**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* | Welding | 29 CFR 1910.252 to 1910.255 | * Safe welding practices such as inspection, how to ventilate, flammables, etc.
* Personal protective equipment to be worn
 | * [Tips for welding safety talk](https://www.compsourcemutual.com/knowledge-center/tips-for-welding-safety/)
 |
| Lockout- tagout | 29 CFR 1910.147 | * Training on expected procedures
* Identify what should be locked and tagged and when
* Process of using locks and tags
 | * [Lockout tagout safety talk](https://www.compsourcemutual.com/knowledge-center/lockout-tagout/)
 |
| *February* | 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.
 | * [Tips for safe lifting safety talk](https://www.compsourcemutual.com/knowledge-center/tips-for-safe-lifting-safety-talk/)
 |
| *March* | 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/)
 |
| 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](https://www.compsourcemutual.com/knowledge-center/emergency-planning-safety-talk/)
 |
| *April* | Heavy equipment | Risk based | * Training should include the recognition of equipment and machine hazards
* Proper machine guarding
* Maintaining a safe distance and general awareness when others are operating equipment, etc.
* In addition, employees should be trained on safe operation of farm equipment, such as tractors, hay balers, combines, station grinders, etc.
 | * [Backhoe safety talk](https://www.compsourcemutual.com/knowledge-center/backhoe-safety/)
* [Heavy equipment safety talk](https://www.compsourcemutual.com/knowledge-center/equipment-operations/)
 |
| *May* | Extreme temperatures | Risk based | * Include hazards and controls related to working in extreme heat conditions
 | * [Heat stress safety talk](https://www.compsourcemutual.com/knowledge-center/heat-stress-safety-talk-3/)
 |
| Hay processing | Risk based | * Inspection and safety while using equipment
* Assessing work area for hazards
* Safe handling of bales
 | * [Harvesting transporting and storing hay safety talk](https://www.compsourcemutual.com/knowledge-center/harvesting-transporting-and-storing-hay/)
 |
| *June* | Ladders  | 29 CFR 1926.1053 | * Proper ladder use
* Inspections
* Setting up a ladder
* Anchoring
* Safe positioning
* Considering ground or surface conditions etc.
 | * [Stepping up portable ladder safety talk](https://www.compsourcemutual.com/knowledge-center/stepping-up-your-portable-ladder-safety/)
 |
| *July* | Confined space | 29 CFR 1910.145 and 29 CFR 1910.272 | * Training should include recognition and control of hazards associated with grain bins & silos, such as
* Lockout/tagout procedures
* Appropriate grain handling
* Testing air
* Ensure a permit is used when necessary
 | * [Confined space safety talk](https://www.compsourcemutual.com/knowledge-center/confined-space-2/)
* [Confined space in grain bins and silos safety talk](https://www.compsourcemutual.com/knowledge-center/confined-space-in-grain-bins-and-silos/)
 |
| *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/)
* [Agrichemical safety talk](https://www.compsourcemutual.com/knowledge-center/agrochemicals/)
* [Pesticide and fertilizer safety talk](https://www.compsourcemutual.com/knowledge-center/pesticide-and-fertilizer-safety-talk/)
 |
| 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/)
 |
| *September* | Slips, trips, falls- same level | Risk based | * Effective footwear for the job
* Using appropriate housekeeping practices
* Considering weather conditions that can cause hazardous terrain
 | * [Common slip trip and fall hazards safety talk](https://www.compsourcemutual.com/knowledge-center/common-slip-trip-and-fall-hazards-safety-talk-2/)
 |
| *October* | Hand and power tools | 29 CFR 1910.242 | * Inspection of equipment
* Maintenance
* Lockout/tagout procedures
* Personal protective equipment
 | * [Hand and power tools safety talk](https://www.compsourcemutual.com/knowledge-center/hand-and-power-tools/)
 |
| Machine guarding | 29 CFR 1910.217 and 29 CFR 1920.218 | * Effective use of guarding on power tools and equipment such as air nail guns and power saws
 | * [Machine guarding safety talk](https://www.compsourcemutual.com/knowledge-center/hvac-machine-guarding/)
* [Hand and power tool guarding safety talk](https://www.compsourcemutual.com/knowledge-center/hand-and-power-tool-guarding/)
 |
| *November* | Driving | Risk based | * Defensive based training to cover hazards such as inclement weather, distracted driving etc.
 | * [Cell phone use while driving safety talk](https://www.compsourcemutual.com/knowledge-center/cell-phone-use-while-driving-safety-talk/)
* [Defensive driving safety talk](https://www.compsourcemutual.com/knowledge-center/defensive-driving/)
* [Severe weather safety talk](https://www.compsourcemutual.com/knowledge-center/severe-weather-safety-talk-2/)
 |
| *December* | 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/)
 |
| 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. |