



What Safety Training Is Actually Required?

A Practical Guide to OSHA Requirements



Plus: Free OSHA Training Assessment and a preview of OSHA requirements beyond training.

Today's Speakers



Jill James

MIS
Chief Safety Officer, HSI

In her current role, Jill focuses on product, thought leadership, and regulatory trends.

Her over 30-year EHS career includes 12 years as an OSHA Senior Safety Investigator, and several years in healthcare, education, biotech, life sciences and the poultry industry.

Jill hosts the Accidental Safety Pro podcast and created the Supervisor Safety Tip video series.

She received her Master's in Industrial Safety from University of Minnesota, Duluth and her undergraduate degree is in Community Health Education.



Kristi McClure

LCSW
Marketing Director, HSI

Kristi McClure worked in the health and human services for over 25 years, first as a social worker delivering direct client care, then in healthcare technology solutions.

Her experience includes implementation project management, content development for online learning, continuing education director, product manager, and marketing.

She has been with HSI for over four years focusing on workplace health and safety training, rules, and regulations.

Today's Webinar

- How to find OSHA standards that include worker training
- Identify other sources of workplace health and safety regulations
- Dispel myths about workplace health & safety training regulations
- Demonstrate the OSHA Safety Training Assessment
- OSHA Regulations *beyond training*

Regulations (Standards - 29 CFR)

By Standard Number

- [Part 24 - Procedures for the Handling of Retaliation Complaints Under The Federal Employee Protection Act of 1974, As Amended](#)
- [Part 70 - Production or Disclosure of Information or Materials](#)
- [Part 70a - Protection of Individual Privacy in Records](#)
- [Part 71 - Protection of Individual Privacy and Access to Records Under the Privacy Act of 1974](#)
- [Part 1900 - \[Reserved\]](#)
- [Part 1901 - \[Reserved\]](#)
- [Part 1902 - State Plans for the Development and Enforcement of State Standards](#)
- [Part 1903 - Inspections, Citations, and Proposed Penalties](#)
- [Part 1904 - Recording and Reporting Occupational Injuries and Illnesses](#)
- [Part 1905 - Rules of Practice for Variances Limitations Variations Tolerances and Exemptions Under the Act](#)
- [Part 1906 - Administration Witnesses and Documents in Private Litigation \[Reserved\]](#)
- [Part 1908 - Consultation Agreements](#)
- [Part 1910 - Occupational Safety and Health Standards](#)
- [Part 1911 - Rules of Procedure for Promulgating Modifying or Revoking Occupational Safety or Health Standards](#)
- [Part 1912 - Advisory Committees on Standards](#)
- [Part 1912a - National Advisory Committee on Occupational Safety and Health](#)
- [Part 1913 - Rules of Agency Practice and Procedure Concerning Osha Access to Employee Medical Records](#)
- [Part 1915 - Occupational Safety and Health Standards for Shipyard Employment](#)
- [Part 1917 - Marine Terminals](#)
- [Part 1918 - Safety and Health Regulations for Longshoring](#)
- [Part 1919 - Gear Certification](#)
- [Part 1920 - Procedure for Variations from Safety and Health Regulations Under the Longshoremen's and Harbor Workers' Act](#)
- [Part 1921 - Rules of Practice in Enforcement Proceedings Under Section 41 of the Longshoremen's and Harbor Workers' Act](#)
- [Part 1922 - Investigational Hearings Under Section 41 of the Longshoremen's and Harbor Workers' Act](#)
- [Part 1924 - Safety Standards Applicable to Workshops and Rehabilitation Facilities Assisted by Grants](#)
- [Part 1925 - Safety and Health Standards for Federal Service Contracts](#)
- [Part 1926 - Safety and Health Regulations for Construction](#)

OSHA Standards and Worker Training

- 2254: Training Requirements in OSHA Standards

<https://www.osha.gov/sites/default/files/publications/osha2254.pdf>

- OSHA Regulations by Industry

<https://www.osha.gov/laws-regs/regulations/standardnumber>

Example: [Hazcom 1910.1200](#)



OSHA Standards and Worker Training

Principles of Smart Search

- Dig for the original source vs. referenced
- Know the source: reputable URL
- Keywords: “should”, “must”, “shall”
- Ctrl + F: keyword search
- Verify!



Training Frequencies



- Prior to use/exposure or Initial assignment of tasks where exposure could occur
- Annually
- Every three years
- As determined by employer
- Retraining:
 - ▶ When worker responsibilities change
 - ▶ New hazard/risk/equipment introduced
 - ▶ Change in assigned duties
 - ▶ Inadequacies in worker's knowledge or use of procedure
 - ▶ Changes render previous training obsolete
 - ▶ Any situation arises in which retraining appears necessary to ensure safety

OSHA Myths

MYTH: If I have my OSHA 10 or 30 card, I'm good.

MYTH: Federal OSHA has the strictest regulations.

MYTH: We don't worry about OSHA standards; we have fewer than 10 employees.

