



# **Making Sense of Safety Training Regulations: OSHA and Beyond**

May 19, 2025

# About HSI

HSI is your single-source partner for **EHS**, **Compliance**, and **Professional Development solutions**.

We offer a suite of cloud-based software solutions including learning management, EHS/safety management, chemical/SDS management, and more – Solutions integrated with content and training so businesses can monitor and manage multiple workflows in one system, and train employees via one partner.

Across all industries, HSI helps leaders train and develop their workforce, keep workers safe, and meet regulatory and operational compliance requirements.



<https://goto.hsi.com/atd25>

**Visit Us!**  
**Booth 1525**

To chat with  
Jill and Kristi  
and learn more  
about HSI



# Today's Speakers



## Jill James

MIS

Chief Safety Officer, HSI

Jill James is Chief Safety Officer at HSI where she focuses on product, thought leadership, and regulatory trends. Her 30-year EHS career includes 12 years as an OSHA Senior Safety Investigator, and several years in healthcare, education, biotech, life sciences and the poultry industry.

Jill hosts the Accidental Safety Pro podcast and created the Supervisor Safety Tip video series.

She received her Master's in Industrial Safety from University of Minnesota, Duluth and her undergraduate degree is in Community Health Education.



## Kristi McClure

LCSW

Marketing Director, HSI

Kristi McClure worked in the health and human services for over 25 years, first as a social worker delivering direct client care, then in software as implementation project management, content development for online learning, continuing education director, product manager, and now marketing.

She has been with HSI for over three years focusing on workplace health and safety training, rules, and regulations.

# Today's Agenda

- HR's Role in Workplace Safety
- How to find OSHA standards that include worker training
- Identify other sources of workplace health and safety regulations
- Dispel myths about workplace health & safety training regulations
- Demonstrate the OSHA Safety Training Assessment
- Resources and important links

## Regulations (Standards - 29 CFR)

By Standard Number

- [Part 24 - Procedures for the Handling of Retaliation Complaints Under The Federal Employee Protection Act of 1974, As Amended](#)
- [Part 70 - Production or Disclosure of Information or Materials](#)
- [Part 70a - Protection of Individual Privacy in Records](#)
- [Part 71 - Protection of Individual Privacy and Access to Records Under the Privacy Act of 1974](#)
- [Part 1900 - \[Reserved\]](#)
- [Part 1901 - \[Reserved\]](#)
- [Part 1902 - State Plans for the Development and Enforcement of State Standards](#)
- [Part 1903 - Inspections, Citations, and Proposed Penalties](#)
- [Part 1904 - Recording and Reporting Occupational Injuries and Illnesses](#)
- [Part 1905 - Rules of Practice for Variances Limitations Variations Tolerances and Exemptions Under the Act](#)
- [Part 1906 - Administration Witnesses and Documents in Private Litigation \[Reserved\]](#)
- [Part 1908 - Consultation Agreements](#)
- [Part 1910 - Occupational Safety and Health Standards](#)
- [Part 1911 - Rules of Procedure for Promulgating Modifying or Revoking Occupational Safety or Health Standards](#)
- [Part 1912 - Advisory Committees on Standards](#)
- [Part 1912a - National Advisory Committee on Occupational Safety and Health](#)
- [Part 1913 - Rules of Agency Practice and Procedure Concerning Osha Access to Employee Medical Records](#)
- [Part 1915 - Occupational Safety and Health Standards for Shipyard Employment](#)
- [Part 1917 - Marine Terminals](#)
- [Part 1918 - Safety and Health Regulations for Longshoring](#)
- [Part 1919 - Gear Certification](#)
- [Part 1920 - Procedure for Variations from Safety and Health Regulations Under the Longshoremen's and Harbor Workers' Act](#)
- [Part 1921 - Rules of Practice in Enforcement Proceedings Under Section 41 of the Longshoremen's and Harbor Workers' Act](#)
- [Part 1922 - Investigational Hearings Under Section 41 of the Longshoremen's and Harbor Workers' Act](#)
- [Part 1924 - Safety Standards Applicable to Workshops and Rehabilitation Facilities Assisted by Grants](#)
- [Part 1925 - Safety and Health Standards for Federal Service Contracts](#)
- [Part 1926 - Safety and Health Regulations for Construction](#)



# Human Resources and EHS

- Employee Training and Onboarding
- Policies and Procedures, Administrative Must-haves
- Worker's compensation, illness and injury management
- Return to work, restrictions
- Company reputation, recruitment, and retention
- Compliance: it's for everyone!

