**This document is a reference for monthly risk-based and OSHA required training topics to provide to your employees.**

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| *Month* | *Training topic* | *Reference* | *Training to include* | *Related resources* |
| *January* | Infection Control | 29 CFR 1910.1030 | * Infection control practices to reduce spread of germs including: the use of PPE (ex. Latex gloves while changing diapers, wiping noses, brushing teeth, helping children use the toilet)
* Proper hand washing
* Disinfecting procedures
* Actions to reduce germs
* Vaccination considerations
* Risk and routes of exposure
* Following universal precautions
* Reporting procedures
 | * [Bloodborne pathogens safety talk](https://www.compsourcemutual.com/knowledge-center/bloodborne-pathogens-safety-talk-2/)
* [Bloodborne Pathogens: Know the Risk Video](https://safetysourceonline.com/video/bbp-know-the-risk-ss1027be/)
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| *February* | First aid and CPR | 29 CFR 1910.151 | * Assessing the situation and recognizing an emergency
* Different scenarios that may be faced
* Steps to be taken and determining treatment
* Standard precautions
* Performing CPR
 | * [What to do in case of an incident safety talk](https://www.compsourcemutual.com/knowledge-center/what-to-do-in-case-of-an-incident-safety-talk/)
* [First Aid Video](https://safetysourceonline.com/video/emergency-first-aid-1058i-19-min-2/)
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| *March* | Emergency evacuation plan | 29 CFR 1910.38 | * Understand all evacuation signals, procedures, and duties for fire, tornado, bomb, armed intruders etc.
 | * [Emergency planning safety talk](https://www.compsourcemutual.com/knowledge-center/emergency-planning-safety-talk/)
* [Emergency Preparedness and Safe Evacuation Video](https://safetysourceonline.com/video/emergency-evacuation-procedures/)
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| *April* | Ergonomics, handling clients and handling materials | Risk based | * Manual lifting is a last resort
* Lifting devices and machinery should be used when possible
* If manual lifting is necessary address proper lifting mechanics, team lifting, etc.
 | * [Back safety talk](https://www.compsourcemutual.com/knowledge-center/back-safety/)
* [Back Safety: The Basics Video](https://safetysourceonline.com/video/back-safety-the-basics-ss1014de-11-min/)
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| *May* | Hazard Communication | 29 CFR 1910.1200 | * Training should include the use of safety data sheets (SDS)
* Personal protective equipment
* Reading labels, tags or signs.
 | * [Chemical handling safety talk](https://www.compsourcemutual.com/knowledge-center/chemical-handling-safety-talk/)
* [Reading safety data sheets](https://www.compsourcemutual.com/knowledge-center/reading-safety-data-sheets-safety-talk/)
* [Hazard Communications Video](https://safetysourceonline.com/video/hazardous-communications-english-1035ae/)
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| *June* | Outdoor safety | Risk based | * Sun safety while working outdoors (ex. wearing a hat and sunscreen, working in the shade, wearing several light layers of clothing)
 | * [Heat stress safety talk](https://www.compsourcemutual.com/knowledge-center/heat-stress-safety-talk-3/)
* [Heat Stress: Facts & Prevention Video](https://safetysourceonline.com/video/heat-stress-facts-and-prevention/)
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| *July* | Personal protective equipment (PPE) | 29 CFR 1920.132 | * General and specific PPE utilized by employees during work tasks
 | * [Personal protective equipment safety talk](https://www.compsourcemutual.com/knowledge-center/personal-protective-equipment-safety-talk/)
* [PPE: Basic Training Video](https://safetysourceonline.com/video/ppebasic-training-1028b-12-min/)
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| *August* | Client aggressions | Risk based | * Training should cover how to react to and deal with a physical or verbal threat or disruptive behavior as well as how to trigger alarm and notify others
* Security of the building and parking lot safety
 | * [Workplace violence safety talk](https://www.compsourcemutual.com/knowledge-center/workplace-violence-safety-talk/)
* [Workplace Violence: Facts & Prevention Video](https://safetysourceonline.com/video/workplace-violence-facts-prevention-ss1081ie/)
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| *September* | Kitchen specific hazards | Risk based | * Hazards around cooking and cleaning such as: maintaining good housekeeping, controlling slips and falls, material handling, controlling cuts/lacerations while work with knives and cleaning knives, heat stress, safely working with hot grease, discarding hot grease, etc.
 | * [Food service safety talk](https://www.compsourcemutual.com/knowledge-center/food-service-safety-talk/)
* [Kitchen Safety Video](https://safetysourceonline.com/video/kitchen-safety-5008a-13-min/)
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| *October* | Driving safety and transportation of clients | Risk based | * Understand driving policies
* Loading and unloading clients
* Hazardous weather
* Distracted and defensive driving
* Understand roadside emergency procedures
 | * [Distracted driving safety talk](https://www.compsourcemutual.com/knowledge-center/distracted-driving-safety-talk/)
* [Environment and surroundings safety talk](https://www.compsourcemutual.com/knowledge-center/environment-and-surroundings-community-action/)
* [Choices: Safe Driving Video](https://safetysourceonline.com/video/choices-safe-driving-1078ie/)
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| *November* | Step stool and step ladders  | 29 CFR 1926.1053 | * Proper step ladder use and set up
* Inspections
* Items not to use in place of
* Safe positioning
* Ascending and descending from heights (ex. maintaining 3 points of contact while on ladders/step ladders)
 | * [Portable step ladder safety talk](https://www.compsourcemutual.com/knowledge-center/portable-step-ladder-safety-talk/)
* [Ladder Safety Video](https://safetysourceonline.com/video/ladder-safety-8019a-10-min/)
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| *December* | Slips, trips, falls- same level | Risk based | * Effective footwear for the job
* Using appropriate housekeeping practices (ex. clean up scattered toys between activities)
* Ensuring all rugs are secured,
* Considering weather conditions that can cause slip hazards
 | * [Common slip trip and fall hazards safety talk](https://www.compsourcemutual.com/knowledge-center/common-slip-trip-and-fall-hazards-safety-talk-2/)
* [Preventing Slips, Trips & Falls Video](https://safetysourceonline.com/video/preventing-slips-trips-falls-ss2222ae-14-mins/)
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| This list is not comprehensive - additional OSHA standards may apply to your workplace. Be sure to review OSHA's general industry standards (29 CFR 1910) for other requirements. In addition, section 5(a)(1) of the Occupational Safety and Health Act, known as the General Duty Clause, requires employers to provide their employees with a workplace that is free of recognized hazards likely to cause death or serious physical harm. |