

OSHA Safety Training: *Making it Effective & Meaningful*



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WEBINAR HOST: Jack Fearing, CPEA

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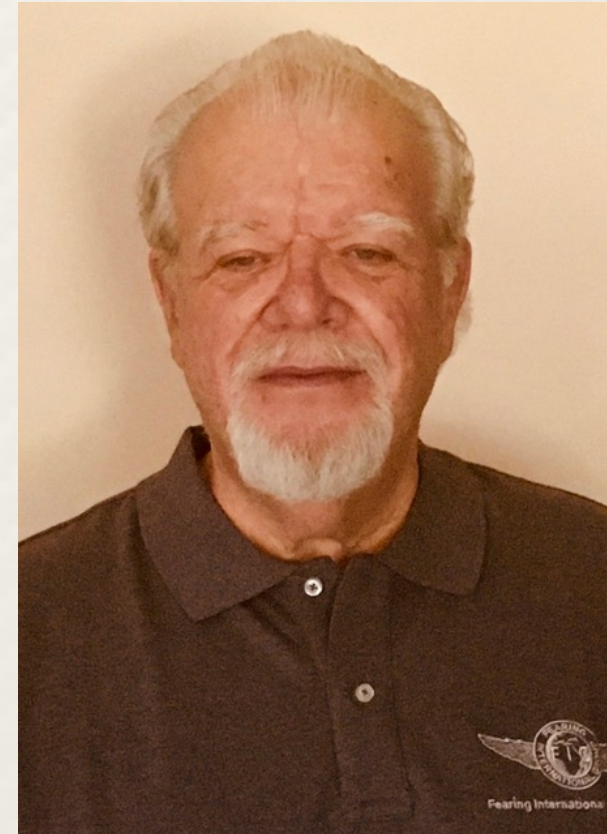
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Meet Today's Presenter

- 35 years of experience in General Industry & Construction Compliance
- OSHA 10/30 authorized instructor
- Professional member of the New Jersey ASSP Chapter. 2019 SPY
- B.S., University of Massachusetts, M.Ed., Boston University
- Retired US Army LTC, Senior Army Aviator & Aviation Safety Officer



Jack Fearing, CPEA
Managing Partner
Fearing International Group LLC

Presentation Overview

- OSHA Training Requirements
- Creating an Ideal Learning Environment
- 10 Tips for Boosting Employee Participation
- Virtual Reality Training
- Training “Fun & Games”
- Q&A





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COVID-19 Impact



Employee's Right to Training



Job Safety and Health
IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.


Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

This poster is available free from OSHA.

Contact OSHA. We can help.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

Identifying Training Requirements

- Most OSHA standards have specific training requirements
- Training requirements can vary depending on the nature of the hazards addressed
- For example, a standard may specify the following:
 - Topics to be covered, training methods, frequency of refresher training, or requirements for documentation and recordkeeping

Trainer Qualifications

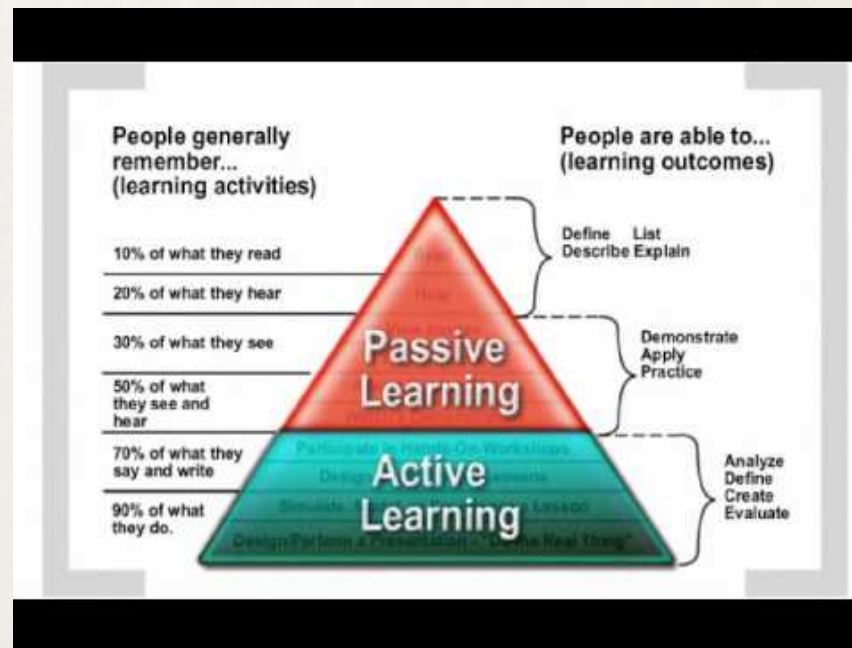
Training should be delivered using different formats (e.g., classroom, videos, conference, hands-on) and technologies (e.g., online & CBT, etc.) and provided that it is:

