

Types of Training and What It Means to Your Training Efforts

The purpose of training is to instruct employees about what their job is, how to perform it effectively and maintain the highest level of work quality; while protecting their personal safety. If you go to the Cal/OSHA website listed below, you will find their list of safety instruction and training requirements drawn from the California Code of Regulations: Construction Safety Orders and the General Industry Safety Orders. http://www.dir.ca.gov/dosh/dosh_publications/TrainingReq.htm. Please note that regulations are always being updated. So this training grid should not be considered as a static, or an all-inclusive list. It will change as current regulations are updated or new regulations are developed.

Types of Training and Trainees:

Categories of training required include:

- **Employees with Leadership Authority:** Supervisors. Depending on the organization, such individuals can also be known as Superintendents, Foremen, Lead People or any other title that denotes supervision.
- **Employees who are Directly Exposed:** Actual users, Workers who come in contact with the chemical or substance, Operators of the equipment or machine, etc.
- **Affected Employees:** Employees who are in the immediate area, those who may come in contact or could be involved, those who are potentially involved in the exposing condition .
- **Specifically Assigned Employees:** Workers who have been designated to perform the task or may have to perform a particular task in the event of an emergency.
- **All Employees:** Self explanatory - training that must be provided to every employee on your payroll.

In addition to these categories, the Cal/OSHA regulations identify specific levels or types of training, which are above the standard instruction which would be provided to all employees.

- **Qualified Person:** A person, who has demonstrated the ability to perform all assigned duties safely and (when required) is properly licensed in accord with federal, state, or local laws/regulations; due to his training, experience or instruction.
- **Competent Person:** A person who has the authority to impose prompt corrective measures to eliminate identified hazards; and is capable to identifying hazards which exist or are predictable in the surroundings or working conditions which are unsanitary, hazardous or dangerous to employees.

Qualified and competent person training involves such subject matter, on the much higher hazard work, that could involve serious consequences if an accident occurs. Often these people will oversee the exposure, or be required to monitor or verify completion of the requirements; under the regulations. Examples include excavations, scaffolds, roofing, fall protection, crane operation, handling of chemicals that are cancer causing, and several other areas of operation.

Review your operations and evaluate what type of training is necessary. Then make absolutely certain that the training your company provides, meets Cal/OSHA standards. Be especially mindful if qualified or competent person training is required. A serious accident, involving these exposures, could be very costly both in expense of the claim as well as Cal/OSHA citation fines.