***“If you’re not working together to combine efforts, and budgets, you should be.”***



# OSHA Standards and Worker Training

- 2254: Training Requirements in OSHA Standards  
<https://www.osha.gov/sites/default/files/publications/osha2254.pdf>
- OSHA Regulations by Industry  
<https://www.osha.gov/laws-regs/regulations/standardnumber>



Example: [HazCom 1910.1200](#)

## PRINCIPLES OF SMART SEARCH:

- Dig for the original source vs. referenced
- Know the source: reputable URL
- Keywords: “*should*”, “*must*”, “*shall*”
- Ctrl + F: keyword search on a webpage
- Verify!

**Legend:**

- \*** This state's OSHA-approved State Plan covers private and state/local government workplaces
- \*\*** This state's OSHA-approved State Plan covers state/local government workers only
- (Light Blue)** This state (with no asterisk) is a federal-only state

**States with OSHA-approved State Plans:**

- Single Asterisk (\*) - Private and State/Local Government Workplaces:** AK, WA, OR, CA, NV, UT, AZ, NM, WY, ID, MT, ND, SD, NE, KS, OK, TX, MN, IA, MO, AR, LA, MS, AL, GA, SC, NC, TN, KY, IN, MI, WI, IL, VA, WV, OH, PA, NY, VT, ME, MA, RI, CT, NJ, DE, MD, DC, HI, AS, MP, GU.
- Double Asterisk (\*\*) - State/Local Government Workers Only:** ME, MA, RI, CT, NJ, DE, MD, DC, VT, VT, PR.
- Federal-Only States (No Asterisk):** MT, ND, SD, NE, KS, OK, TX, MN, IA, MO, AR, LA, MS, AL, GA, FL, WI, MI, IN, OH, WV, PA, NY, VT, ME, MA, RI, CT, NJ, DE, MD, DC, HI, AS, MP, GU.

- 

# State Plan States: Key Takeaways

- **Jurisdiction:** State or Federal OSHA?
- **Regulations:** review all elements of regulations, not just training.
  - Written programs/policies
  - Hazard mitigation/specifications (ex. Guardrails)
  - Inspections/maintenance
  - Performance-based
- **Resources and factsheets on state website:** find and use these!
- **Source of truth:** stick with .gov sites, verify information from the original source (ex. Blog post references)

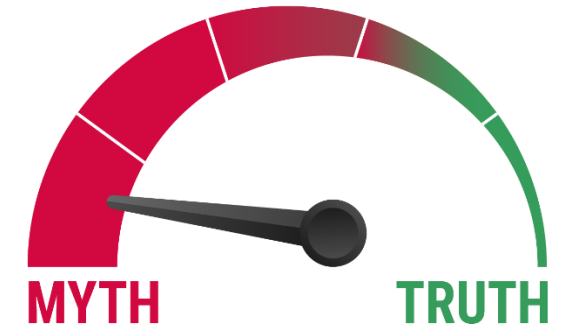


# Training Frequencies



- Prior to use/exposure or Initial assignment of tasks where exposure could occur
- Annually
- Every three years
- As determined by employer
- Retraining:
  - ▶ When worker responsibilities change
  - ▶ New hazard/risk/equipment introduced
  - ▶ Change in assigned duties
  - ▶ Inadequacies in worker's knowledge or use of procedure
  - ▶ Changes render previous training obsolete
  - ▶ Any situation arises in which retraining appears necessary to ensure safety