- Documented
- Complies with the applicable standard
- Delivered in a manner & language understood by all employees
- Prepared & delivered by ***“Qualified Person”***

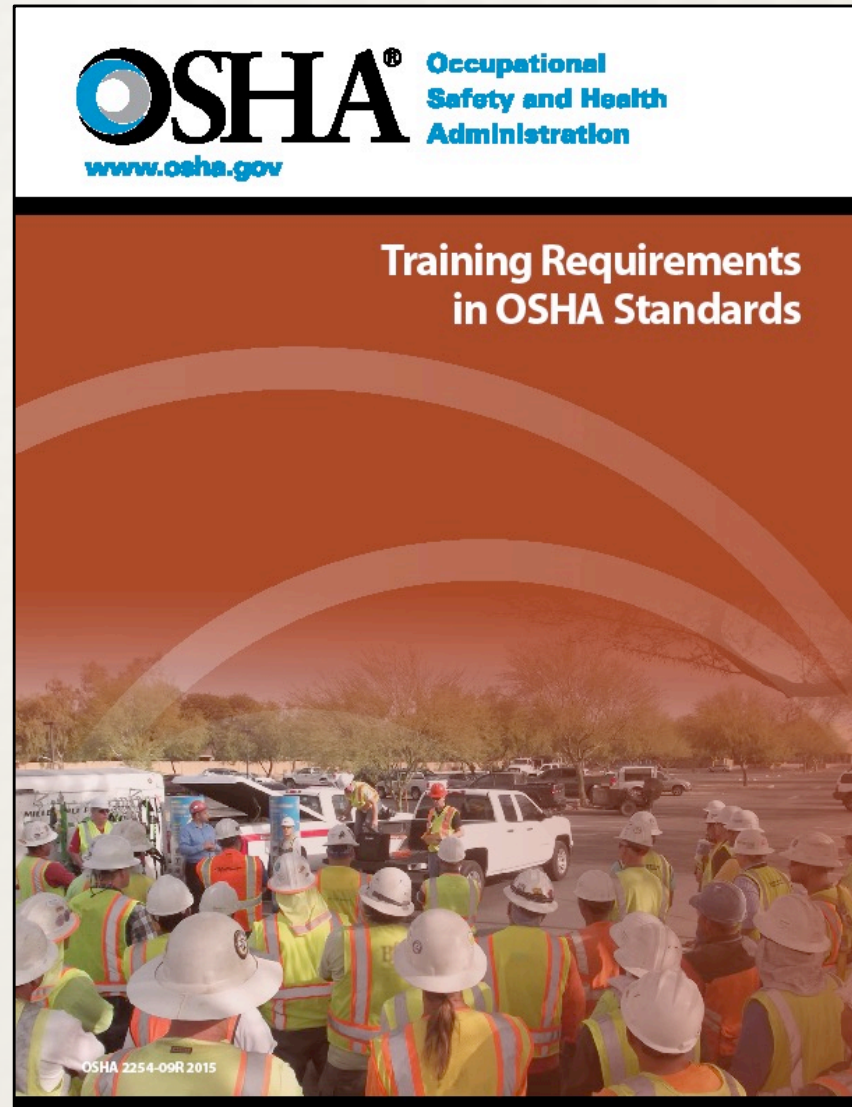
Note: A ***“Qualified Person”*** is defined by OSHA as one who, “by possession of a recognized degree, certificate, or professional standing, or who by extensive knowledge, training and experience, has successfully demonstrated his ability to solve or resolve problems relating to the subject matter, the work, and/or the project.”

