

OSHSB Strategic Plan & Operational Realignment 2026-27

Vision & Core Mandate: Establishing modern digital workflows, transparent operations, inclusive community engagement, and a supportive, mission-oriented organizational culture driven by a core thesis: **improving transparency and efficiency through enhanced visibility.**

Pillar 1: Modernized Infrastructure & Workflow Efficiency (The Process)

- **Universal Project Tracker:** Deploying centralized, real-time tracking for active and backlogged rulemakings, providing concrete data to accurately inform leadership, staff, and partners.
- **Jira Program Management Software:** Integrating a 21st-century digital platform, enabling advanced data collection, cross-functional collaboration, intelligent intake prioritization, and streamlined project management as a vital tool to tackle a growing workload and historical backlogs.
- **Modernizing VIMS Variance System:** Updating and streamlining the online Variance Information Management System (VIMS) as a vital technical upgrade to improve tracking, transparency, and public accessibility for variance requests.

Pillar 2: Inclusive Outreach & Public Transparency (The Public)

- **Pre-Rulemaking Outreach:** Widening the door for public participation by formalizing robust advisory committee methodology across complex and diverse domains.
- **Demystifying Board Processes:** Simplifying and clarifying agency procedures to make them transparent, welcoming, and directly accessible to workers and the broader labor force.
- **Equitable Worker Representation:** Actively uplifting diverse voices, perspectives, and feedback from underrepresented communities and affected workers to ensure safety standards address real world, ground level hazards.

Pillar 3: Staff Investment & Operational Culture (The People)

- **Workforce Training & Recognition:** Investing heavily in staff development through targeted coaching frameworks and celebrating excellence, including the OSHSB Teams receiving DIR Gold Awards in 2025 and 2026.
- **Retention & Support:** Fostering strong team collaboration, worker satisfaction, and continuous career growth to retain top-tier civil servants and cultivate a supportive workplace.
- **Data-Driven Transparency & Culture:** Leveraging real-time project metrics, updated rulemaking schedules, and structured feedback loops to foster a unified, mission-driven internal culture committed to public accountability.

Key Outcome

A modernized, efficient, and inclusive operational framework centered on enhanced visibility- prioritizing improved processes, public service, and supporting a strong team of people dedicated to faithfully protecting the safety of California's workforce.