



OSHA Training Matrix

Many OSHA standards explicitly require employers to train employees in the safety and health aspects of their specific job(s). Other OSHA standards make it the employer's responsibility to limit certain job assignments to employees who are "certified," "competent," or "qualified." Employers are required to ensure their work force has received the appropriate training and are qualified to perform assigned tasks. The following matrix is only a basic reference tool.

Topic	Training	Frequency
Access to Medical and Expo-sure Records / Accident Reporting 29 CFR 1910.1020(g)(1) 29 CFR 1926.3388		Annually
Accident Prevention Signs and Tags 29 CFR 1910.145(c)	All employees: Instruct that danger signs indicate immediate danger and precautions are necessary, caution signs indicate possible hazard and precautions are necessary, and that safety instruction signs indicate general instructions or suggestions for safety measures.	Initial
Aerial Lift 29 CFR 1910.67(c)	Only trained persons can operate an aerial lift.	Annually
Anhydrous Ammonia 29 CFR 1910.111(b)	Personnel unloading ammonia must be authorized and instructed to follow applicable procedures.	
Arc Welding and Cutting 29 CFR 1926.351(d)(1) – (5) 29 CFR 1910.252(a)(2)(xiii)(C)		Initial
Asbestos Exposure—General Industry 29 CFR 1910.1001(j)(7) See the national section ASBESTOS .	All employees exposed to airborne asbestos at or above the PEL: Before or at time of initial assignment, training that covers the 10 topics described in the regulation; maintain training records.	Annually
	Employees who perform housekeeping duties in areas with ACM or PACM: Awareness training that covers the five topics described in the regulation	Annually
Asbestos Exposure—Construction 29 CFR 1926.1101(k and o) See the national section ASBESTOS .	Workers involved in Class I and Class II operations requiring the use of critical barriers and/or negative pressure enclosures: Training equivalent in curriculum, training method, and length to the EPA MAP asbestos abatement workers' training	Annually
	Workers involved in other Class II operations: Training that covers the 10 topics described in the regulation; maintain training records.	
	Workers involved in Class III and IV operations: Training consistent with EPA requirements for training of school maintenance and custodial staff	



ACCURATE

Safety Compliance

	<p>Competent person: Complete a training course in all aspects of asbestos removal and handling consistent with EPA MAP for the appropriate level of work (e.g., Class I, II, III, or IV).</p>	
<p>Battery Charging Emergency Procedures 29 CFR 1910.268(b)(2)(i)</p>		Initial
<p>Bloodborne Pathogens 29 CFR 1910.1030(g)(2)</p>	<p>All employees with potential occupational exposure: Training that covers all 14 topics described in the rule at the time of initial assignment and when new tasks of procedures are introduced</p>	Annually
	<p>Employees in human immunodeficiency virus (HIV) and hepatitis B core (HBC) laboratories: Additional training in microbial practices and techniques and handling of infectious agents</p>	
<p>Confined Spaces (Permit-Required) 29 CFR 1910.146(g)</p>	<p>Employees who work in confined spaces: Training on the safe performance of their duties before initial assignment, before a change in assigned duties, upon a change in operations that presents a new hazard, when there are deviations in procedures, and when employee knowledge is inadequate; written certification of training is required.</p>	Whenever permit space operations change, there are deviations from the permit space entry procedures, or inadequacies in employee knowledge or use of procedures
<p>Cranes and Derricks 29 CFR 1910.179 to 1910.181</p>	<p>All crane and derrick operators: Training required for care and use of fire extinguishers; otherwise, there are no specific training or certification requirements; follow American National Standards Institute (ANSI) B30.2 consensus standard training guidance for crane operators.</p>	
	<p>Personnel involved in an overhead or gantry multi-crane lift: The qualified person must instruct personnel involved in the multi-crane lift concerning positioning, rigging, and movements to be made.</p>	
<p>Diving Operations (Commercial) 29 CFR 1910.410</p>	<p>Diving team members: Experience or training in use of equipment, techniques of the diving mode, diving operations, and emergency procedures; and trained in first aid and CPR</p>	
	<p>Designated person-in-charge: Experience and training in the conduct of the assigned diving operation</p>	



