

OSHA Training Requirements

Training Topic	Who and When to Train	Training Records
Bloodborne Pathogens (29 CFR 1910.1030)	Employees with occupational exposure must be trained prior to initial exposure to bloodborne pathogens, at least annually thereafter, and when changes such as modification of tasks or procedures or institution of new tasks or procedures affect the employee's occupational exposure. Occupational exposure is reasonably anticipated contact with blood or other potentially infectious materials (OPIM) that may result from the performance of an employee's duties.	Yes. Dates of training, contents or summary of training sessions, names and qualifications of trainers, and names and job titles of those trained.
Confined Spaces (29 CFR 1910.146)	* Employees who have roles in permit-space entries and employees designated to provide permit-space rescue and emergency services to rescued entrants must be trained before the employee is first assigned duties under the standard, before there is a change in assigned duties, when hazards in the space change, when there are deviations from the permit-space entry procedures, and when the employee's knowledge of entry procedures is inadequate. * Employees designated to provide permit-space rescue and emergency services to rescued entrants must also practice making permit-space rescues before attempting an actual rescue, and at least once every 12 months unless they have properly performed a rescue operation. In addition, employees designated to provide permit-space rescue and emergency services must receive basic first aid and cardiopulmonary resuscitation (CPR) training. At least one member of the rescue team or service must be available and hold a current certification in first aid and CPR.	Yes. Employee's name, signatures or initials of trainers, and date of training.
Confined Spaces in Construction (29 CFR 1926 Subpart AA)	* Employees assigned duties under 29 CFR 1926 Subpart AA, including employees involved in permit-space entry operations and employees designated to provide rescue or emergency services, must be trained before the employee is first assigned duties under the standard, before a change in assigned duties, when hazards in the space change, when there are deviations from the permit-space entry procedures, and when the employee's knowledge of entry procedures is inadequate. * Employees designated to provide permit-space rescue and emergency services to rescued entrants must also practice making permit space rescues before attempting an actual rescue, and at least once every 12 months unless they have properly performed a rescue operation. In addition, employees designated to provide permit-space rescue and emergency services must receive basic first aid and cardiopulmonary resuscitation (CPR) training. At least one member of the rescue team or service must be available and hold a current certification in first aid and CPR.	Yes. Employee's name, the name of the trainers, and the dates of training.
Electrical Safety (29 CFR 1910 Subpart S)	Employees who face a risk of electric shock that is not reduced to a safe level by the electrical installation requirements of 29 CFR 1910.303 through 1910.308 must be trained prior to exposure. Specifically: * Electricians face such risk and require training. * Electrical and electronic engineers, equipment assemblers, and technicians; industrial machine operators; materials handling equipment operators; mechanics and repairers; welders; riggers and roustabouts; stationary engineers; blue-collar supervisors; and painters also face such risk and must be trained unless exempted by 1910.332. * Other employees who also may reasonably be expected to face a comparable risk of injury due to electric shock or other electrical hazards must be trained.	No. Specific training documentation is not required.
Fall Protection for Construction (29 CFR 1926 Subpart M)	Each employee who might be exposed to fall hazards must be trained initially and when the employer has reason to believe that any affected employee does not have the required understanding and skill.	Yes. The name or identity of the employee, the date(s) of training, and the signature of the trainer or the employer.

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Fire Extinguishers (29 CFR 1910.157)

- * If portable fire extinguishers are for employee use, then all employees must receive an education program upon initial employment and at least annually thereafter.
- * Employees who have been designated to use firefighting equipment as part of an emergency action plan must be trained upon initial assignment and at least annually thereafter.

No. Specific training documentation is not required.

Forklifts (29 CFR 1910.178)

Employees who operate a powered industrial truck must be:

- * Trained prior to being permitted to operate a powered industrial truck (except for training purposes) and when the operator has been observed to operate the vehicle in an unsafe manner; when the operator is involved in an accident or near-miss incident; when the operator has received an evaluation that reveals that the operator is not operating the truck safely; when the operator is assigned to drive a different type of truck; or when a condition in the workplace changes in a manner that could affect safe operation of the truck.
- * Evaluated for performance of the powered industrial truck at least once every three years.

Yes. The employer must certify that each operator has been trained and evaluated. A certification must include the operator's name, dates of training, dates of evaluation, and identity of the person(s) performing training or evaluation.

Hazard Communication (29 CFR 1910.1200)

Employees who may be exposed to a non-exempted hazardous chemical(s) under normal operating conditions or in foreseeable emergencies must be trained prior to initial exposure and when a new chemical hazard is introduced that they have not been trained in. Workers such as office workers or bank tellers who encounter hazardous chemicals only in non-routine, isolated instances are not covered. The term "exposed" is defined in the standard.

No. Specific training documentation is not required.

HAZWOPER (29 CFR 1910.120)

- * Certain employees, managers, and supervisors at hazardous waste cleanup sites must be trained initially (prior to participating in field activities) and annually.
- * Certain employees at permitted hazardous waste treatment, storage, and disposal (TSD) facilities must be trained initially and annually.
- * Hazardous waste storage area workers who will perform emergency response must be trained initially (prior to taking part in emergency operations) and annually.
- * Hazardous waste storage area workers who will not perform emergency response must be trained initially and annually.
- * Employees who will participate in emergency response must be trained initially (prior to taking part in emergency operations) and annually.
- * Employees at a facility where all employees will evacuate during an emergency release and will not handle the release must be trained in the emergency action plan, if there is potential for an emergency response release.
- * Employees who will participate in post-emergency response involving hazardous substance releases must be trained in accordance with 1910.120(q)(11).
- * Skilled support personnel who will temporarily perform immediate emergency support activities must receive a safety and health briefing.
- * Specialist employees who will provide technical advice and assistance on specific substances at a hazardous substance release incident must be trained or demonstrate competency in the area of their specialization annually.

