



# AMERICAN SUBCONTRACTORS ASSOCIATION

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## ACCESSING SAFETY KNOWLEDGE (ASK) SHEET: OSHA TRAINING

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A vital part of preventing injuries and illnesses in the workplace begins with training employees on the hazards of the job and the safety procedures and processes used to control those hazards. OSHA has training requirements both specific and general in the construction standards. There are several types of people who may play a role in providing training to employees in addition to other responsibilities:

**Competent Person** - By way of training and/or experience, a competent person is knowledgeable of applicable standards, is capable of identifying workplace hazards relating to the specific operation, and has the authority to correct them. Some standards add additional specific requirements which must be met by the competent person.

**Qualified Person** - One who by possession of a recognized degree, certificate, or professional standing, or who by extensive knowledge, training, and experience has successfully demonstrated their ability to solve or resolve problems relating to the subject matter, work, or project

For example, in Subpart M – Fall Protection, 1926.502(d)(8) requires horizontal lifelines to be designed, installed, and used under the supervision of a qualified person, while 1926.503(a)(1) requires employees to be trained on fall hazards and 1926.503(a)(2) requires that the training be given by a competent person.

The type of training an employee is required to have and the necessity of a competent person depends on the standard or work being performed. It is important to review the OSHA standards related to your work to determine the training requirements for each employee and whether a competent or qualified person is required as specified in the standard.

Important training requirements are also outlined in Subpart B – General Interpretations. In addition to designated training, 29 CFR 1926.21(2) requires the employer to instruct each employee in the recognition and avoidance of unsafe conditions and the regulations applicable to his work environment to control or eliminate any hazards or other exposures to illness or injury.

OSHA also reiterated their training standards policy in that employee training required by OSHA standards must be presented in a manner and language that employees can understand. The ultimate goal of safety training is to prevent injury and illness to employees and one step in protecting the employees is ensuring that they receive the required safety training and understand it.

This information has been developed by an OSHA Compliance Assistance Specialist and is intended to assist employers, workers, and others as they strive to improve workplace health and safety. While we attempt to thoroughly address specific topics [*or hazards*], it is not possible to include discussion of everything necessary to ensure a healthy and safe working environment in a presentation of this nature. Thus, this information must be understood as a tool for addressing workplace hazards, rather than an exhaustive statement of an employer's legal obligations, which are defined by statute, regulations, and standards. Likewise, to the extent that this information references practices or procedures that may enhance health or safety, but which are not required by a statute, regulation, or standard, it cannot, and does not, create additional legal obligations. Finally, over time, OSHA may modify rules and interpretations in light of new technology, information, or circumstances; to keep apprised of such developments, or to review information on a wide range of occupational safety and health topics, you can visit OSHA's website at [www.osha.gov](http://www.osha.gov).