ACCURATE

Safety Compliance

Defensive Driving		
Electrical Safety 29 CFR 1910.332	Employees who face a risk of shock: Train to make employees familiar with safety-related work practices concerning their work assignments, including techniques to recognize exposed live parts, make voltage determinations, and recognize safe clearance distances	Initial
Electric Power Generation, Transmission, and Distribution Installations 29 CFR 1910.269(a)(2), (b)(1), and (d)(2)(vi)	All employees ((a)(2)): Classroom or on-the-job training in safety-related work practices, safety procedures, and other safety requirements that pertain to respective job assignments, and any other safety practices and applicable emergency procedures related to their work and are necessary for their safety; annually inspect employee competence; certify employees by maintenance of training records.	When employee is not complying with the safety-related work practices; when new technology, new types of equipment, or changes in procedures necessitate the use of safety-related work practices that are different from those which the employee would normally use; when safety-related work practices must be followed that are not normally used during regular job duties; when tasks are performed less than once per year
	Qualified employees ((a)(2)): Train to ensure competence in the skills and techniques necessary to distinguish exposed live parts from other parts of electric equipment, the skills and techniques necessary to determine the nominal voltage of exposed live parts, the minimum approach distances corresponding to the voltages to which the qualified employee will be exposed, and the proper use of the special precautionary techniques, personal protective equipment, insulating and shielding materials, and insulated tools for working on or near exposed energized parts of electric equipment	
	Authorized employees for lockout/tagout ((d)(2)(vi)): Training in the recognition of applicable hazardous energy sources, the type and magnitude of energy available in the workplace, and in the methods and means necessary for energy isolation and control; written certification that training is completed	Whenever there is a change in job assignments, machines, equipment, or processes that present a new
Affected employees for lockout/tagout ((d)(2)(vi)): Instructed in the purpose and use of the energy control procedure; written certification that training is completed		



ACCURATE

Safety Compliance

	<p>Other employees working near exposed lines or energized parts ((d)(2)(vi)): Instructed about the procedures and about the prohibition relating to attempts to restart or reenergize machines or equipment that are locked out or tagged out</p> <p>Designated first-aid providers ((b)(1)): Train in the requirements of the first-aid rule (see First Aid in this Table)</p>	hazard, a change in the energy control procedures, or when there are deviations from or inadequacies in an employee's knowledge or use of the energy control procedures
<p>Emergency Action Plan 29 CFR 1910.38</p>	<p>Designated employees: Train to assist in a safe and orderly evacuation of other employees.</p>	Initial
<p>Emergency Response 29 CFR 1910.120(q) and 40 CFR 311</p>	<p>Emergency responders, including public sector responders in states without OSHA-approved programs: Training according to job tasks, including the elements of the emergency response plan, standard operating procedures, PPE, and procedures for handling emergency incidents; written certification of responders required, except skilled support personnel</p>	Annually
<p>Employee Alarm Systems 29 CFR 1910.165(d)</p>	A person trained in the designed operation and functions of the system must perform servicing, maintenance, and testing of alarms.	Initial
<p>Ergonomic Work Practices 29 CFR 1910-10.2</p>		Initial
<p>Explosive and Blasting Agents 29 CFR 1910.109(d)(3), and (g)(3)(iii) and (h)(4)(ii)</p>	<p>Drivers of vehicles transporting explosives: Instruct in the measures and procedures to protect the public from the dangers of explosives in the vehicle; ensure he or she is familiar with the assigned vehicle, and is trained, supplied with the necessary means, and authorized to move the vehicle when required.</p> <p>Drivers of bulk delivery vehicles with blasting agents and wet gel explosives and blasting agents: Train in the safe operation of the vehicle together with its mixing, conveying, and related equipment, and in general procedures for handling an emergency.</p>	
<p>Exposure and Medical Records 29 CFR 1910.1020(g)</p>	<p>All employees: Upon initial employment, inform about the existence, location, and availability of all exposure and medical records, personnel responsible for maintaining and providing access to the records, and rights of access to records.</p>	Annually
<p>Fall Protection 29 CFR 1926.503(a)</p>	General and Equipment-Specific. Includes how to use harnesses and anchor points.	Initial
<p>Fire Brigade 29 CFR 1910.156(c)</p>	<p>All members of a fire brigade: Hands-on training and classroom instruction on emergency action</p>	Quarterly for interior