Adult Learning Principals

Passive v. Active



Identifying Training Requirements



2015

Safety|NewsAlert

FY2020 Most Frequently Cited Standards

MOST FREQUENTLY CITED SERIOUS VIOLATIONS IN CONSTRUCTION 2020

29 CFR 1926 SUBPARTS



NUMBER OF SERIOUS VIOLATIONS – FY 2020

MOST FREQUENTLY CITED SERIOUS VIOLATIONS IN GENERAL INDUSTRY FY2020

29 CFR 1910 SUBPARTS



NUMBER OF SERIOUS VIOLATIONS – FY 2020

Fall Protection: General Requirements



#1

OSHA Standard: 29 CFR 1926.501-503

Total Violations:
FY2020 – 4,512 (-36%)
FY2019 - 7,014 (1)

Fall Protection
Related Serious
Violations = **10,505**

*This standard outlines where fall protection is required, which systems are appropriate for a given situation, the proper construction and installation of safety systems and the proper supervision. It's designed to protect employees on walking/working surfaces (both vertical and horizontal with unprotected sides or edges **above 6 feet**).*

Top 3 Sections Cited:

- 1. 1926.501(b)(13)** – All employees engaged in residential construction 6 feet or more above the lower level shall be provided with either a guardrails system, a safety net system or a personal fall arrest system (3,563)
- 2. 1926.501(b)(1)** – Each employee on a WWS (horizontal or vertical) with an unprotected side or edge shall be protected with fall protection (841)
- 3. 1926.503(a)(1)** – **The employer shall provide a training program for each employee who might be exposed to fall hazards (689)**

Fall Protection Training

[1926.503\(a\)\(1\)](#)

The employer shall provide a training program for each employee who might be exposed to fall hazards. The program shall enable each employee to recognize the hazards of falling and shall train each employee in the procedures to be followed in order to minimize these hazards.

[1926.503\(a\)\(2\)](#)

The employer shall assure that each employee has been trained, as necessary, by a competent person qualified in the following areas:

[1926.503\(a\)\(2\)\(i\)](#)

The nature of fall hazards in the work area;

[1926.503\(a\)\(2\)\(ii\)](#)

The correct procedures for erecting, maintaining, disassembling, and inspecting the fall protection systems to be used including the use and operation of guardrail systems, personal fall arrest systems, safety net systems, warning line systems, safety monitoring systems, controlled access zones, and other protection to be used.

Hazard Communication



OSHA Standard: 29 CFR 1910.1200

Total Violations:

FY2020 - 3,199 (-24%)

FY2019 - 4,170 (2)

This standard addresses chemical hazards both produced, and imported, into the workplace. It also governs the communication of those hazards to employees.

Top 3 Sections Cited:

- 1. 1910.1200(e)(1)** – Employers must develop, implement and maintain a written HazCom program which describes all appropriate establishment information (1,158)
- 2. 1910.1200(h)(1)** – **Provide employees with chemical information and training (820)**
- 3. 1910.1200(g)(8)** – Ensure each HM container is properly labeled, tagged or marked (371)

Hazard Communication Training

[1910.1200\(h\)\(1\)](#)

Employers shall provide employees with effective information and training on hazardous chemicals in their work area at the time of their initial assignment, and whenever a new chemical hazard the employees have not previously been trained about is introduced into their work area.

Training. Employee training shall include at least:

[1910.1200\(h\)\(3\)\(i\)](#)

