufacturing industry 31-33.</p>
Data Sources	<p>BLS SOII Table 1. Incident Rates of nonfatal occupational injuries and illnesses by industry and case types for NAICS 31-33.</p>
Baseline	<p>2021 BLS SOII rate for NAICS 31-33 – Manufacturing 3.6 per 100 full-time employees.</p>
Comments	<p>IOSHA will review and use current BLS data to target the manufacturing sub-industries with the highest total nonfatal injuries and illnesses. As the BLS data is updated, these industries could change each year. IOSHA will implement a State Emphasis Program (SEP) to focus on the five most hazardous sub-industries, as necessary to target inspections, tasks, and occupations in workplaces where Hoosier manufacturing industry employees are getting injured.</p>
FY 2024 Performance	<p>The overall nonfatal occupational injury and illness rate for the Hoosier manufacturing industry according to the BLS SOII for 2023 is 3.0 per 100 full-time equivalent employees. This is the most recent rate published by the BLS and represents a 16.67% reduction in the rate of nonfatal occupational injuries and illnesses since the 2021 baseline was established.</p> <p>In FY 2024, IOSHA began developing an SEP for the purposes of completing targeted inspections in the five manufacturing sub-industries with high nonfatal occupational injury and illness rates. IOSHA anticipates this SEP going live in FY 2025.</p> <p>INSafe consultants provided multiple trainings and presentations to manufacturing facilities in 2024. Multiple presentations to associations and organizations also included information about fatal and nonfatal workplace injuries and illnesses in manufacturing. Common hazards were also discussed in the three 10-hour trainings provided to groups of INSafe clients around the state.</p> <p>INSafe conducted 177 consultations in the manufacturing industry in FY 2024. Manufacturing consultations receive priority scheduling due to the hazardousness of the work being performed.</p> <p>ITA respondent data from March 2024 included a number of manufacturing companies. INSafe began using these data to market our services to companies with injury and illness rates higher than the BLS-reported rates for their respective industries. Of the 600+ e-mails sent, 190 were in the area of</p>

	<p>manufacturing. Our marketing efforts from late in calendar year 2023 were successful enough to keep us busy throughout most of FY 2024, so our marketing was scaled back during the summer.</p> <p>Due to changes in media outreach policies for the agency, INSafe continues to experience difficulties with creating new newsletter and website content. As such, no new videos were created in FY 2023, and the newsletters were instead generated for INSHARP clients. We were successful in submitting articles for the monthly Indiana State Personnel Department newsletter, The Torch. The Torch is circulated to all 30,000 state employees.</p> <p>This Performance Goal is considered met.</p>
Performance Goal 1.3	Reduce IOSHA-covered workplace fatalities in the construction industry by 5%.
Annual Performance Goal	Reduce IOSHA-covered workplace fatalities in the construction industry by 1%.
Indicators/Metrics	OSHA Information System (OIS) accident/inspection records for IOSHA-covered fatalities (e.g., those within IOSHA's jurisdiction) in the construction industry.
Data Sources	OIS accidents/inspections
Baseline	During FY 2021, IOSHA conducted 6 fatality inspections in the Hoosier construction industry.
Comments	IOSHA will use its enforcement and compliance assistance tools—NEPs, LEPs, educational, outreach, and consultation to target enforcement activities and voluntary compliance efforts to focus on work operations, locations, and conditions that create the greatest incidence of hazards causing or likely to cause fatalities. Such activities include excavation/trenching, residential construction, roofing activities, etc. These efforts will include reaching out to local Chambers of Commerce, trade associations, and employers with high injury and illness rates through direct mail solicitations and other outreach events.
FY 2024 Performance	<p>The number of IOSHA-covered fatalities in all industries was significantly lower than those inspected in previous years. In FY 2024, IOSHA inspected 28 worker fatalities. IOSHA conducted 6 (25%) fatality inspections in the construction industry in FY 2024.</p> <p>INSafe consultants provided several trainings regarding falls in general industry and construction in FY 2024. These topics were also discussed in 10-hour trainings provided by INSafe to clients around the state.</p> <p>INSafe conducted 46 safety and four health visits in the construction industry in FY 2024. Construction consultations always receive priority scheduling due to the hazardousness and time-sensitivity of the work being performed.</p> <p>ITA respondent data from March 2024 included a number of construction companies. INSafe began using these data to market our services to companies with injury and illness rates higher than the BLS-reported rates for their respective industries. Of the 600+ e-mails sent, 51 were in the area of construction. Our marketing efforts from late in calendar year 2023 were successful enough to keep us busy throughout most of FY 2024, so our marketing was scaled back during the summer.</p>

	<p>Due to changes in media outreach policies for the agency, INSafe continues to experience difficulties with creating new newsletter and website content. As such, no new videos were created in FY 2023, and the newsletters were instead generated for INSHARP clients. We were successful in submitting articles for the monthly Indiana State Personnel Department newsletter, The Torch. The Torch is circulated to all 30,000 state employees.</p> <p>This Performance Goal is considered met.</p>
Performance Goal 1.4	Reduce IOSHA-covered workplace fatalities in general industry (e.g., non-construction industries) by 5%.