ACCURATE

Safety Compliance

	procedures, pre-fire planning, review of special hazards in the workplace (e.g., flammable liquids and gases, toxic chemicals, radioactive sources, water-reactive substances), and use of self-contained breathing apparatuses	structural firefighters Annually for all other members
Fire Detection Systems 29 CFR 1910.164(c)	A trained person knowledgeable in the operations and functions of the system must perform servicing, maintenance, testing, cleaning, and necessary sensitivity adjustments.	Initial
Fire Extinguishers 29 CFR 1910.157(g)	All employees allowed to use portable extinguishers: Upon initial assignment, familiarize with the general principles of fire extinguisher use and the hazards involved with incipient stage firefighting	Annually
	Employees designated to use fire-fighting equipment: Upon initial assignment, training in the use of appropriate equipment	Annually
Fire Prevention Plan 29 CFR 1910.39	All employees: Inform upon initial assignment of the fire hazards to which they are exposed, and review with each employee those parts of the fire prevention plan necessary for self-protection.	Initial
Fixed Fire Extinguishing Systems 29 CFR 1910.160(b)	Train employees designated to inspect, maintain, operate, or repair fixed extinguishing systems.	Annually review training to keep employees up to date in the functions they perform.
First Aid 29 CFR 1910.151	Designated employees: Adequately trained to render first aid	Bi-Annually
Flammable and Combustible Liquids 29 CFR 1910.106(b)(5)(v)	Station operators and other emergency response employees: Thoroughly informed as to the location and operation of such valves and other equipment necessary to respond to flood emergencies	
Forklift (Powered Industrial Truck) 29 CFR 1910.178	Forklift operators: Training must be Equipment Specific and include formal instruction, hands-on demonstration, and evaluation of performance.	Every 3 years; or when an employee operates unsafely, has an accident or near-miss, is assigned to drive a different kind of truck, or there are changes in workplace conditions that could affect safe operation.



ACCURATE

Safety Compliance

GHS (HazCom) 29 CFR 1910.1200(h) See the national section HAZARD COMMUNICATION STANDARD .	Employees exposed or potentially exposed to hazardous chemicals: At the time of initial assignment, train on the methods and observations used to detect chemical presence, hazards of chemicals in work areas, and protective measures.	Initial or whenever a new chemical hazard is introduced into work areas
Grain Handling Facilities 29 CFR 1910.272(e)(1), (g)(5)	All employees: Before starting work, training in the general procedures, safety precautions, specific procedures and safety practices applicable to assigned tasks	Annually; or when exposed to new hazards
	Employees assigned special tasks: Train to perform assigned special tasks safely, such as bin entry and handling of flammable or toxic substances.	
	Observer: Train in rescue procedure.	
Hazardous Chemicals in Laboratories 29 CFR 1910.1450(f)	Employees exposed to regulated chemicals above the action level or PEL: Train on the methods and observations used to detect chemical presence, hazards of chemicals in work areas, and protective measures, including use of PPE, and details of the Chemical Hygiene Plan.	
Hazmat Driver 49 CFR 177	Program requirements general and material-specific.	Initial
HAZWOPER 29 CFR 1910.120(e) and 29 CFR 1910.120 Appendix C See the national section HAZWOPER	Personnel involved in hazardous waste operations, RCRA operations, TSDFs, and emergency response: Training specific to operation involved	Annually
HAZWOPER Awareness Level 29 CFR 1910.120(q)(6)(i) 29 CFR 1926.65(q)(6)(i)	General and site-specific. Ability to recognize release and make notification; training, or demonstration of competency or documentation of equivalent knowledge.	Annually
HAZWOPER First Responder Operations Level 29 CFR 1910.120(q)(6)(ii) 29 CFR 1926.65(q)(6)(ii)	General and site-specific. 8-hour training or demonstration of competency or documentation of equivalent knowledge.	Annually
HAZWOPER Hazardous Material Specialist 29 CFR 1910.120(q)(6)(iv) 29 CFR 1926.65(q)(6)(iv)	General and site-specific. 24-hour training and demonstration of competency or documentation of equivalent knowledge.	Annually
HAZWOPER Hazardous Materials Technician 29 CFR 1910.120(q)(6)(iii) 29 CFR 1926.65(q)(6)(iii)	General and site-specific. 24-hour training and demonstration of competency or documentation of equivalent knowledge.	Annually



ACCURATE

Safety Compliance

HAZWOPER On-Scene Incident Commander 29 CFR 1910.120(q)(6)(v) 29 CFR 1926.65(q)(6)(v)	General and site-specific. 24-hour training and demonstration of competency or documentation of equivalent knowledge.	Annually
HAZWOPER-Marine Oil Spill Response Workers under OSHA's Hazardous Waste Operations and Emergency Response 29 CFR 1910.120(q)		Initial
Hearing Conservation 29 CFR 1910.95(k)	General and site specific	Annually
Hydrogen Sulfide (H2S) ANSI Z390.1-2006		Annually
Ladders and Stairways 29 CFR 1926.10608		Initial
Laundry Machines 29 CFR 1910.264(d)	Employees must be instructed concerning hazards and safe work practices by bulletins, printed rules, and verbal instructions.	
Lead 29 CFR 1910.1025(l) 29 CFR 1926.62(l)8		Annually
Liquefied Petroleum Gas 29 CFR 1910.110(b) and (d)	Personnel who perform installation, removal, operation, and maintenance work must be properly trained in such functions.	
Lockout/Tagout 29 CFR 1910.147(c)(7)	Authorized employees: Train them in the recognition of hazardous energy sources, the type and magnitude of energy present in the workplace, methods of energy isolation and control, and the purpose and use of the energy control procedure.	Whenever there is a change in work assignment, change in machines or equipment or processes that present a new hazard, or change in energy control procedures
	Affected employees: Instruct them on the lockout/tagout procedure, the prohibition against restarting/reenergizing locked out or tagged out equipment, and the difference between locks and tags.	
Logging 29 CFR 1910.266(i)	All employees for work tasks: Train employees to recognize hazards, safely use equipment, and safely perform work tasks before initial work assignment.	Whenever employee is assigned a new work task, equipment, tool, machine, or vehicle
	All employees for first aid: Certify each employee, including supervisors, in first aid and CPR.	First aid every 3 years; CPR