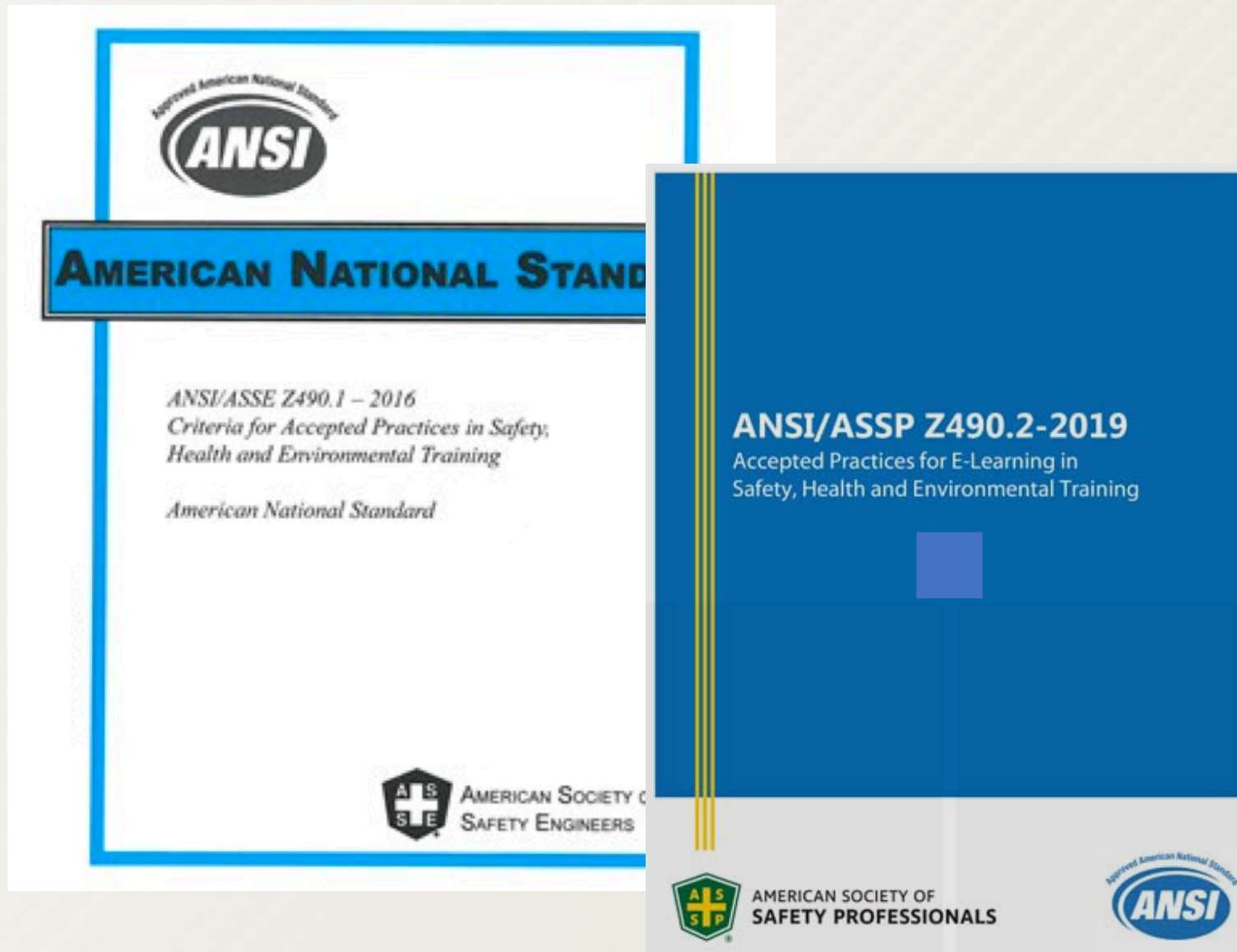
Methods and observations that may be used to detect the presence or release of a hazardous chemical in the work area such as monitoring conducted by the employer, continuous monitoring devices, visual appearance or odor of hazardous chemicals when being released.

COVID-19 Emergency Temporary Standard (ETS) Healthcare 29 CFR 1910.502

Employee Training Presentation

June 2021

Other Training Resources





***“Oh my God.
It’s Safety
Training
Time Again!”***

Ideal Learning Environments



<https://youtu.be/ZxhY-Zef1HI>

Top Ten Sources for Music for Training Classes

 **freesound**

 **freeSFX**

INCOMPETECH

MUSOPEN

 **Audionautix**

Brainy Betty

DANOSONGS ROYALTY FREE MUSIC

Josh Woodward

 **FREESOUNDTRACKMUSIC**

FMA

Ideal Learning Environments



Adult Learning Principals

ADULT FACILITATION SKILLS

Principle	Need	Technique
Use Problem-Focused Learning	Adults like to focus on problems, not subjects	Gear the training and examples to types of problems the audience may encounter in their jobs
Allow Opportunity for Immediate Application	Adults like to get right to the point of useful information	Provide exercises to can help them apply what they have learned
Capitalize on Experience	Adults have a wealth of knowledge and experience to draw on	Provide opportunities to relate the old to the new

10 Tips to Boost Participation

- Create an environment that encourages participation
- Encourage listening to other participants
- Recognize learning differences
- Promote participatory learning activities
- Measuring participation in the lectures
- Effectively integrate participatory activities
- Planning and utilizing case studies and role-playing
- Ensure company encouragement in participation
- Be sensitive to literacy differences
- Effective use audio-visual aids

Using Virtual Reality

What is sim·u·la·tion? | \ sim-yə-'lā-shən \

Definition of *simulation*

1: the act or process of simulating

2a: the imitative representation of the functioning of one system or process by means of the functioning of another; a computer simulation of an industrial plant

2b: examination of a problem or subject to direct experimentation by means of a simulating device



