**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* | Bloodborne pathogens | 29 CFR 1910.1030 | * Risk and routes of exposure
* Personal protective equipment
* 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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| Fire prevention plan | 29 CFR 1910.38 |
| *April* | Lifting mechanics | 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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| Chemical lab hygiene (science lab employees) | 29 CFR 1910.1450 | * Safety data sheets (SDS) should be retained in all labs which chemicals are stored or used
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| *June* | Slips, trips, falls- same level | Risk based | * Recognizing and reporting slip, trip and fall hazards
* Effective footwear for the job
* Using appropriate housekeeping practices
* 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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| *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* | Workplace violence | 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
* Intruder safety
 | * [Workplace violence safety talk](https://www.compsourcemutual.com/knowledge-center/workplace-violence-safety-talk/)
* [Active shooter and workplace violence video](https://safetysourceonline.com/video/active-shooter-workplace-violence-1412/)
* [Workplace Violence: Facts & Prevention Video](https://safetysourceonline.com/video/workplace-violence-facts-prevention-ss1081ie/)
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| *September* | Ergonomics | 29 CFR 1910-10.2 | * Avoiding bending and stooping
* Set up workstation to be ergonomically correct
* Not working in an awkward posture when unnecessary
* Taking microbreaks
 | * [Ergonomics self-assessment checklist](https://www.compsourcemutual.com/knowledge-center/ergonomics-self-assessment/)
* [Understanding Controlling Ergonomic Risk Factors Video](https://safetysourceonline.com/video/understanding-controlling-ergonomic-risk-factors-4761/)
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| *October* | Safe driving (if operating school vehicles) | Risk based | * Understand driving policies
* Understand roadside emergency procedures
 | * [Distracted driving safety talk](https://www.compsourcemutual.com/knowledge-center/distracted-driving-safety-talk/)
* [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
 | * [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* | Lockout tagout | 29 CFR 1910.147 | * Understand how to recognize lockout tagout procedures and best practices
 | * [Lockout tagout program](https://www.compsourcemutual.com/knowledge-center/lockout-tagout/)
* [Lockout/Tagout Video](https://safetysourceonline.com/video/lockouttagout-5030a-10-min/)
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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. |