

OSHA Training with Impact: *Meet Requirements & Get Results*



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NJ ASSP Chapter

Today's Presenter



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Presentation Overview

- OSHA Training Requirements
- Boosting Employee Participation
- Creating an Ideal Learning Environment
- Training “Fun & Games”
- Q&A



Establishing a Proactive Safety Culture

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

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

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 a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. 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.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- 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 violation.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported programs in every state.

**WORKPLACE
SAFETY REMINDER**

Provide training in a language workers understand.

[Learn More](#)

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



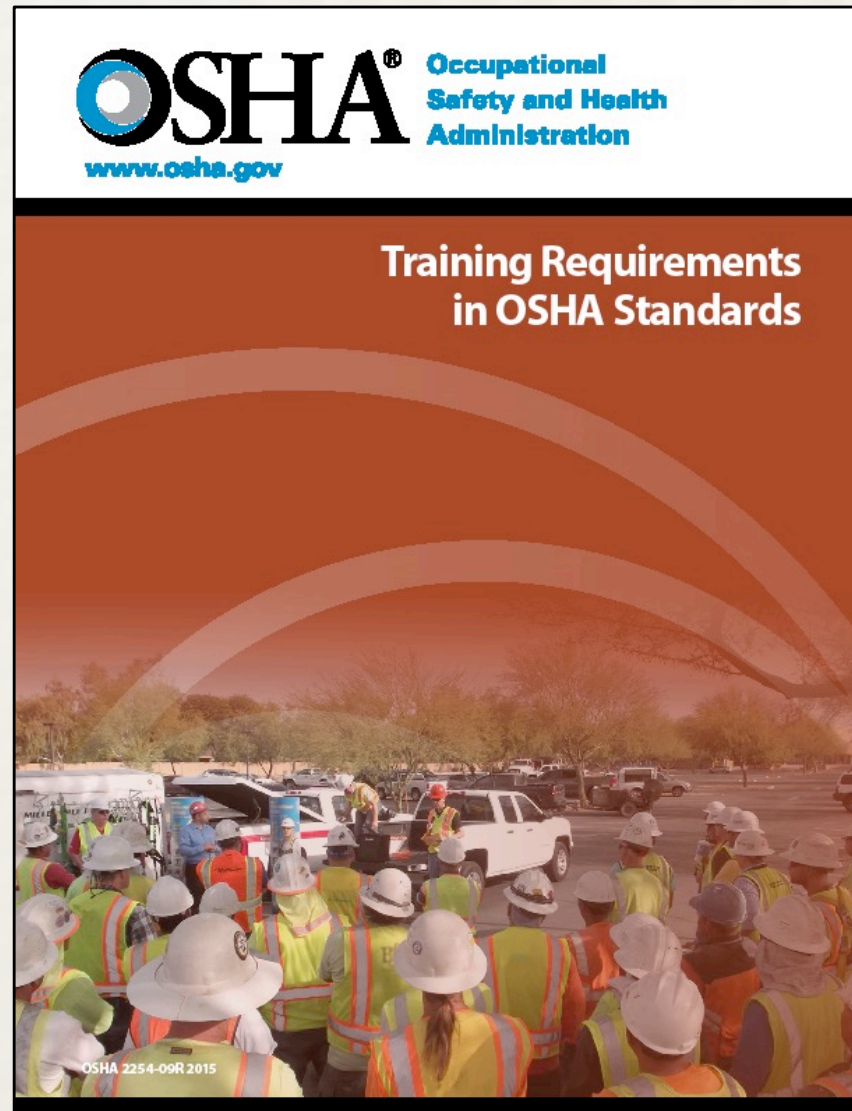
The Benefits of Training

- Actively promotes employee safety by identifying and eliminating workplace hazards
- Improves employee productivity by reducing accidents as well as workplace injuries and illnesses
- Reduces medical and insurance costs by preventing accidents that can result in an injury or illness
- Enhances your company's reputation through a demonstrated commitment of safety & compliance
- Ensures OSHA regulatory compliance and avoids potential citations and penalties

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:
 - Trainer qualifications, topics to be covered, training methods, frequency of refresher training, or requirements for documentation and recordkeeping

Identifying Training Requirements



Identifying Training Requirements

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: A. Attendance B. Retention
- Complies with the applicable standard
- Delivered in a manner & language understood by all employees
- Prepared & delivered by ***“Qualified Person”***

Trainer Qualifications

Qualified Person - A person who by possession of a recognized degree, certificate or professional standing, or by extensive knowledge and experience, has demonstrated their ability to solve and/or resolve problems related to the subject matter.