Training in a Virtual Environment

Training Platforms



Military
Applications



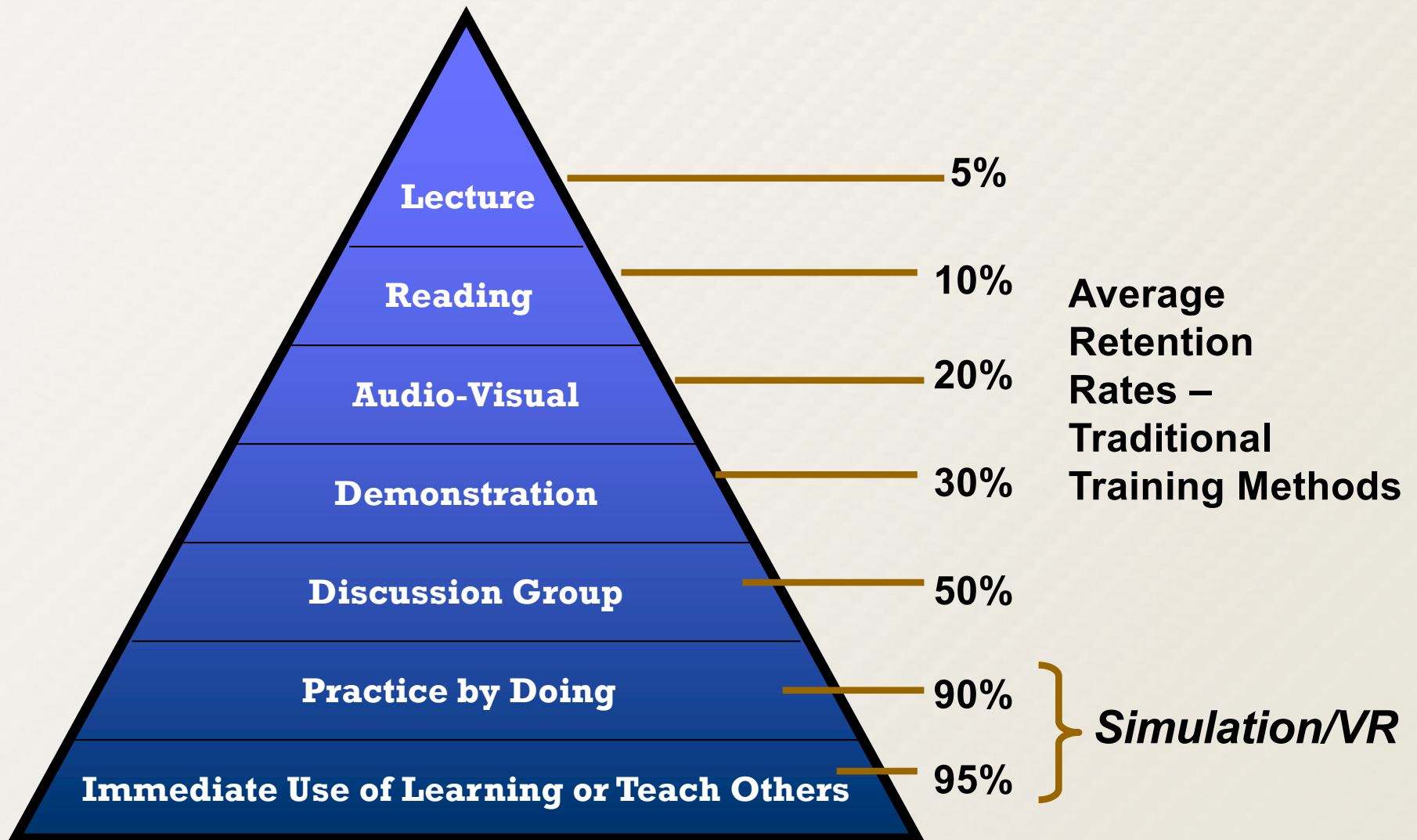
Commercial
Applications



Industrial
Applications

“Replication & Repetition”

