MASSACHUSETTS DEPARTMENT OF
LABOR STANDARDS

Employee Training Requirements for Schools

Many municipalities have asked the Department of Labor Standards what safety training is required. The following list summarizes the most frequent training requirements observed during DLS inspections at public sector workplaces.

Training Topic for School Areas [1,2,3,4,5]	Standard	"New Hire"[6]	Refresher [7]
Athletics			
Bloodborne pathogens	1910.1200 (g)(2)	Yes	Annual
Hazard communication for chemicals used.	1910.1200(h)	Yes	Performance based
Cafeteria			
Equipment procedures: deli slicer, dough mixer, steamer, knife safety, etc.	5(a)(1)	Yes	Performance based
Personal protective equipment	1910.132 (d)(1)	Yes	Performance based
Hazard communication for chemicals used.	1910.1200(h)	Yes	Performance based
Crossing Guard			
Standard procedures and equipment.	5(a)(1)	Yes	Performance based
Hi-vis clothing for working in roadway.	1910.132 (d)(1)	Yes	Performance based
Facility Maintenance/Electricians/Custodians			
Ladders - portable	1910.30(b)(1)	Yes	Performance based
Lockout Tagout	1910.147(c)(7)	Yes	Performance based
Equipment procedures: mower, snow blower, saws, etc.	5(a)(1)	Yes	Performance based
Roof Access – designated areas and/or fall restraint system	1910.30(b)(4)	Yes	Performance based
Scaffold lift or scissor lift operation	5(a)(1)	Yes	Performance based
Hazard Communication and PPE	1910.1200(h) 1910.132(d)(1)	Yes	Performance based
Asbestos Awareness – 2-hour	AHERA	Yes	Annual
Bloodborne pathogens - if syringe pick-up	1910.1200 (g)(2)	Yes	Annual
Nurse			
Bloodborne Pathogens	1910.1030 (g)(2)	Yes	Annual
Teachers and Aides			
Behavior Management – for staff with students with potential agitated behavior against staff.	5(a)(1)	Yes	Performance based
Ladders - portable	1910.30(b)(1)	Yes	Performance based
Hazard communication – for staff who use chemical products (i.e., science, art, theater)	1910.1200(h)	Yes	Performance based
Theater Department			
Ladders - portable	1910.30(b)(1)	Yes	Performance based
Fall protection in overhead catwalks	1910.30(b)(1)	Yes	Performance based
Tools – table saw, power saws, etc.	5(a)(1)	Yes	Performance based
Scaffold or scissor lift operation	5(a)(1)	Yes	Performance based
Hazard Communication for products used, and corresponding PPE required	1910.1200(h) 1910.132(d)(1)	Yes	Performance based

NOTES

1- **Topics:** Employees should be trained to safely perform the activities of their job. Training on these topics is expected if employees conduct these tasks. If these tasks are not conducted at your workplace, then training is not required.

2- **Job Titles that Require Training:** Train employees in a particular competency if their job duties require that activity. For example, all employees who are assigned to operate a chainsaw must be trained in chainsaw safety. Employees who will not be designated to operate a chainsaw do not need to complete chainsaw training.

3- **Training Provider:** Training should be provided by persons experienced and confident with the material. The training provider can be an employee of the employer.

4- **Length of Training Session:** Most training topics can be effectively covered in less than one hour (i.e., hazard communication; PPE; ladders). A longer length of time may be required for scissor lift. A minimum time period for length of training session is specified for AHERA asbestos awareness in schools (2-hours).

5- **Proof of Training:** Keep a training attendance log. A certificate is not required.

6- **Initial Training:** Training should be provided before the employee is assigned to perform the task. This is similar to “new hire” training, but can also occur if the person’s job duties expand.

7- **Performance Based Refresher Training:** Some OSHA standards mandate Annual training. Most training topics are “performance based.” This means repeat the training when:
   a. Employer has reason to believe that there are deviations from or inadequacies in the employee’s knowledge to perform the task safely;
   b. New equipment, or chemicals introduce new hazards to the work area.
   c. There is a change in procedures that present a hazard to which the employee has not been trained.