Annual Performance Goal	Reduce IOSHA-covered workplace fatalities in general industry (e.g., non-construction industries) by 1%.
Indicators/Metrics	OSHA Information System (OIS) accident/inspection records for IOSHA-covered fatalities (e.g., those within IOSHA's jurisdiction) in general industry (e.g., non-construction).
Data Sources	OIS accidents/inspections
Baseline	During FY 2021, IOSHA conducted 56 fatality inspections in non-construction industries.
Comments	IOSHA will use its enforcement and compliance assistance tools—NEPs, LEPs, educational, outreach, and consultation to target enforcement activities and voluntary compliance efforts to focus on work operations, locations, and conditions that create the greatest incidence of hazards causing or likely to cause fatalities. These efforts will include reaching out to local Chambers of Commerce, trade associations, and employers with high injury and illness rates through direct mail solicitations and other outreach events.
FY 2024 Performance	<p>The number of IOSHA-covered fatalities in all industries was significantly lower than those inspected in previous years. In FY 2024, IOSHA inspected 28 worker fatalities. IOSHA conducted 21 fatality inspections in non-construction industries in FY 2024. Work-related fatalities inspected by IOSHA included 20 incidents in general industry and 1 incident in the agriculture industry.</p> <p>In 2024, INSafe consultants provided multiple trainings and presentations to numerous companies. Multiple presentations to associations and organizations also included information about fatal and nonfatal workplace injuries and illnesses in manufacturing. Common hazards were also discussed in the three 10-hour trainings provided to groups of INSafe clients around the state.</p> <p>INSafe conducted 231 consultations in general industry in FY 2024. Manufacturing consultations receive priority scheduling due to the hazardousness of the work being performed.</p> <p>ITA respondent data from March 2024 primarily included companies in general industry. INSafe began using these data to market our services to companies with injury and illness rates higher than the BLS-reported rates for their respective industries. Our marketing efforts from late in calendar year 2023 were successful enough to keep us busy throughout most of FY 2024, so our marketing was scaled back during the summer.</p> <p>Due to changes in media outreach policies for the agency, INSafe continues to experience difficulties with creating new newsletter and website content. As</p>

	<p>such, no new videos were created in FY 2024, and the newsletters were instead generated for INSHARP clients. We were successful in submitting articles for the monthly Indiana State Personnel Department newsletter, The Torch. The Torch is circulated to all 30,000 state employees.</p> <p>This Performance Goal is considered met.</p>
Strategic Goal #2: Strengthen and improve IOSHA and INSafe's infrastructure.	
Performance Goal 2.1	Timely respond to IOSHA-covered occupational fatalities.
Annual Performance Goal	Respond to all IOSHA-covered fatalities within 1 working day.
Indicators/Metrics	Federal OSHA State Activities Mandated Measures (SAMM) #10.
Data Sources	OIS-generated SAMM Report
Baseline	FY 2021 = 90.91% (Indiana), Further Review Level (FRL) = 100%
Comments	FY 2021 National Average = 86.56%, FRL = 100%
FY 2024 Performance	IOSHA responded to 28 occupational fatalities in FY 2024. One fatality was not responded to within the FRL of one workday. IOSHA's response was timely 96.42% of the time.
Performance Goal 2.2	Timely respond to complaints assigned for inspection.
Annual Performance Goal	Respond to complaint <i>inspections</i> within an average of 10 working days.
Indicators/Metrics	Federal OSHA SAMM #1A for IOSHA
Data Sources	OIS-generated SAMM Report
Baseline	IOSHA FY 2021 = 7.91 working days, FRL = 10 working days
Comments	FY 2021 National Average = 10.45 working days
FY 2024 Performance	During FY 2024, IOSHA's average number of days to initiate complaint inspections was 8.09 days and within the FRL of 10 working days and more than 3 days less than the National Average of 11.23 days.
Performance Goal 2.3	Timely respond to complaint investigations.
Annual Performance Goal	Respond to complaint <i>investigations</i> within an average of 5 working days.