The Learning Pyramid

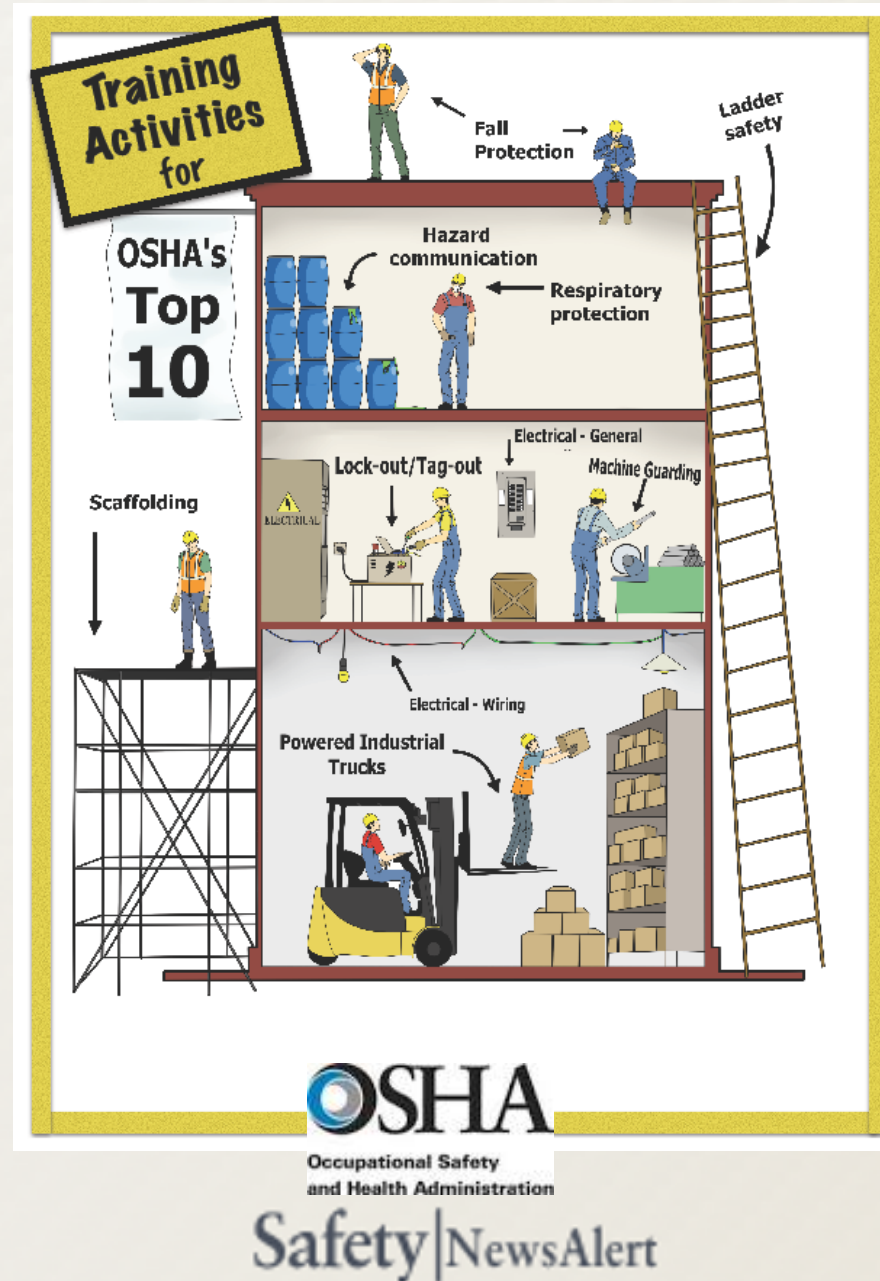


National Training Laboratory

Using “Fun & Games” to Enhance Training



OSHA Top 10 Training Activities



Scaffolding Hazards

Employees are not wearing hard hats

Wheels are not locked

Scaffold is not level

Toeboards are missing

Ladder available for reaching top of scaffold is aluminum

It is lightly raining

The scaffold is 9.5 feet high and no fall protection is provided


Bricks are used on one support leg to level the scaffold

The public is walking under the scaffold

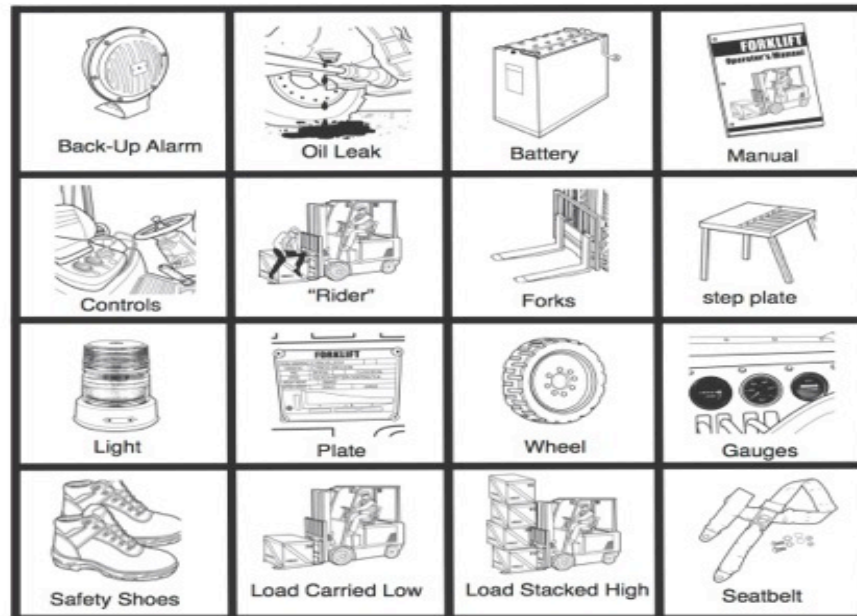
Employees working on the scaffold are not wearing safety shoes



Electrical Safety Bingo

Current	Amp	Lock	Verify	Conductor
Wiring	Flow	Burn	Tag	Group LOTO
LOTO	Insulator		Mechanical	Policy
Qualified	Training	Contractor	Lighting	First Aid
Arc	Blocks	FR Clothing	Path	Electricity

Forklift Operations



LOTO Sequence

1



Inspect Machine and Identify
Sources of Power

2



Notify Workers in Area

3



Turn Off Power

4



Apply Lock and Tag

5



Verify That Power is Off

6



Work on Equipment

7



Clean Up Work Area

8



Remove Lock and Tag

9




Turn Power On

10



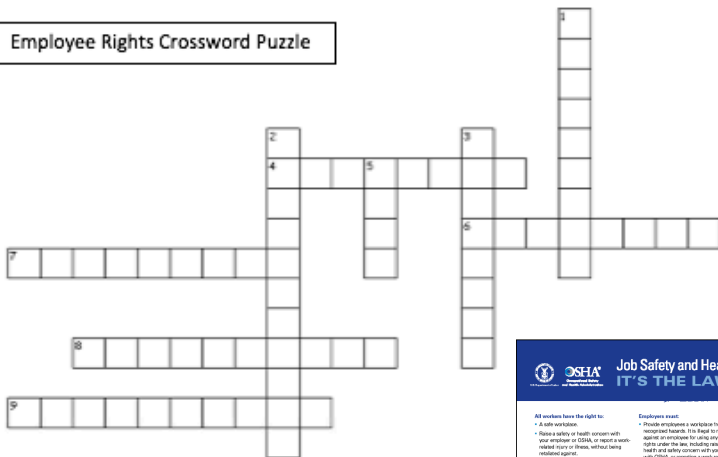
Notify Others That Work
is Complete

More "Fun & Games"



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Employee Rights Crossword Puzzle



Across

4. Hazard _____ and medical records

6. Information about _____ and illnesses in your workplace

7. A safe and _____ workplace

8. Complain or request hazard _____ from employer

9. Participate in an OSHA _____


Down

1. Know about _____ conditions

2. Be free from _____ for exercising safety and health rights

3. _____ as provided in the OSHA standards

5. File a complaint with _____



**Job Safety and Health
IT'S THE LAW!**


All workers have the right to:


- A safe workplace
- Receive a safety or health concern with your employer or OSHA, report a safety or health hazard or concern, and not being retaliated against
- Receive information and training on job hazards, including OSHA standards
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate in your representative participation with OSHA inspection and work a phrase in the inspection.
- Use a complaint with OSHA within 30 days for phone, online or by mail. If you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, test that medical records in the workplace, and the workplace hazard and health data.

Source: available from OSHA

Contact OSHA. We can help.

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Fork Lift Word Search

The following 30 words can be found in all directions - forward, backward, up, down and diagonally in the puzzle below:

