

OSHA VPP: Safety and Health Training

Safety and Health (S&H) Training is one of the four elements of the Occupational Safety and Health Administration (OSHA) Voluntary Protection Programs (VPP). Organizations should align training with workplace hazards. All employees, including contractors, are required to have S&H training. S&H training programs ensure the worksite:

- Identifies and meets the training needs of employees at all levels, including OSHA and Department of Defense-required trainings
- Develops a S&H training schedule with training frequencies
- Uses qualified persons to develop and deliver S&H training content
- Provides refresher S&H training at intervals appropriate to assigned roles and tasking
- Documents the completion of all S&H training
- Measures the effectiveness of training in terms of comprehension, retention, and application of provided training
- Revises training content when previous training is deemed ineffective or workplace changes occur
- Provides S&H training and information to new employees
- Delivers key S&H information to on-site visitors and contractors.

All levels of the workforce must understand:

- Leadership S&H responsibilities for managers and supervisors
- S&H rights and responsibilities of employees
- S&H policies and rules
- Fundamental concepts of VPP
- Hazards at the worksite
- Potential hazardous conditions
- Safe work practices and procedures
- Hazard reporting procedures
- Requirements, limitations, maintenance, use, and storage of personal protective equipment
- Signs and symptoms of work-related illness
- Emergency procedures and assigned roles and responsibilities.



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