**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* | Driving | Risk based | * Defensive based training covering driving hazards
* Driving in school zones
* Driving in winter weather
 | * [Defensive driving safety talk](https://www.compsourcemutual.com/knowledge-center/defensive-driving/)
* [Winter driving safety video](https://www.compsourcemutual.com/knowledge-center/winter-driving-in-extreme-weather-conditions/)
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| *February* | Lifting mechanics, back safety and client transfers | Risk based | * Address proper usage of lifts for manual lifting
* Lifting mechanics and team lifting
* Proper loading and unloading of wheelchair occupants
 | * [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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| *March* | Emergency action plan | 29 CFR 1910.38 | * Identifying a primary individual to monitor weather conditions and inform employees of potential hazards
* Identifying a local storm shelter (with directions provided) in the event of anticipated hazardous weather
 | * [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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| Occupant aggressions | Risk based | * Know appropriate actions to take in these circumstances
 | * [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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| *April* | Driving | Risk based | * Roadside hazards
* Cell phone use
 | * [Cell phone use safety talk](https://www.compsourcemutual.com/knowledge-center/cell-phone-use-while-driving-safety-talk/)
* [Highway roadside safety talk](https://www.compsourcemutual.com/knowledge-center/highway-roadside-safety-talk/)
* [Choices: Safe Driving Video](https://safetysourceonline.com/video/choices-safe-driving-1078ie/)
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| *May* | Extreme temperatures and outdoor safety | Risk based | * Include hazards and controls related to working in extreme heat conditions
* Proper clothing
* Taking breaks
 | * [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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| *June* | Fatigue | Risk based | * Training to cover appropriate amount of sleep
* Exercise
* Healthy diet
* Medications
* Naps and breaks
 | * [Drowsy driving safety talk](https://www.compsourcemutual.com/knowledge-center/drowsy-driving/)
* [Distracted Driving: Make The Correct Choice Video](https://safetysourceonline.com/video/distracted-driving-make-the-correct-choice-1068i-13-min/)
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| *July* | Driving | Risk based | * Training to cover distracted driving
* Tire, wheel safety
 | * [Distracted driving safety talk](https://www.compsourcemutual.com/knowledge-center/distracted-driving-safety-talk/)
* [Tire and wheel safety talk](https://www.compsourcemutual.com/knowledge-center/tire-and-wheel-safety-talk/)
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| *August* | Hazard Communication | 29 CFR 1910.1200 | * Training should include the use of safety data sheets (SDS)
* Personal protective equipment

Reading labels, tags or signs* Safe handling and use of material
 | * [Chemical handling safety talk](https://www.compsourcemutual.com/knowledge-center/chemical-handling-safety-talk/)
* [HAZWOPER: Orientation Video](https://safetysourceonline.com/video/hazwoper-orientation-1035f-16-min/)
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| Personal protection 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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| *September* | Slips, trips, falls | Risk based | * Effective footwear for the job
* Using appropriate housekeeping practices
* Considering weather conditions that can cause hazardous terrain
 | * [Slips trips and falls safety talk](https://www.compsourcemutual.com/knowledge-center/slips-trips-and-falls-safety-talk/)
* [Preventing Slips, Trips & Falls Video](https://safetysourceonline.com/video/preventing-slips-trips-falls-ss2222ae-14-mins/)
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| Environment and surroundings | Risk Based | * Awareness of steps, ledges and drop-offs
* Pet awareness
 | * [Environment and surroundings safety talk](https://www.compsourcemutual.com/knowledge-center/environment-and-surroundings-community-action/)
* [Safety Orientation & Awareness Video](https://safetysourceonline.com/video/safety-orientation-for-industrial-environment-1043a-18-min/)
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| *October* | Ergonomics | 29 CFR 1910-10.2 | * Seat positioning
* Maintaining comfort while driving
* Post drive actions to take
 | * [Driving ergonomics safety talk](https://www.compsourcemutual.com/knowledge-center/driving-ergonomics-safety-talk/)
* [Understanding Controlling Ergonomic Risk Factors Video](https://safetysourceonline.com/video/understanding-controlling-ergonomic-risk-factors-4761/)
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| *November* | Driving | Risk based | * Protocol for hazardous weather conditions
* Driving tips for these conditions
* Safe lane merging
 | * [Safe lane merging safety talk](https://www.compsourcemutual.com/knowledge-center/safe-lane-merging-safety-talk/)
* [Severe weather safety talk](https://www.compsourcemutual.com/knowledge-center/severe-weather-safety-talk-2/)
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| *December* | Bloodborne pathogens and infection control | 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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| 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. |