Indicators/Metrics	Federal OSHA SAMM #2A for IOSHA
Data Sources	OIS-generated SAMM Report
Baseline	IOSHA FY 2021 = 3.22 working days, FRL = 5 working days
Comments	FY 2021 National Average = 5.94 working days
FY 2024 Performance	During FY 2024, IOSHA's average number of days to initiate a complaint investigation was 1.64 days. IOSHA's response was well within the FRL of 5 days and significantly lower than the National Average of 10.18 days.
Performance Goal 2.4	Complete safety inspections in a timely manner.
Annual Performance Goal	Complete safety inspections in an average of 53 days by establishing acceptable range/metric in CSHO and Supervisor's annual goal plan. Hold Supervisor accountable for monitoring this goal for each of their respective direct reports.
Indicators/Metrics	Federal OSHA SAMM #11A for IOSHA
Data Sources	OIS-generated SAMM Report
Baseline	FY 2021 safety inspection lapse for IOSHA = 55.43 days
Comments	The FRL is based on a three-year National Average. FY 2021 FRL = 41.94 – 62.90 days, National Average = 53.82 days
FY 2024 Performance	During FY 2024, IOSHA's average safety inspection lapse time was 59.13 days. The National Average for the same measure was 56.19 days.
Performance Goal 2.5	Complete health-related inspections in an average of 75 days by establishing acceptable range/metric in CSHO and Supervisor's annual goal plan. Hold

	Health Supervisors accountable for monitoring this goal for each of their respective direct reports.
Annual Performance Goal	Complete health-related inspections within the FRL range.
Indicators/Metrics	Federal OSHA SAMM #11B for IOSHA
Data Sources	OIS-generated SAMM
Baseline	FY 2021 health inspection lapse for IOSHA = 114.97 days
Comments	The FRL is based on a three-year National Average. FY 2021 FRL = 52.88 – 79.32 days, National Average = 75.76 days
FY 2024 Performance	During FY 2024, IOSHA's average health inspection lapse time was 60.86 days. The National Average for the same measure was 68.23 days. This Performance Goal is considered met.
Performance Goal 2.6	Provide IOSHA and INSafe staff with ten opportunities for training and professional development. Focus efforts in continuing to cross-training staff in multiple disciplines (e.g., general industry and construction safety).
Annual Performance Goal	Provide IOSHA and INSafe staff with two non-OTI training or development-related activities per year. This may include technical training provided by agency staff, partnership, and alliance participants, and other.
Indicators/Metrics	
Data Sources	Internally developed spreadsheet/list of training opportunities provided to staff.
Baseline	
Comments	
FY 2024 Performance	During FY 2024, IOSHA provided several non-OTI training and development activities for its staff. IOSHA partnered with the INSafe Division to host OSHA 10-hour voluntary outreach training for both General Industry and Construction Safety for IOSHA staff. These training events took place December 7-8 and 12-13, 2023. In addition to covering the required and elective topics, the training offered hazard recognition training. On June 6, 2024, one of IOSHA's Health Compliance modules participated in industrial hygiene equipment training. On June 18, 2024, OSHA's Safety Compliance Division completed a full-day internal training on trenching and excavation activities. This training included an overview of the National Emphasis Program for Trenching and Excavation, review of the applicable OSHA Technical Manual section for the topic, the Inspection Directive, equipment demonstration, and Compliance Officer safety and health. IOSHA developed and delivered an off-site training which took place September 25-27, 2024. This event featured more than eight different training sessions and topics presented by IOSHA Legal, Supervisors, and Directors. Nearly 100% of IOSHA's staff participated in this two-and-a-half day training and development event. In addition to OTI trainings, both IOSHA and INSafe staff are offered free access to LinkedIn Learning offerings.

	INSafe consultants have also attended courses from Mid-America OSHA and Great Lakes OSHA. One consultant completed all four requisite courses to become a certified 10-and 30-hour trainer in both general industry and construction. Two consultants also attended onsite training in Virginia to become certified JLG lift trainers. New hires each had a day in the office where seasoned health consultants explained and demonstrated the basics of operating our noise dosimetry and air sampling equipment.
Performance Goal 2.7	Leverage information provided by federal agencies, state agencies, and outside sources to reach out to new and different customers for consultation.
Annual Performance Goal	Utilize direct mail, direct calling, e-mail, and/or door-to-door visits to increase client base for INSafe consultations.
Indicators/Metrics	Federal OSHA MARC # of visits for INSafe
Data Sources	OIS-generated MARC reports
Baseline	2021= 298 consultations
Comments	Due to the pandemic, this number dwindled and is not normalizing as quickly as hoped. With a new emphasis on marketing, INSafe hopes to see this number grow quickly.