Competent Person - A person capable of identifying existing and/or predictable hazards in the workplace and who has authorization to take prompt corrective action to eliminate them.

Fall Protection: General Requirements

OSHA Standard: 29 CFR 1926.501-503

Total Violations:

FY2022 – 4,512

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:

FY2022 - 3,199

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.

National Emphasis Programs

Current Active Programs	
Amputations (2019)	
Combustible Dust (2023 v2)	
COVID-19 (2021)	
Falls (2023)	
Federal Agencies (2008)	
Hazardous Machinery (2015)	
Hexavalent Chromium (2010)	
Lead (2008)	
Outdoor & Indoor Heat-Related Hazards (2022)	
Primary Metal Industries (2014)	
Process Safety Management (2017)	
Shipbreaking (2016)	
Silica (2008)	
Trenching & Excavation (1985)	

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



People generally
remember...
(learning activities)

People are able to...
(learning outcomes)

10% of what they read

20% of what they hear

30% of what they see

50% of what
they see and
hear

70% of what they
say and write

90% of what
they do.



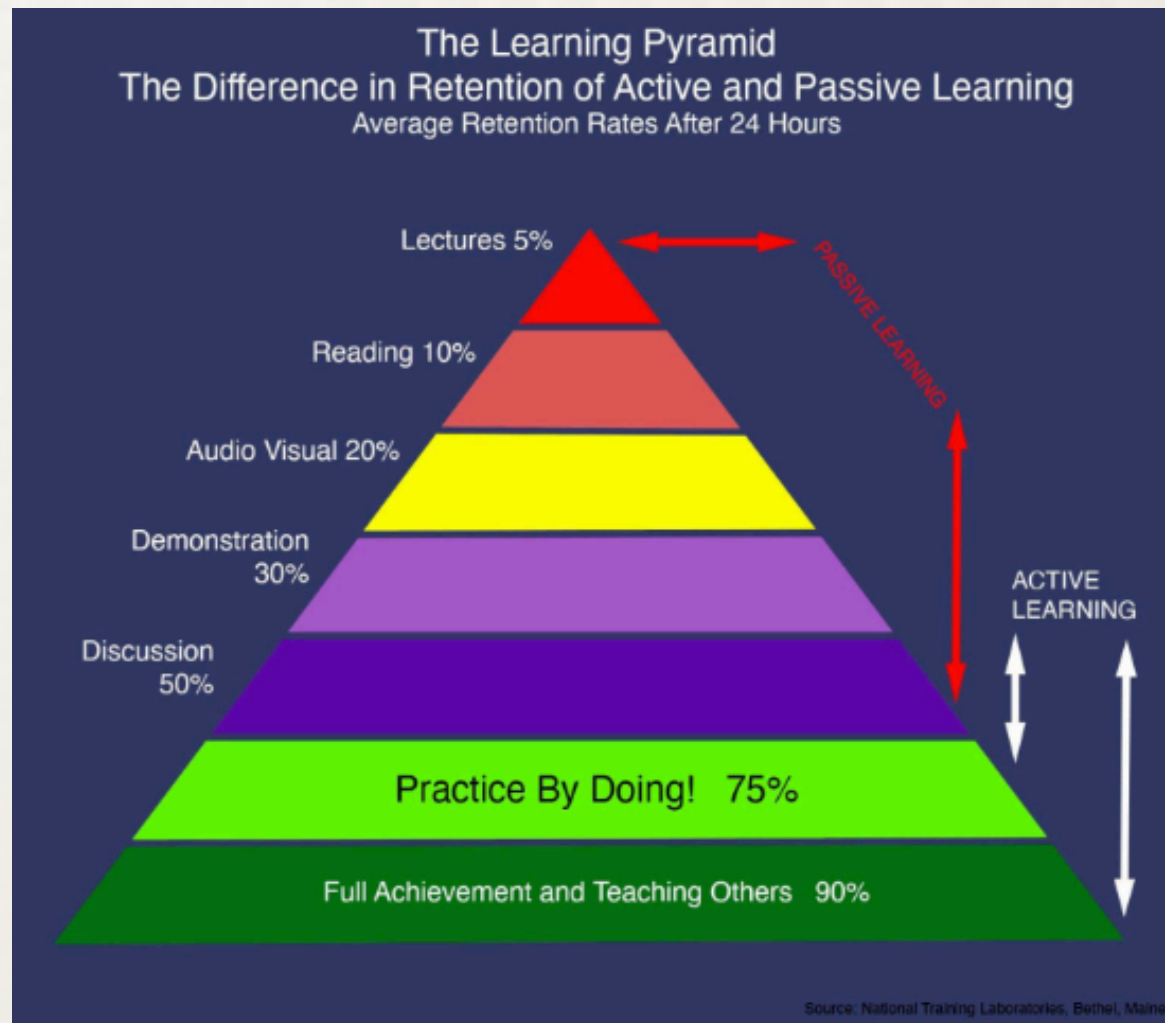
Define List
Describe Explain

Demonstrate
Apply
Practice

Analyze
Define
Create
Evaluate

Adult Learning Principals

Passive v. Active



Adult Learning Principals

Facilitation Skills

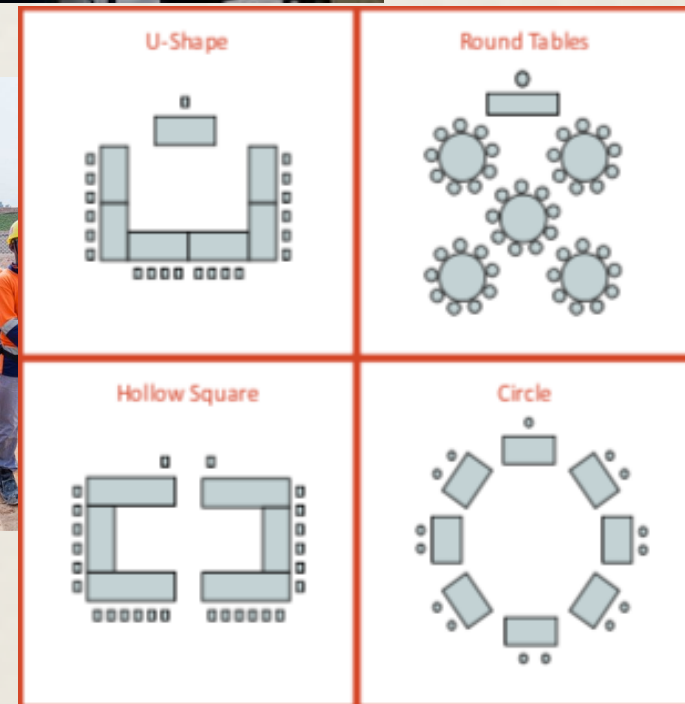
Principle	Need	Technique
Use Problem-Focused Learning	Adults like to focus on problems, not subjects	Gear the training and examples to types of problems the audience is likely to encounter on their jobs
Allow Opportunity for Immediate Learning	Adults like to get right to the point of useful information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