ACCURATE

Safety Compliance

		annually
Machine Guarding 29 CFR 1910.217 and 29 CFR 1910.218	Power press operators: Train in the safe method of work and the correct operating procedures; maintain training and adequate supervision, including instruction for presses used in the PSDI mode; certify that each employee was trained.	Annually
	Forging machine operators: Train in the proper inspection and maintenance of forging machinery and equipment.	
Noise Exposure (Hearing Protection) 29 CFR 1910.95(k)	Employees with exposure above the 8-hour time-weighted average of 85 decibels: Training must cover effects of noise on hearing, purpose of hearing protectors, advantages, disadvantages, and attenuation of the various types of hearing protectors, proper selection, fitting, use, and care of hearing protectors, purposes of audiometric testing and an explanation of test procedures; maintain records of training.	Annually
PPE 29 CFR 1910.132(f)	General: Training before being allowed to perform work that requires PPE; employees must demonstrate understanding of training.	When necessary, after changes in the workplace warrant it, changes in type of PPE warrant it, or when employee has not retained the requisite understanding or skill
Powered Platforms 29 CFR 1910.66	Operators of powered platforms: A competent person must train and certify (in writing) operators in the five topics covered in the regulation; written work procedures or pictorial methods of instruction may be used; operating manuals for platform components may serve as the basis for the procedures.	
Process Safety Management (PSM) 29 CFR 1910.119(g)	Employees involved in operating a process: Training in the process, including process-specific safety and health hazards, emergency operation (including shutdown), and safe work practices applicable to employee's tasks	Every 3 years or when necessary
Pulp, Paper, and Paperboard Mills 29 CFR 1910.261(h)	Employees exposed to chlorine gas must be instructed in the use of chlorine-absorbing gas masks.	
Radiation 29 CFR 1926.53(b)		Initial



ACCURATE

Safety Compliance

Respiratory Protection 29 CFR 1910.134(k)	Employees required to use respirators: Training in reasons; effect of improper fit, use, or maintenance; limitations; use in emergency situations; inspecting, donning, doffing, and checking seals; proper maintenance and storage; medical signs and symptoms that limit effectiveness; general requirements of respirator standard	Annually or when necessary
	Employees who wear respirators when not required: Training on safe selection, maintenance, cleaning, and use	Annually
Safe Handling and Use of Flammable Liquids, Gases & Toxic Substances 29 CFR 1926.21(b)(5)		Initial
Scaffolding 29 CFR 1926.454		Initial
Telecommunications 29 CFR 1910.268 (b)(2)(i), (c)(1-, (j)(4), (l)(1), (q)(1)(ii)	Employees assigned to work with storage batteries: Instruct in emergency procedures such as dealing with accidental acid spills.	
	All employees: Classroom and/or on-the-job training in the various precautions and safe work practices described in the rule, including avoidance of harmful substances and dangerous animal, insect, and plant life, procedures to follow in emergency situations, and first aid (including artificial respiration); maintain training certification record.	
	Derrick truck operators: Train in the operation of the derrick.	
	Employees involved in using high voltages to locate trouble or test cables: Instruct in the precautions necessary for their own safety and the safety of other employees.	
	Employees engaged in tree trimming (line-clearing) operations: Instruct on the four topics in the rule ((q)(1)(ii)).	
Temporary Labor Camp—First Aid 29 CFR 1910.142(k)	A person must be trained to administer first aid for the emergency treatment of injured people.	
Toxic and Hazardous Substances—1,2-Dibromo-3-Chloro-propane (DBCP) 29 CFR 1910.1044(n)	Train all employees who may be exposed to DBCP in Appendix A of the rule; use, storage, and release information, and protective measures; respirators; medical surveillance protocols, and review of the regulation.	
Toxic and Hazardous Substances—Acrylonitrile 29 CFR 1910.1045(o)(1)	Employees exposed above the action level: At the time of initial assignment, train on the seven topics described in the rule.	Annually
Toxic and Hazardous Substances—Benzene 29 CFR 1910.1028(j)(3)	All exposed employees: At the time of their initial assignment to a work area where benzene is present, and in addition to HazCom training, train on all the subjects	Annually if exposure is above the