FY 2024 Performance	INSafe continued to aggressively market its services from early through mid FY 2024. The marketing included direct mail and e-mail pieces to over 600 Hoosier businesses. The majority of these direct marketing efforts in FY 2024 came from contacting companies with high injury and illness rates. These companies were identified by parsing data from the OSHA ITA. Our extensive marketing to specific industries, based on lists of companies provided by OSHA Region V (Chicago) in mid/late FY 2023 kept INSafe consultants busy through the summer of FY 2024. FY 2024 ended with 381 total consultations, a 28% increase from FY 2021 totals. INSafe staff also attended five trade shows/conferences as vendors to market our services.
Performance Goal #3: Promote employer and employee awareness of and participation in voluntary compliance activities and programs to foster a culture of safer and healthier workplaces in Indiana.	
Performance Goal 3.1	Connect with stakeholders by offering compliance assistance products and other resources that promote safety and health excellence (e.g., newsletters, fact sheets, website updates, brochures, direct mail pieces, etc.). Create six outreach materials per year (30 total for five years) that will largely be made available and distributed electronically.
Annual Performance Goal	Create and publish six outreach/educational materials per year to Hoosier employers in industries identified in the BLS SOII data as having high injury and illness rates. Consultation will continue to promote national safety and health initiatives including Safe and Sound, and other safety stand-downs, as appropriate.
Indicators/Metrics	Indiana Department of Labor internal tracking.
Data Sources	Internally maintained spreadsheet.
Baseline	N/A
Comments	
FY 2024 Performance	Due to changes in media outreach policies for the agency, INSafe continues to experience difficulties with creating new newsletter and website content. As such, no new videos were created in FY 2024 and three newsletters were generated exclusively for INSHARP clients. Four articles involving general occupational safety topics were published in the monthly Indiana State Personnel Department newsletter, The Torch. The Torch is circulated to all

	30,000 state employees that work in a variety of occupations including offices, roadways, and fabrication shops.
Performance Goal 3.2	Coordinate and conduct a combined 30 outreach activities (e.g., Best Practices Meetings, Spotlighting Meetings, Conferences, etc.).
Annual Performance Goal	Develop and provide six combined outreach/educational activities (e.g., Best Practices, Spotlighting Meetings, Trainings, Conferences, etc.) per year. These activities will be marketed toward the high-hazard industries in Indiana, as defined by annual BLS SOII data.
Indicators/Metrics	Indiana Department of Labor internal tracking.
Data Sources	Internally maintained spreadsheet.
Baseline	N/A
Comments	
FY 2024 Performance	VPP and INSHARP again combined efforts to host the VPP/INSHARP meeting in conjunction with the Indiana Safety and Health Conference and Expo in February 2024. This marks the return of the in-person meeting as the previous year's meeting was held virtually and independent of the conference due to space concerns. The VPP team also hosted eight VPP spotlight meetings to communicate best practices to VPP and INSHARP participants, as well as any company interested in pursuing exemplary status.
Performance Goal 3.3	Increase workplace/worksite participation in VPP or INSHARP by a combined 25 total new sites for five years.
Annual Performance Goal	Increase workplace or worksite participation in VPP or INSHARP by a combined five new sites per year by marketing the programs through the appropriate channels – partnership and alliance participants, conferences, industry and association-based event, outreach presentations, agency's website, etc.
Indicators/Metrics	Indiana Department of Labor internal tracking.
Data Sources	Internally maintained spreadsheet for VPP and INSHARP participants.
Baseline	VPP sites = 90, INSHARP sites = 53
Comments	
FY 2024 Performance	During FY 2024, Indiana VPP certified four new Hoosier workplaces—two “Merit” and two “Star” worksites. INSafe certified four INSHARP sites as well. During FY 2024, VPP and INSHARP participation grew by eight sites combined.
Performance Goal 3.4	Increase education, outreach, and consultation services in the Hoosier healthcare industry.
Annual Performance Goal	Increase education, outreach, and consultation services in the Hoosier healthcare industry.
Indicators/Metrics	Indiana Department of Labor internal tracking.
Data Sources	Internal tracking via spreadsheets and the OIS application.
Baseline	N/A
Comments	Utilize lists of Injury Tracking Application (ITA) respondents and non-respondents and a report of past users of INSafe consultation to contact companies in the healthcare industry and its sub-industries and direct market consultative services. If available, consultation will also utilize information provided by IOSHA enforcement of companies in these areas that may have had serious violations and offer services to help identify and correct new hazards.
FY 2024 Performance	With the loss of three seasoned consultants and the hiring of three brand-new staff, INSafe slowed down on marketing INSafe's services in the middle of FY 2024. INSafe did not market specifically to the healthcare industry in FY 2024.