Occupational Safety and Health
6th Edition
Lecture Notes

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Chapter Twelve

Safety and Health Training
The rationale for safety and health training is that workers who know how to do their job properly are less likely to have accidents.
OSHA’s Role in Safety and Health Training

- The OSH Act established a legal foundation for safety and health training.
- OSHA produces and distributes training materials
- OSHA provides grants
- OSHA publishes training requirements
- OSHA writes training-oriented materials
Division of Labor

The division of labor between safety and health professionals and supervisors is not clear-cut. However, generally speaking, the following guidelines apply:

- Safety and health professionals help train supervisors and keep them up-to-date.
- Supervisors provide most of the training to workers.
- Safety and health professionals and supervisors work together as appropriate to train workers.
Mine Safety and Health Administration (MSHA)

The Mine Safety and Health Administration (MSHA) sets training requirements for miners in Subpart B of its regulations. Paragraph 48.25 contains the regulations that pertain to new or inexperienced miners.
Qualifications for Conducting Safety and Health Training

Any person who is going to conduct safety and health training should have the following characteristics:

- Thorough knowledge of the subject matter
- Desire to teach
- Positive attitude
- Leadership ability
- Professional approach
- Exemplary behavior
Principles of Learning Defined

The principles of learning summarize what is known about how people learn. Trainers should be familiar with these principles.
The Four-Step Teaching Method

The four-step teaching method is as follows:

1. Preparation
2. Presentation
3. Application
4. Evaluation
Presentation Methods

Widely used presentation methods include:
- Lecture-discussion
- Demonstration
- Conference
- Simulation
- Videotapes/DVDs
- Programmed instruction
- On-line training
How People Learn

People learn by doing. Therefore, it is critical that people be given plenty of opportunities to apply what they are learning.
Evaluating Training

In evaluating training, safety and health professionals need to know:

- If the training was valid
- If the employees learned
- If the learning made a difference
Importance of Training the Supervisors

Supervisors play a key role in the maintenance of a safe and health workplace. Consequently, safety and health professionals need to ensure that supervisors have the training they need to be positive participants in the process.
Orientation of New Employees

One of the most important aspects of a safety program is the orientation of new employees. It should consist of:

- A general orientation
- Job-specific procedures
- Follow-up
Job Safety Analysis (JSA)

Job safety analysis, or JSA, can be an excellent way to teach safety. It consists of three steps:

- Breaking down a job into a chronological sequence of steps
- Identifying potential hazards for each step
- Developing accident procedures to eliminate or reduce potential hazards.
Training Workers with Limited English-Speaking Capabilities

Employers who hire workers with limited English-speaking capabilities should use less classroom instruction and more hands-on activities when providing safety training.
OSHA Standards

OSHA standards are becoming more prescriptive concerning training requirements. OSHA’s Forklift Standard is an excellent example of this trend.