Virginia VPP recognizes and promotes exceptional safety and health management systems. In VPP, the Department of Labor and Industry’s Occupational Safety and Health Program (VOSH), management and labor establish a cooperative relationship at Virginia workplaces that have implemented exemplary safety and health programs.

- Management agrees to operate an effective program that meets an established set of criteria.
- Employees work directly with management to ensure a safe and healthful workplace.
- Other key elements include worksite analysis, hazard prevention and control, and safety and health training.

Virginia Challenge provides a “roadmap to Virginia STAR,” plotting a path for employers to follow with the help of a voluntary network of safety and health professionals committed to providing guidance and advice in developing and implementing a safety and health management system based on VOSH’s VPP model.

This program provides flexibility for diverse industries with three levels of participation for general industry, and provides recognition for employers’ incremental improvements on their path to attaining Virginia STAR status.

Virginia Challenge supports VOSH’s VPP mission to protect lives by reducing fatalities, injuries, and illnesses in the workplace.

### Virginia Challenge Principles

Virginia Challenge is designed to be a “roadmap to Virginia STAR,” providing employers with a step-by-step process to develop and implement a comprehensive safety and health management system that goes beyond VOSH’s standards. The core elements of Virginia Challenge include:

- Management Leadership and Employee Involvement
- Worksite Analysis
- Hazard Prevention and Control
- Safety and Health Training

### Virginia Challenge Elements

Virginia Challenge has three stages designed to guide employers on their path to achieving Virginia STAR status:

#### Stage I - Assess, Learn, and Develop

Introduces Participants to the basic VPP elements that are necessary to develop and implement an effective safety and health management system.

#### Stage II - Implement, Track, and Control

Recognizes worksites that have passed Stage I and are implementing more thorough safety and health management system processes.

#### Stage III - Reassess, Monitor, and Continuously Improve

Sites are reassessing and continuously improving the safety and health management system. Stage III sites are eligible to apply for Virginia STAR.

Visit us at: https://www.doli.virginia.gov

Virginia VPP Codification Ceremony
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