Ideal Learning Environments



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

Ideal Learning Environments



Using “Fun & Games” to Enhance Training





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

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 of a simulating device



Training in a Virtual Environment

Training Platforms



Military
Applications



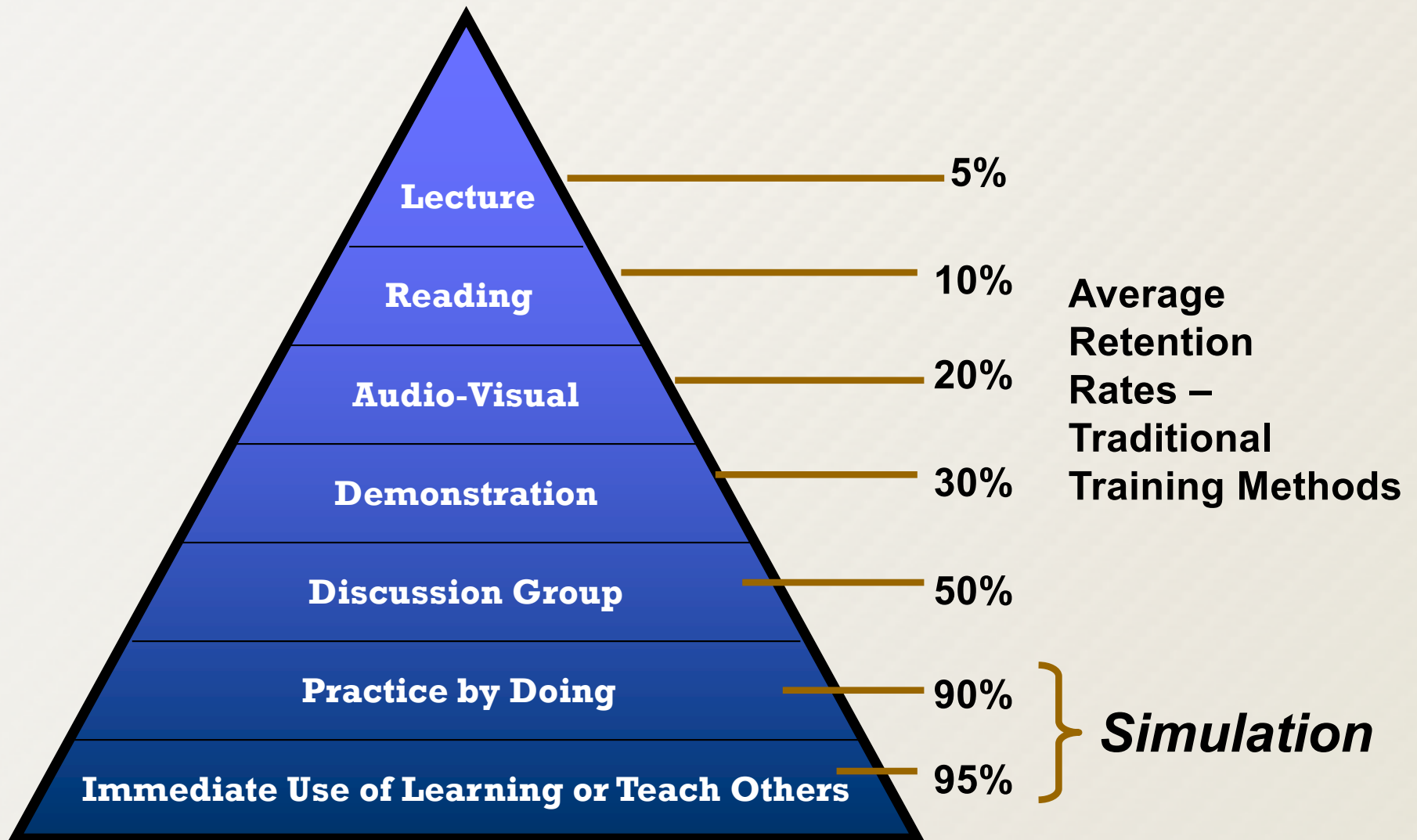
Commercial
Applications



Industrial
Applications

“Replication & Repetition”

The Learning Pyramid



National Training Laboratory

Current OSHA Citations & Penalties

TYPE OF VIOLATION	MINIMUM PENALTY	MAXIMUM PENALTY
OTHER THAN SERIOUS SERIOUS POSTING REQUIREMENTS	OTS - \$0. per violation Serious - >\$1000. per violation Posting - \$0. per violation	\$15,625. max. per violation
WILLFUL & REPEAT	>\$10,000. per violation	\$156,259. max. per violation
FAILURE TO ABATE	N/A	\$15,625. per day beyond the abatement date.

