OUR MISSION

The Arkansas Department of Labor was given the responsibility of enforcing the labor laws of the state in 1913. Today, the mission of the Arkansas Department of Labor is to foster, promote, and develop the health, safety and welfare of the wage earners of Arkansas by providing services and enforcing laws to improve working conditions, enhance their opportunities for safe and profitable employment, and increase in both productivity and efficiency to improve processes and public services.

OUR VISION

WE SEEK TO LEAD ARKANSANS BEYOND ORDINARY RESULTS FOR PROGRESSIVE WORKPLACE SAFETY AND EMPLOYEE WELLBEING.

OUR CORE VALUES

WE ARE COMMITTED, ACCOUNTABLE AND RESPECT THE NEED FOR EXCELLENT SERVICE THAT THE CITIZENS OF ARKANSAS DESERVE.
GOAL #1 – Health and Safety
Aligns with Arkansas’ Health and Safety strategies to provide accessible care and active lifestyles; and protect the public’s safety and security

Objective 1: Promote a healthy and safe working culture through compliance assistance, cooperative programs, and strong leadership.

Strategy 1:
Provide OSHA consultation services to assist employers with OSHA compliance. This program is a federal grant program.

Strategy 2:
Conduct an annual survey of Arkansas occupational injuries and illnesses and an annual census of fatal occupational injuries in order to target safety services and provide the public, educators and researchers with valuable data. This program is a federal grant program.

Strategy 3:
Continue to develop cooperative programs, such as the award-winning “Amputation Stand-Down Program”, to target high risk occupational safety and health hazards in Arkansas. This would include targeted workers, such as our programs focusing on temporary workers and youth workers.

Strategy 4:
Through SHARP (Safety and Health Achievement Recognition Program), recognize employers who have achieved milestones in areas of occupational safety and health.

Strategy 5:
Provide training, perform inspections, and issue employment certificates in an effort to protect the working youth.

Strategy 6:
Enforce laws and provide compliance assistance in the area of labor standards, including the state minimum and overtime law and child labor laws.
Objective 2: Reduce occupational hazards through direct intervention.

**Strategy 1:**
Reduce hazards by conducting OSHA consultations upon request from employers at worksites with targeted hazards such as lead, silica, amputations, or high-hazard industries such as residential construction, commercial construction, or oil and gas service industries. Priority is given to small high-hazard employers.

**Strategy 2:**
Reduce occupational hazards by conducting inspections at public sector worksites.

Objective 3: Reduce public safety hazards in areas of authority through permitting, licensing, and inspections.

**Strategy 1:**
Ensure that statutorily required inspections are conducted of boilers and pressure vessels, elevators and escalators, and amusement rides and attractions.

**Strategy 2:**
Ensure that high risk work is performed by trained, licensed personnel through inspections and licensure, including: electricians, boiler operators, pressure vessel manufacturers and repair operations, elevator mechanics, elevator installers, and elevator inspectors.

**GOAL #2 - Educate and Engage**
Aligns with Arkansas’ strategy to support a path of life-long learning for Arkansans

Objective 1: Provide training opportunities to Arkansas companies and wage earners to ensure they have the tools for safe and profitable employment.

**Strategy 1:**
Provide safety conferences and seminars across the state each year, as well as customized training upon request. These will include at least ten (10) safety conferences focusing on the hourly worker, as well as conferences and seminars designed for public sector employers and training for the mining industry.

**Strategy 2:**
Provide and maintain a media library with videos and printed material on safety-related topics for loan, at no charge, to employers and others to utilize for training and staff development.

**Strategy 3:**
Provide informational services and training classes on key occupational safety and health issues, as well as regulatory issues such as state minimum wage and child labor laws.
Objective 2: Provide training resources and opportunities to agency staff in order to enhance their skills, abilities, and improve work processes.

Strategy 1: Develop and implement a specific annual training plan for OSHA consultants.

Strategy 2: Encourage professional development through recognition of training in the employee performance evaluation process.

Strategy 3: Provide in-house training sessions on specialized topics and monitor state-required training by the Office of Personnel Management, and Department of Finance and Administration.

GOAL #3 - Quality and Efficiency
Aligns with Arkansas’ strategy to transform the culture of state government

Objective 1: Improve efficiency for licensing, permitting and inspections or investigations, through electronic records management and automated work processes.

Strategy 1: Continue development of LaserFiche applications for work processes in order to provide customers a faster response or service; to improve productivity through mobile report filing and remote access; to automate the billing process from inspection to invoicing to permitting and licensing; to automate case file management and standard reporting; and to improve and automate performance monitoring of individuals, as well as programs.

Strategy 2: Continue expansion of on-line data for the public, cooperative partners, and stakeholders. This improves accessibility and transparency, as well as reduces staff time in answering large Freedom of Information Act (FOIA) requests.

Strategy 3: Conduct a Bi-Annual Risk Assessment to identify the need for new or improved efficiencies and processes.

Strategy 4: Locate field consultants, inspectors, and our state Mediator in various strategic regions of the state in order to increase customer accessibility and reduce costs associated with hard office space. A total of 36 employees have been equipped to work from home, including OSHA consultants, inspectors of boilers, elevators, amusement rides, and electrical facilities, as well as wage and hour inspectors. This strategy has reduced our office rental fees by 30%, and increased field production by 20% since 2016.
**Strategy 5:**
Seek and apply for grants to supplement agency resources, including the continuation of current grants from the U. S. Department of Labor; Occupational Safety and Health Administration; Mine Safety and Health Administration; and Bureau of Labor Statistics.