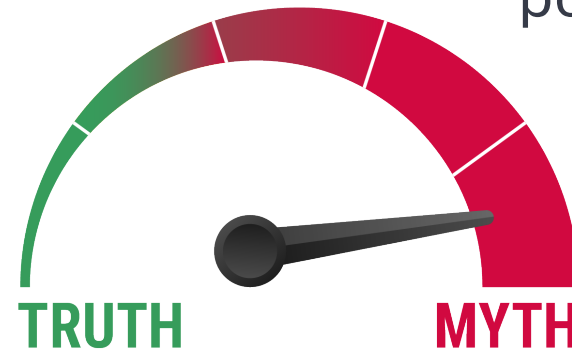
MYTH: OSHA constantly adds regulations, it's hard to keep up.

MYTH: OSHA is the only source of workplace health and safety regulations in the United States.

MYTH: I have to hire an OSHA consultant to figure this all out.

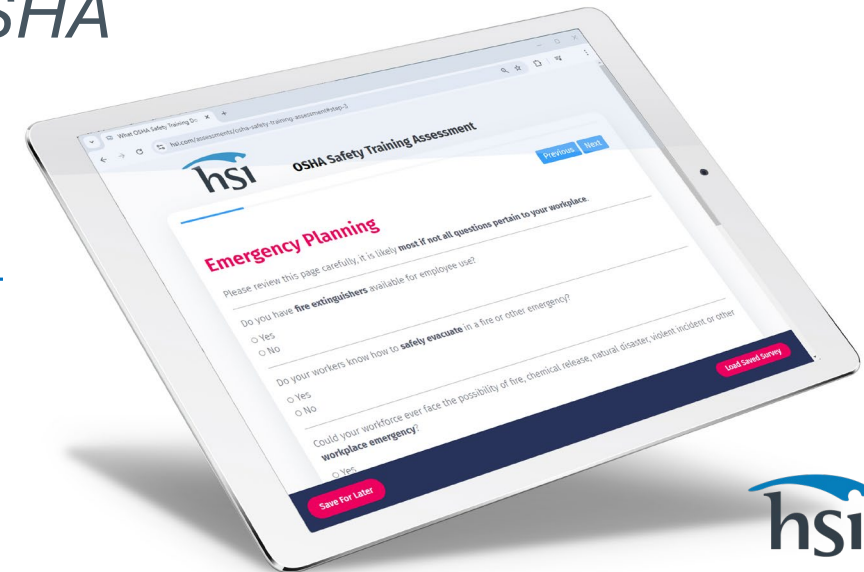
MYTH: We won't get caught if we fail to meet regulations, OSHA doesn't do inspections very often.

MYTH: We meet training regulations by having employees read policies and sign-off on them.



OSHA Safety Training Assessment (OSTA)

- Identify which OSHA regulations apply to your workplace.
 - Practical, easy to understand questions vs. reading OSHA regulations and teasing them out.
 - Personalized report
 - Completed multiple times for different worksites
 - **HSI Exclusive! *None other like it, not even OSHA***
 - Where is it? hsi.com
 - Training solutions > safety training > OSTA
- <https://hsi.com/assessments/osha-safety-training-assessment>





OSTA DEMO:

Follow along

Why is this Important?

- Comprehensive report showing federal OSHA training requirements
- Includes “best practice” training topics (ex. workplace violence)
- EHS professional can use report(s) to justify training needs
- Demonstrates due diligence regarding OSHA compliance (keep in records)



***** This state's OSHA-approved State Plan covers private and state/local government workplaces

****** This state's OSHA-approved State Plan covers state/local government workers only

(Light blue) This state (with no asterisk) is a federal OSHA-covered state

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State Plan States: Key Takeaways

- **Jurisdiction:** State or Federal OSHA?
- **Resources and factsheets on state website:** find and use these!
- **Source of truth:** stick with .gov sites, verify information from the original source (ex. Blog post references)
- **Regulations:** review all elements of regulations, not just training.



Beyond Training: Administrative Must-haves

OSHA Posters

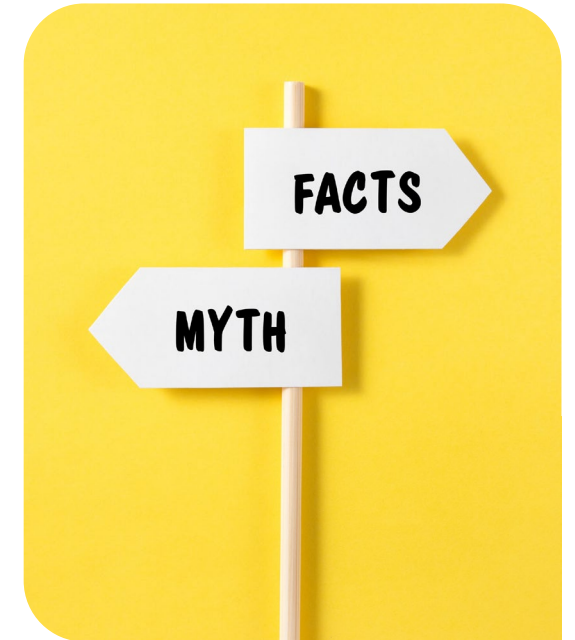
- **Myth:** I have to buy them every year.