Bipartisan Budget Act of 2015 – Aug 2016 (Effective Jan 2023)

Note: State Plan states that operate their own OSHA Plans are required to adopt maximum penalty levels that are at least as much as federal OSHA.

OSHA Training eTools



Hazard

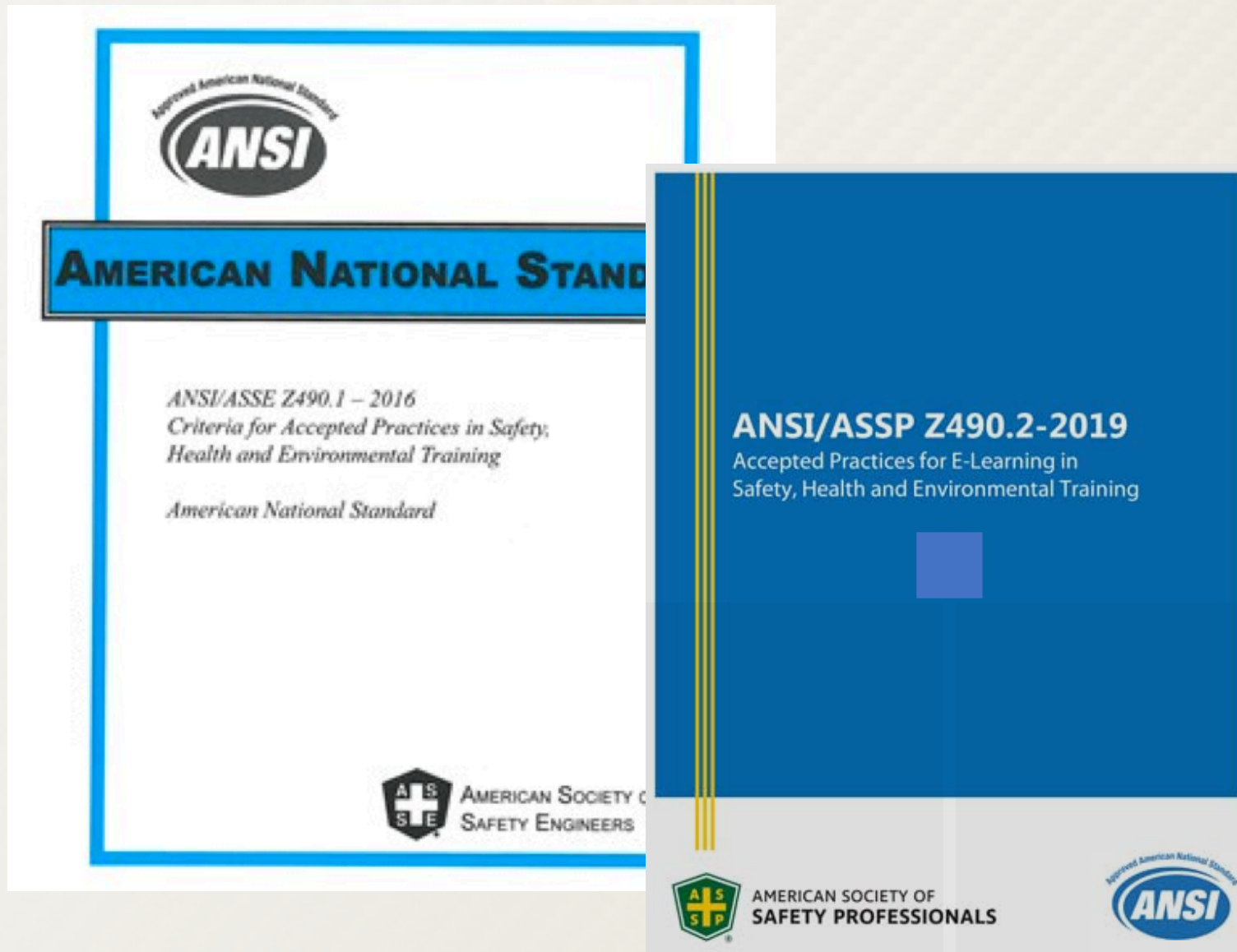
Identification

Training Tool



www.osha.gov/hazfinder/

Other Training Resources