Yes. Various training levels require initial training certification. Training certification or statement of competency is required annually at 1910.120(p)(8)(iii)(C). A statement of emergency response annual refresher training or demonstrated competency is required at 1910.120(q)(8). Equivalent training documentation or certification is allowed at 1910.120(e)(9).

Lockout/Tagout (LOTO) (29 CFR 1910.147)

- * Authorized employees (as defined in 1910.147) must be trained initially and whenever there is a change in their job assignments; a change in machines, equipment, or processes that present a new hazard; when there is a change in the energy control procedures; or when annual periodic inspection reveals (or whenever the employer has reason to believe) that there are deviations from or inadequacies in the employee's knowledge or use of the energy control procedures.
- * Affected employees (as defined in 1910.147) must be trained initially and whenever there is a change in their job assignments; a change in machines, equipment, or processes that present a new hazard; or when there is a change in energy control procedures.
- * All other employees whose work operations are or may be in an area where energy control procedures may be utilized must receive instruction initially.

Yes. Certification with the employee's name and dates of training.

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Occupational Noise (29 CFR 1910.95)	Employees who are exposed to noise at or above an eight-hour time-weighted average of 85 decibels must be trained initially (prior to exposure to the noise level at or above an eight-hour time-weighted average of 85 decibels) and annually thereafter.	No. Specific training documentation is not required.
Personal Protective Equipment (PPE) (29 CFR 1910.132)	Each employee who is required by 1910.132 to use PPE must be trained initially and when the employer has reason to believe that any affected employee who has already been trained does not have the understanding and skill required. Circumstances where retraining is required include, but are not limited to, situations where: changes in the workplace render previous training obsolete, changes in the types of PPE to be used render previous training obsolete, or inadequacies in an affected employee's knowledge or use of assigned PPE indicate that the employee has not retained the requisite understanding or skill.	No. Specific training documentation is not required.
Respiratory Protection (29 CFR 1910.134)	* Employees who are required to use respirators must be trained initially, annually, and when changes in the workplace or the type of respirator render previous training obsolete; when inadequacies in the employee's knowledge or use of the respirator indicate that the employee has not retained the requisite understanding or skill; or any other situation arises in which retraining appears necessary to ensure safe respirator use. * If employees wear respirators NOT required by 1910.134 or by the employer, then the employees must be provided the basic information on respirators in Appendix D to 1910.134 in written or oral format.	No. Specific training documentation is not required.
Walking-Working Surfaces (29 CFR 1910.30)	* Each employee who uses personal fall protection systems must be trained before exposure to a fall hazard. * Each employee who is required to be trained as specified elsewhere in Subpart D of 29 CFR 1910 must be trained before exposure to a fall hazard. Examples include employees who use rope descent systems, work on the unguarded working side of certain platforms, or operate motorized equipment on dockboards that are not equipped with fall protection. * Each employee who uses fall protection equipment, dockboards, rope descent systems, and designated areas must be trained before the employee uses the equipment. The above employee types must also be retrained when the employer has reason to believe the employee does not have the understanding and skill required. Examples include those situations listed in 1910.30(c) related to changes in the workplace, changes in the types of fall protection or equipment, and inadequacies in an employee's knowledge or use of equipment.	No. Specific training documentation is not required.

Notes:

- This is a summary of key OSHA training requirements and is not intended to be all-inclusive.
- This guide does not go over required training elements and formats, durations, or trainer qualifications. See the cited regulations for details.
- The General Duty Clause (section 5(a)(1) of the Occupational Safety and Health Act) requires each employer to “furnish ... a place of employment which is free from recognized hazards that are causing or likely to cause death or serious physical harm to employees.” It obligates employers to take additional steps toward safety and health if the well-being of employees is in jeopardy regardless if there is a specific standard or not. The employer may determine that the additional steps toward safety and health involve training.
- Training may need to occur if changes to employer operations pose additional risk to the employee's safety or health. For example, a new chemical hazard that is introduced may require additional Hazard Communication and new PPE training, a new permit-required confined space may require additional confined space entry training, or a new job or task may introduce hazards that require additional safety and health training on any of the topics listed above or in the OSHA regulations.

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Forklift Operator Training

Incidents involving forklifts, order pickers, motorized pallet jacks and other powered industrial trucks contribute to thousands of injuries in U.S. workplaces each year, costing companies millions in terms of fines, workers' comp costs and lost productivity.

To reduce the risk of incidents, OSHA's Powered Industrial Trucks standard at 29 CFR 1910.178 requires operators to undergo stringent initial training, evaluation and certification, with a re-evaluation every three years.

J. J. Keller's ***Safe & Smart® Forklift Operator Training Program*** provides a holistic, hands-on approach to forklift operator training. It consists of **classroom and range training** for **certification of inexperienced operators and recertification of experienced operators**.



Developed by J. J. Keller – the recognized leader in safety and compliance – this in-depth training covers the essential knowledge your forklift operators need to know to operate skillfully and safely.

For more information

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Forklift Trainer Certification Program

Injuries, property damage, and downtime are potential risks associated with forklifts, order pickers, motorized pallet jacks, and other powered industrial trucks. Incidents involving this equipment remain an ongoing – and very real – threat. However, an effective in-house forklift operator trainer can play a critical role in your company's efforts to manage those risks!

J. J. Keller's ***Safe & Smart® Forklift Trainer Certification Program*** gives your trainers the knowledge, skills, and experience to train forklift operators and certify them to operate safely at your company.

Program Components

- Adult Learning Methods
- Classroom Instruction
- Range Instruction
- Final Certification Testing



For more information

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