OSHA 300 Log/Recordkeeping

- **Myth:** I only have to keep one log
- **Myth:** Everyone has to submit to OSHA

Hazard Communication Compliance

- **Myth:** All SDSs have to be in a yellow binder
- **Myth:** All SDS versions must be accessible at all times by all employees

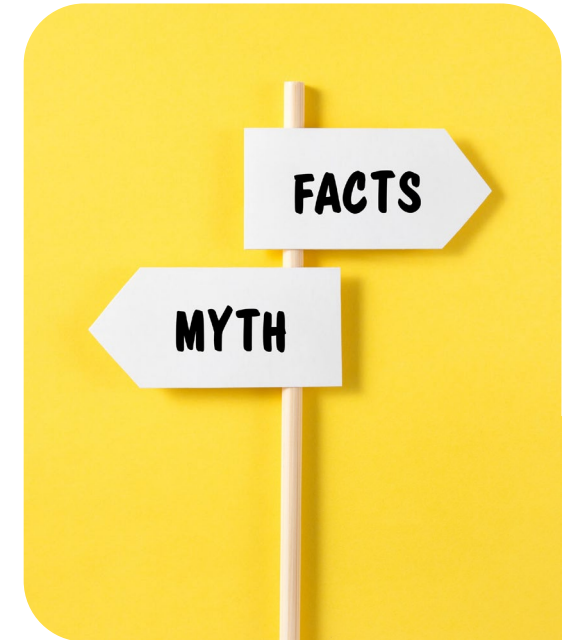


Beyond Training: Policies

- Policies
- Procedures
- Program
- Assessment
- Written Documentation

Myths:

- Every employee must read every policy
- Purchasing a policy binder is the best way to be compliant.

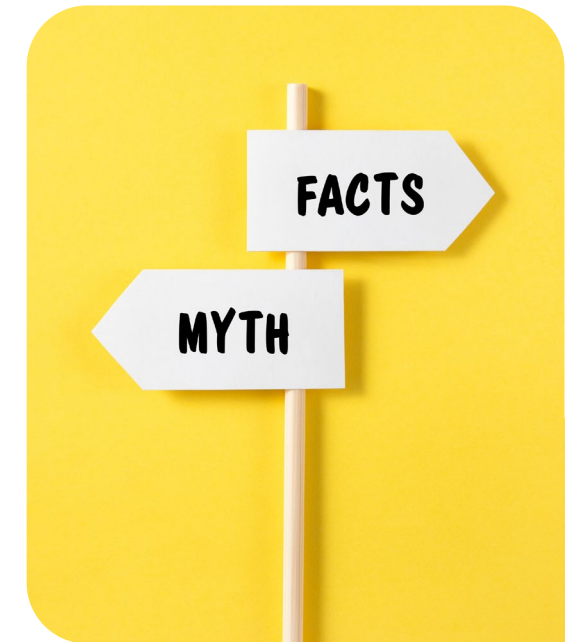


Beyond Training: Tracking Risk

- Hazard Identification
(ideally potential, before accidents happen)
- Hazard Correction
- Inspections
- Job Hazard/Safety Analysis (JSA & JHA)

Myths:

- I'm good; I only purchase OSHA approved equipment.
- My insurance carrier does all my audits and inspections, so we know we'll pass any OSHA or other inspection.
- It's better to have professionals or consultants do inspections.

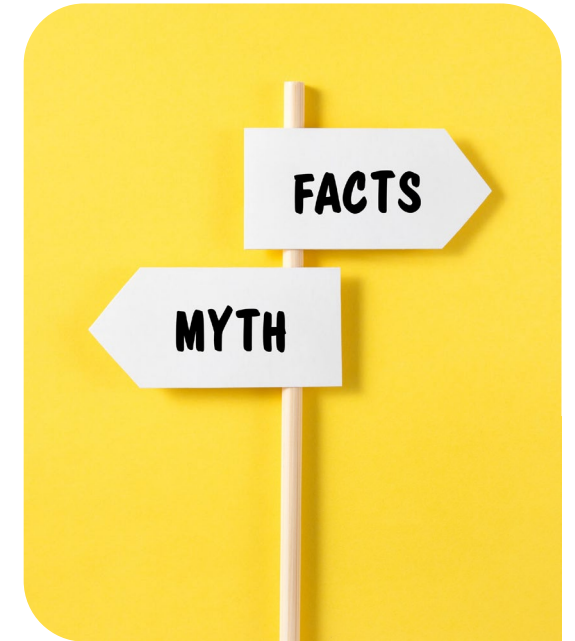


Beyond Training: Reinforcing Behaviors

- Observations
- Using PPE properly
- Equipment use
- Confined spaces

Myths:

- The employer is only responsible for training; worker is responsible for applying it.
- Providing PPE is sufficient
- If a worker fails to follow a policy and is injured, we're covered as the employer.





Questions?

Making Sense of Safety Regulations
Thanks for joining us!

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