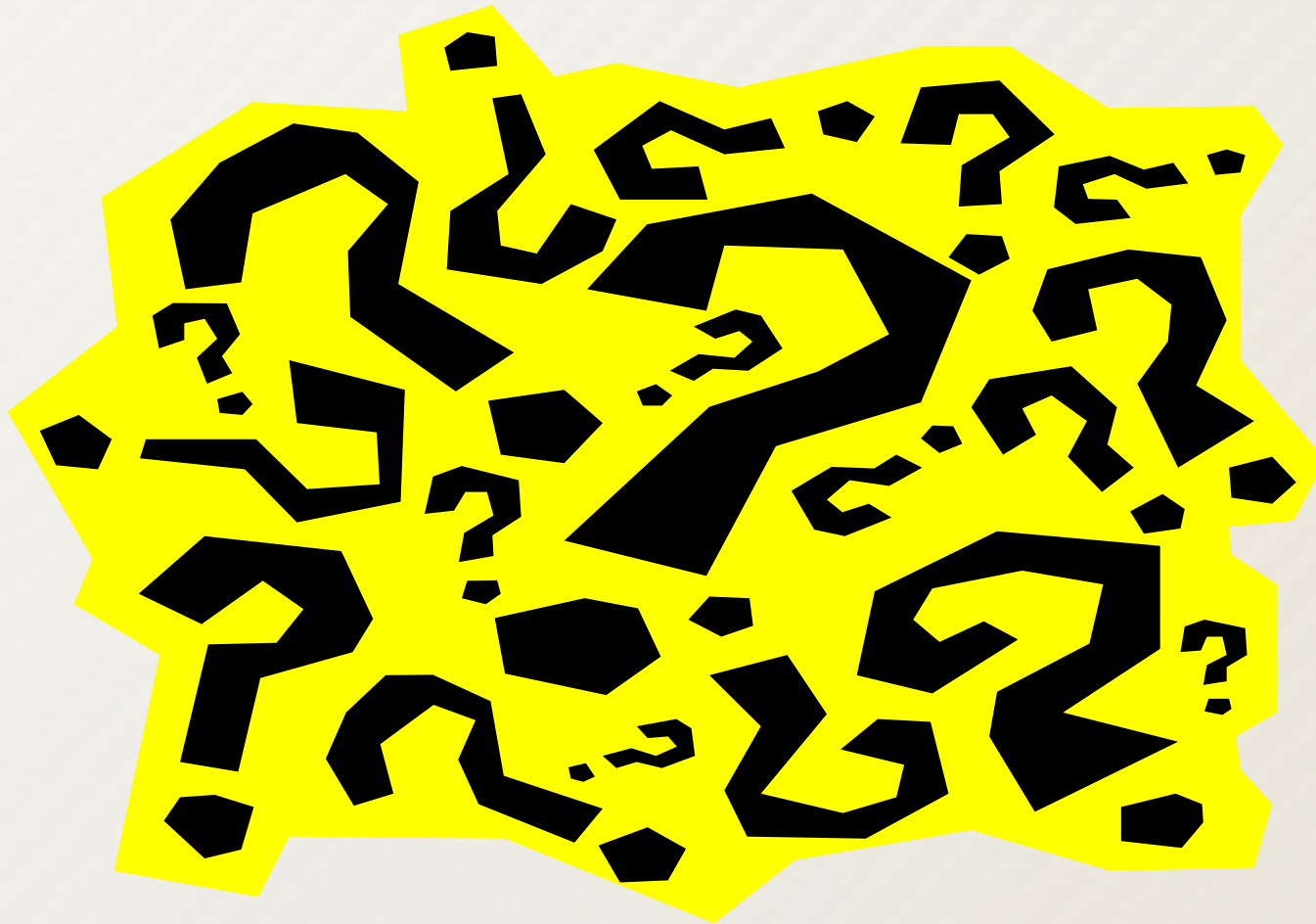


Final Thoughts...

“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...2023

Questions



Thank You for Your Participation

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**For more information or additional questions,
please email mmyers@successfuel.com**

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