# OSHA Myths



---

**MYTH:** Federal OSHA has the strictest regulations.

---

**MYTH:** We don't worry about OSHA standards; we have fewer than 10 employees.

---

**MYTH:** OSHA constantly adds regulations, it's hard to keep up.

---

**MYTH:** I have to hire an OSHA consultant to figure this all out.

---

**MYTH:** We meet training regulations by having employees read policies and sign-off on them.

---

---

**FACT:** Federal OSHA is the minimum. States can have additional regs.

---

**FACT:** Any employee/employer relationship is covered by OSHA

---

**FACT:** Regulation promulgation can take years...and does.

---

**FACT:** Not necessary, OSHA, state, insurance provider have resources

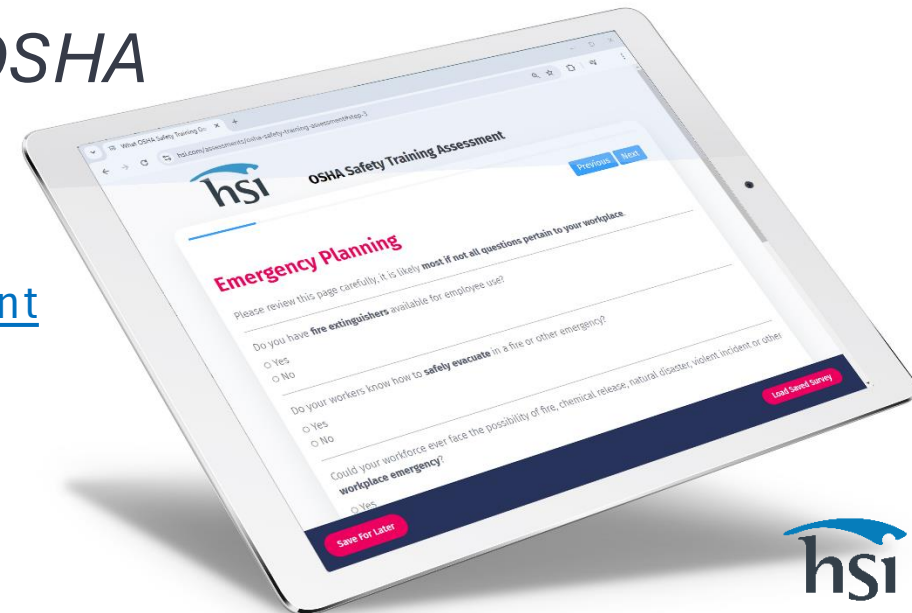
---

**FACT:** This is never true; training isn't reading a policy.

---

# OSHA Safety Training Assessment (OSTA)

- Identify which OSHA regulations apply to your workplace.
  - Practical, easy to understand questions vs. reading OSHA regulations and teasing them out.
  - Personalized report
  - Completed multiple times for different worksites
  - **HSI Exclusive!** *None other like it, not even OSHA*
  - Where is it? hsi.com
    - Training solutions > safety training > OSTA
- <https://hsi.com/assessments/osha-safety-training-assessment>





# **OSTA DEMO:** **Follow along**







# Workplace Health and Safety: **International**

**General Duty around the World...**

# Hazards are hazards, but where in the world...

## 1. General duties of employers to their employees –

(1) It **shall be the duty** of every **employer** to ensure, so far as is reasonably practicable, the health, **safety and welfare** at work of all his **employees**.

**United Kingdom**

## 2. Each employer–

(1) **shall** furnish to each of his employees employment and a place of employment which are **free from recognized hazards** that are causing or are likely to cause death or serious physical harm to **their employees**;

**OSHA – United States**

## 4. Primary duty of care –

(1) A person conducting a business or undertaking must **ensure**, so far as is reasonably practicable, the **health and safety** of: (a) **workers** engaged, or caused to be engaged by the person; and (b) workers whose activities in carrying out work are influenced or directed by the person, while the workers are at work in the business or undertaking.

**Australia**

## 3. General provision –

(1) The **employer shall** have a duty to **ensure** the **safety and health** of **workers** in every aspect related to the work. **European Union**

## 5. Due diligence is the level of judgement, care, prudence, determination, and activity that a person would reasonably be expected to do under particular circumstances...

To exercise due diligence, an **employer must** implement a plan to **identify** possible **workplace hazards** and take the appropriate corrective action to **prevent incidents or injuries** arising from these hazards. **Canada**



# International Workplace Health & Safety Compliance

## Canada

*Canadian Centre for Occupational Health & Safety.* Fourteen jurisdictions - one federal (CCOHS), ten provincial and three territorial - each having its own occupational health and safety legislation, outlining the general rights and responsibilities of the employer, the supervisor and the worker.

