

# Overview of OSHA Training Requirements and HSI Courses

Sifting through **OSHA requirements** to determine **which ones apply to your workplace** can be a challenging and time-consuming task. We've done the work for you by reviewing OSHA standards that include training regulations with corresponding **HSI** courses and laid them out in an easy-to-review format.

## What Training Do You Need?

Let's Find Out...

The checklist was created to help you review what topics you are required to include in your training program vs. which are best practices for reducing injury/death. The recommended or best practices information is provided to assist you in going beyond compliance and exceeding the bare minimum set out by OSHA. If you think about meeting OSHA standards as the same as receiving a "C" grade in school, it's passing, just barely, and technically meets the requirements laid out. However, organizations seeking to achieve an "A" grade are those seeking to exceed the standards and focus on the "best practices" column. These workplaces strive to be the best in terms of safety, work culture, quality of work/production and a preferred workplace by workers and contractors.

It's important to note that for some organizations, the items marked "*best practices*" might be required by your state or locality. Best practices are typically based on accidents or incidents, events that have happened, etc. For example, some state plan states have workplace violence prevention as a requirement. Be sure to check if topics in the best practices column are **actually required** by your state or another regulatory body.

If your current employee training program does not include the topics listed on the next page, it will be beneficial to take **HSI's** [OSHA Safety Training Assessment](#) to determine which requirements apply to your specific situation.

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



[hsi.com/solutions/safety-training](https://hsi.com/solutions/safety-training)

**Please note:**

\* OSHA Required means if an employee has a work-related exposure related to this subject, then the employer is required to provide training. The first column are training topics commonly found in most industries, with the next two columns showing topics that are less commonly found or industry specific. These might not pertain to your worksite. The fourth column are topics that OSHA does not mandate training however are considered a best practice for worker training and should be considered for inclusion in your training program.

\*\* CPR and First Aid are only required in absence of nearby medical facility located within 3-4 minutes of workplace. However, please check state and local regulations in case CPR/First Aid are required for your workplace.

Check regulations for topics that require a live training or demonstration of skills component; this is required for some topics and a best practice for many others so please consider it an essential part of your training program.

This checklist does not include a small list of industry specific and less common training requirements that do not have corresponding HSI courses.

Use HSI's [OSHA Safety Training Assessment](#) for the full list of OSHA training requirements that apply to your workplace.

**— OSHA Required\* Training for MOST Workplaces —**

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Bloodborne Pathogens (BBP)                    | <input type="checkbox"/> Hazard Communication (HAZCOM GHS)   | <input type="checkbox"/> Respiratory Protection                                      |
| <input type="checkbox"/> Confined Space Entry                          | <input type="checkbox"/> Lockout Tagout                      | <input type="checkbox"/> Stairways and Ladders (General Industry)                    |
| <input type="checkbox"/> Electrical Safety                             | <input type="checkbox"/> Occupational noise exposure         | <input type="checkbox"/> Walking-Working Surfaces (General Industry Fall Protection) |
| <input type="checkbox"/> Emergency Preparedness (includes fire safety) | <input type="checkbox"/> Personal Protective Equipment (PPE) |  |
| <input type="checkbox"/> Fire Extinguishers                            | <input type="checkbox"/> Powered Industrial Truck/ Forklift  |  |

**— OSHA Required\* Training for MANY Workplaces —**

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Arc Flash (NFPA 70E)                       | <input type="checkbox"/> Fall Protection (Construction)   | <input type="checkbox"/> Powered Platforms, Manlifts, and Vehicle-Mounted Work Platforms |
| <input type="checkbox"/> Cardiopulmonary Resuscitation (CPR)/ AED** | <input type="checkbox"/> First Aid**                      | <input type="checkbox"/> Welding/ Hot Work   |
| <input type="checkbox"/> Compressed and Liquefied Gases             | <input type="checkbox"/> Overhead and Gantry Crane Safety | <input type="checkbox"/> Workplace Signs, Labels, and Tags                               |

**— OSHA Required\* Training for CERTAIN INDUSTRIES —**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Ammonia                            | <input type="checkbox"/> Electric Power Generation, Transmission, and Distribution | <input type="checkbox"/> Mechanical power press ("punch press") |
| <input type="checkbox"/> Asbestos                           | <input type="checkbox"/> Excavation, Trenching and Shoring                         | <input type="checkbox"/> Process Safety Management              |
| <input type="checkbox"/> Benzene                            | <input type="checkbox"/> Formaldehyde  | <input type="checkbox"/> Radiation Awareness                    |
| <input type="checkbox"/> Beryllium                          | <input type="checkbox"/> HAZWOPER  | <input type="checkbox"/> Respirable crystalline silica          |
| <input type="checkbox"/> Cadmium                            | <input type="checkbox"/> Hexavalent Chromium Hazards                               | <input type="checkbox"/> Scaffold Safety                        |
| <input type="checkbox"/> Chlorine Safety                    | <input type="checkbox"/> Hydrogen Sulfide Safety                                   | <input type="checkbox"/> Stairways and Ladders (Construction)   |
| <input type="checkbox"/> Concrete and Masonry               | <input type="checkbox"/> Laboratory Safety   | <input type="checkbox"/> Steel Erection                         |
| <input type="checkbox"/> COVID-19                           | <input type="checkbox"/> Lead  | <input type="checkbox"/> Traffic control (signaling)            |
| <input type="checkbox"/> Cranes and Derricks (Construction) | <input type="checkbox"/> Lockout/Tagout (Maritime)                                 | <input type="checkbox"/> Water Safety                           |
| <input type="checkbox"/> Cranes and Hoists (Signaling)      |  |   |

**— Training Driven by BEST PRACTICES for Reducing Injury/ Death Rates —**

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Active Shooter Response                             | <input type="checkbox"/> Hand and Power Tools       | <input type="checkbox"/> Personal Protective Equipment (PPE) Construction |
| <input type="checkbox"/> Back Safety and Injury Prevention                   | <input type="checkbox"/> Heat Stress                | <input type="checkbox"/> Safety Audits                                    |
| <input type="checkbox"/> Cold Stress   | <input type="checkbox"/> Indoor Air Quality         | <input type="checkbox"/> Safety Observations                              |
| <input type="checkbox"/> Driver Safety                                       | <input type="checkbox"/> Industrial Ergonomics      | <input type="checkbox"/> Violence in the Workplace                        |
| <input type="checkbox"/> Driving Safety for Commercial Motor Vehicles (CMVs) | <input type="checkbox"/> Machine Guarding           | <input type="checkbox"/> Welding/ Hot Work (Construction)                 |
| <input type="checkbox"/> Flammable Liquid                                    | <input type="checkbox"/> Material Handling (slings) |   |
|  | <input type="checkbox"/> Office Ergonomics          |   |