ACCURATE

Safety Compliance

	described in the rule and the medical surveillance program.	action level
Toxic and Hazardous Substances— Cadmium 29 CFR 1910.1027(m)(4)	All exposed or potentially exposed employees: Training that covers all 10 topics described in the regulation; employer must certify in writing that training was completed.	Annually
Toxic and Hazardous Substances— Carcinogens 29 CFR 1910.1003(e)	Employees where any of the 13 carcinogens listed in the rule are manufactured, processed, repackaged, released, handled, or stored: Before entering a regulated area, training and indoctrination that includes the nine topics described in the rule	Annually
Toxic and Hazardous Substances—Coke Oven Emissions 29 CFR 1910.1029(k)	Exposed employees in a regulated area: At the time of initial assignment, train on the information contained in the substance information sheet for coke oven emissions, respiratory protection, the medical surveillance program, safety and health hazard information, a review of all written procedures and schedules, and a review of the regulation.	Annually
Toxic and Hazardous Substances—Cotton Dust 29 CFR 1910.1043(i)	All employees with occupational exposure: Training upon initial work assignment that covers all five topics described in the regulation	Annually, or when job assignments or work processes change, or when employee performance shows retraining is necessary
Toxic and Hazardous Substances— Ethylene Oxide (EtO) 29 CFR 1910.1047(j)(3)	Employees potentially exposed at or above the action level or excursion limit: At the time of initial assignment, informed of the requirements of the rule, operations in the work area, location of the written EtO rule, and about the medical surveillance program; training on the four topics described in the rule	Annually
Toxic and Hazardous Substances— Formaldehyde 29 CFR 1910.1048(n)(1)	Employees exposed at or above the PEL: At the time of initial assignment, train on the nine topics described in the rule.	Annually, or whenever a new exposure is introduced
Toxic and Hazardous Substances— Hexavalent Chromium (Cr(VI)) 29 CFR 1910.1026(l)	Employees exposed to Cr(VI) in all its forms and compounds at or above the PEL: In addition to HazCom training, train on all the subjects described in the rule and the medical surveillance program.	
Toxic and Hazardous Substances— Inorganic Arsenic 29 CFR 1910.1018(o)(1)	All employees who are subject to exposure to inorganic arsenic above the action level: At the time of initial assignment, train on the six topics described in the regulation.	Annually



ACCURATE

Safety Compliance

Toxic and Hazardous Substances— Ionizing Radiation 29 CFR 1910.1096(f) and (i)	Employees working in radiation area: Before the system is put into operation, acquaint all employees with the radiation testing signal by actual demonstration at their work stations.	
	Individuals working in or frequenting radiation area: Inform them of radiation materials and hazards, and instruct in precautions or devices to minimize exposure.	
Toxic and Hazardous Substances—Lead 29 CFR 1910.1025(i)(1)	Employees subject to exposure to airborne lead: Initial training before initial job assignment	Annually
Toxic and Hazardous Substances— Methylenedianiline 4,4 (MDA) 29 CFR 1910.1050(k)(3)	Exposed employees: In addition to HazCom training, train on the contents of the rule and about the medical surveillance program.	Annually
Toxic and Hazardous Substances—Vinyl Chloride 29 CFR 1910.1017(j)(1)	Employees engaged in vinyl chloride or polyvinyl chloride operations: Train on the hazards of vinyl chloride and precautions for safe use, including the nine topics described in the rule.	Annually
Welding, Cutting, and Brazing 29 CFR 1910.252 to 1910.255	Fire watchers: Train in the use of fire extinguishing equipment and to be familiar with facilities for sounding an alarm in the event of a fire.	Initial
	Cutters, welders, and supervisors: Train in the safe operation of equipment and use of the process.	
	Workers in charge of oxygen fuel-gas welding and cutting: Instruct and judge competent before being left in charge.	
	Skilled mechanics for oxygen fuel-gas welding and cutting: Instruct to repair regulators or parts of regulators, including gages.	
	Arc welding equipment operators: Instruct and ensure qualification to operate and maintain such equipment.	
	Designated resistance welding equipment operators: Instruct and judge competent to operate such equipment.	