## European Union

*EU-OSHA-European* directives set minimum standards for safety and health in the workplace. The EU directives are implemented through the national legislation of Member States. Member states can adopt stricter rules to protect workers, yet they must comply with minimum standards.

## United Kingdom

*The Health & Safety Executive (HSE)* is Britain's national regulator for workplace health & safety. Goes beyond worker protections to include public assurance. Includes guidance by industry and topic.

## Australia

*Safe Work Australia* develops national policy for workplace health & safety and workers' compensation. Regulating is the responsibility of jurisdictions which may have additional laws or variations.



# Beyond Regulations: Other Considerations

- Insurance: Property, Liability, Workers Compensation
- Employee Health Insurance
- Corporate Risk
  - Strategic
  - Operational
  - Financial
  - Compliance
  - Information and security
  - Reputational (employer of choice)
- Labor Unions
- Professional Associations
- Funding Sources





# Useful Links – International

**European Union (EU):** European Agency for Health and Safety at Work, (EU-OSHA)

- <https://osha.europa.eu/en>

**United Kingdom (UK):** Health and Safety at Work Act 1974 (HSWA)

- <https://www.hse.gov.uk/legislation/hswa.htm>,  
main page: <https://www.hse.gov.uk/>

**Canada:** Canadian Centre for Occupational Health and Safety (COHS)

- <https://www.ccohs.ca/>
- Check your province and territory specific standards and agencies, ex. WorkSafeBC  
<https://www.worksafebc.com/en>

**Australia:** Safe Work Australia - WHS Act 2011, State based standards such as the OSH Act, WHS Act

- <https://www.safeworkaustralia.gov.au/>

**New Zealand:** Health and Safety at Work Act (HSWA) 2025

- <https://www.worksafe.govt.nz/>

# Useful Links – OSHA

## OSHA Publication

- 2254: Training Requirements in OSHA Standards  
<https://www.osha.gov/sites/default/files/publications/osha2254.pdf>

## OSHA Regulations (by standard number):

- General Industry 1910  
<https://www.osha.gov/laws-regs/regulations/standardnumber/1910>
- Construction 1926  
<https://www.osha.gov/laws-regs/regulations/standardnumber/1926>
- Main regulation page (*to access 1915, 1917, 1918, and others*)  
<https://www.osha.gov/laws-regs/regulations/standardnumber>

## Other OSHA Resource

- State Plan State: the map page  
<https://www.osha.gov/stateplans/>

# Useful Links – HSI

## **OSTA: OSHA Safety Training Assessment**

- <https://hsi.com/assessments/osha-safety-training-assessment>

## **OSHA Training Requirements and HSI Courses Checklist (PDF)**

- <https://hsi.com/resources/osha-required-vs-best-practices-checklist>

## **Safety Tip videos**

- <https://hsi.com/resources/safety-tip>

## **Supervisor Safety Tip videos**

- <https://hsi.com/resources/supervisor-safety-tip>

## **Safety is Everyone's Job: Organizational Collaboration White paper**

- <https://hsi.com/resources/safety-is-everyones-job-organizational-collaboration>

## **HR Compliance Training Assessment**

- <https://hsi.com/assessments/hrca/hr-compliance-assessment>



# Questions?

*Making Sense of Safety Regulations*  
*Thanks for joining us!*



Jill James, Chief Safety Officer  
[jjames@hsi.com](mailto:jjames@hsi.com)

Kristi McClure, Marketing  
[kmccclure@hsi.com](mailto:kmccclure@hsi.com)

<https://goto.hsi.com/atd25>

## Visit Us in Booth 1525





Your feedback helps ATD continue to provide top-notch educational programs that help you stay on top of a changing profession.

The evaluation form for this session is available via QR code and at the following link:

**[surveymagnet.com/Magnet3/login.asp?EventKey=BRPBMSVL](https://surveymagnet.com/Magnet3/login.asp?EventKey=BRPBMSVL)**.

YOUR  
FEEDBACK  
COUNTS!



WASHINGTON, DC  
MAY 18-21