

EXAMPLES OF OSHA MANDATED STATE & FEDERAL TRAINING REQUIREMENTS	Upon Hire If Applicable	Refresher Training Required When Changes Occur	Annual Refresher Required	2 or 3 Year Evaluation Required	Documentation Required
Specialized safety training for temporary employees	●	●			●
Employee Rights & Responsibilities	●				●
Emergency Action Plan	●	●	●		
Personal Protective Equipment	●	●	●		●
Confined Space	●	●	●		●
Lockout/Tag Out	●	●	●		●
First Aid & CPR First Aid	●			●	●
Fire Protection & Prevention	●	●	●		●
Powered Industrial Truck	●	●		●	●
Electrical Hazards	●	●			
Hazard Communication	●	●	●		●
Bloodborne Pathogens	●		●		●

The Occupational Safety and Health Administration (OSHA) requires employers to “comply with occupational safety and health standards” described in the Occupational Safety and Health Act of 1970. Many of the OSHA standards require the employer to provide some form of training to their employees. Here are some examples of training that should be taking place at your place of business.

GENERAL INDUSTRY

Some General Industry requirements could include the handling, storage and transportation of hazardous waste. Personal protective equipment (PPE) training is required for anyone exposed to a hazardous environment. Types of PPE include ear plugs, safety glasses, helmets, gloves and respirators.

Recognizing the purpose of warning signs and labels is crucial to safety communication. Lock-Out Tag-Out Procedures should be communicated before employee(s) service powered equipment. Welding, cutting and brazing safety training includes the proper use of welding equipment and the safe work practices to avoid injury.

Misuse of powered equipment, including hand tools, is the cause of many severe injuries and fatalities annually. CPR and First Aid Training is vital to being prepared in the event that employees may find themselves responding to a medical emergency at the workplace.

CONSTRUCTION INDUSTRY

The construction industry is required to conduct safety training in industry specific subjects. Training to operate hand and power tools safely should be covered before the employee performs work using the equipment. Training should also emphasize fall protection and the proper use of ladders and scaffolds to prevent people from falling down from elevated surfaces. On excavations, hazards can include being run over by equipment, as well as cave-ins and floods. Training should include protective systems, soil mechanics and general hazards associated with evacuations.

AGRICULTURAL INDUSTRY

Most of the training requirements for the agricultural industry are the same as for general industry. Training specific to this industry includes operation of equipment with “roll-over protective structures (ROPS)”. Additional training could include the operation of specific farm equipment and farm animal safety.