Ramp

OSHA

Battery

Hardhat

Inspection

Gauges

Rack

Spotter

Chock

Drum

Capacity

Operator

Load

Brake

Safety

Trailers

Lift

Horn

Axle

Exit

Hazard

Fork lift

Mast

Throttle

Training

Warehouse


Material

Gravity

Data Plate

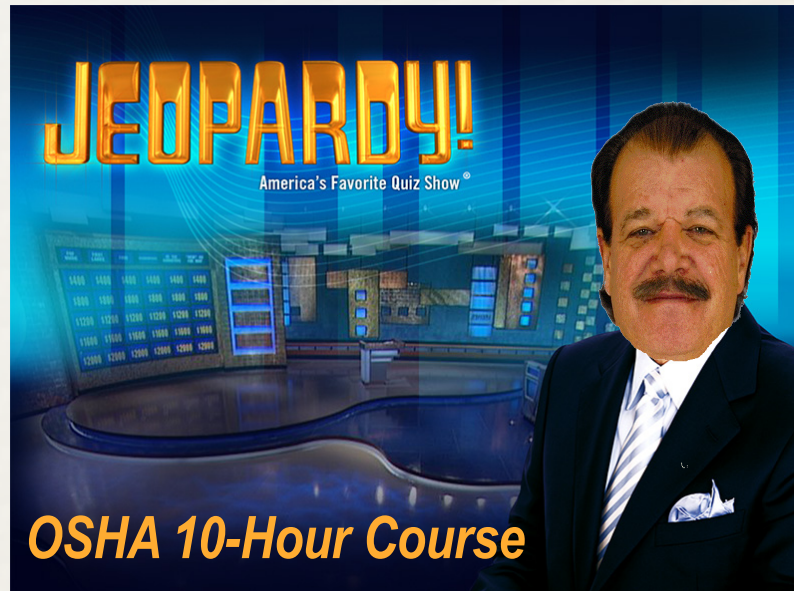
Recordkeeping

F	T	R	A	I	N	I	N	G	N	Y	B	L	O	P
Z	R	F	D	J	T	L	Y	A	R	H	C	X	W	R
Y	A	O	Y	F	D	O	Z	Q	O	T	E	A	D	E
T	I	B	Q	P	W	A	R	E	H	O	U	S	E	L
I	L	A	J	M	V	D	Y	Z	V	P	C	J	X	Q
C	E	T	U	A	U	N	W	F	A	E	R	T	I	W
A	R	T	H	R	O	T	T	L	E	R	E	F	T	Z
P	S	E	F	B	T	V	L	I	Y	A	C	V	K	M
A	V	R	W	V	U	B	T	F	B	T	O	S	H	A
C	T	Y	E	C	X	R	Z	T	J	O	R	P	A	S
X	Y	I	I	H	D	A	G	U	N	R	D	O	Z	T
W	D	J	F	O	R	K	L	I	F	T	K	T	A	X
U	G	X	L	C	T	E	X	C	A	E	E	T	R	U
R	A	C	K	K	I	D	W	H	L	O	E	E	D	F
Z	U	S	A	F	E	T	Y	X	B	D	P	R	O	A
B	G	M	W	A	P	M	A	T	E	R	I	A	L	T
I	E	U	H	A	R	D	H	A	T	J	N	Z	E	N
Z	S	R	R	Y	T	I	V	A	R	G	G	H	D	J
V	C	D	A	T	A	P	L	A	T	E	M	V	F	C
A	L	H	X	N	N	O	I	T	C	E	P	S	N	I



Safety Training "Fun & Games"

More “Fun & Games”



Post Score End Game X

Safety Jeopardy				
Respirators	Material Handling	Hearing Conservation	HazCom	Electrical Safety
100	100	100	100	100
200	200	200	200	200
300	300	300	300	300
400	400	400	400	400
500	500	500	500	500

OSHA Training eTools



Hazard

Identification

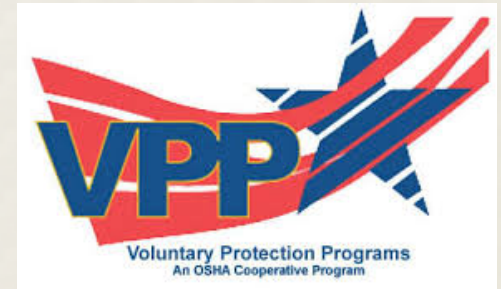
Training Tool



www.osha.gov/hazfinder/

Establishing a Proactive Safety Training Program

- Management Commitment (i.e., support & participation)
- Employee Involvement
- Workplace Analysis & Hazard Recognition
- Hazard Prevention & Control
- ***Employee Training & Communications***



Note: The above are the components of the OSHA Voluntary Protection Program (VPP)

Final Thoughts

“There is only one thing worse than training your employees and having them leave, and that’s not training them and having them stay.”

Jack Fearing
August 18, 2021



Thank You for Your Participation

Jack Fearing, CPEA

Managing Partner

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www.fearing-international.com



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