



Cal OSHA Mandated Training Matrix by Occupation

Training Topic	Cal OSHA Regulation	Frequency	CCCSIG Training Formats Available	QUESTIONS/NOTES	Administrative	Custodians	Educators	Food Service	Grounds	Instructional Assistants	Maintenance Workers	Equipment Mechanics	Warehouse and Delivery	Bus Drivers
Accident Prevention Signs and Tags	3341(d)(5)	Initial	In-Person		X	X	X	X	X	X	X	X	X	X
Acetylene, Oxygen and Fuel Gas Safety (Storage and Use of Cylinders)	1740(k)(1)	Initial	None								X	X		
Agricultural and Equipment Tractors	3441(a)	Initial and Annually	None								X	X		
Asbestos Awareness (Staff who perform Class IV Operations who come in contact with asbestos through cleanup but do not disturb it)	1529 40 CFR 763.92(a)(1)	Within 60 days of time of hire (EPA) and Annually	In-Person			X			X		X	X		
Battery Handling/Changing /Charging (Assigned Employees)	5185(a)	Initial	None									X		
Bloodborne Pathogens	5193	Initial Hire and Annually	In-Person	Click here for Cal OSHA's "Exposure Control Plan for Bloodborne Pathogens"; and here for sample BBP Plan template.	X	X	X	X	X	X	X	X	X	X
Chemical Hygiene Plan (Educators who will work in a lab with hazardous chemicals only)	5191	Initial assignment or when new hazardous chemicals or exposures are present	In-Person	This standard mainly applies to Labs and Lab Teachers. Click here for sample Chemical Hygiene Plan template.			X							
Compaction Equipment (Staff who use garbage compactors)	4355(a)(2)	Before Use	None			X			X		X	X		

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Confined Spaces – (Affected Staff)	5157	Before employee is assigned and Annually	None	<p>1. Do Confined Spaces exist within our District? A ‘confined space’ as defined by Cal OSHA, is a space that has all three of the following characteristics: -Is large enough and configured such that an employee can bodily enter and perform work; and -Has limited openings for entry and exit; and -Is not designed for continuous employee occupancy</p> <p>2. If ‘yes’, confined spaces do exist, then are they non-permit or permit-required confined spaces? (If ‘no’, confined spaces do not exist (non-permit or permit-required) this topic can be removed from the list.)</p> <p>A permit-required confined space has all of the above three characteristics AND one or more of the following: -Contains or has a potential to contain a hazardous atmosphere -Contains a material that has the potential for engulfing the entrant -Contains inwardly converging walls or a floor that slopes downwards and tapers to a smaller cross-section -Contains any other recognized serious health or safety hazard i.e., unsafe temperature, electrical shock, corrosive chemicals</p> <p>If non-permit required Confined Spaces exist, awareness level Confined Space training is still required for those employees who will be required to enter and perform work in the confined spaces. Please see Cal OSHA’s “Is it Safe to Enter” document for more details.</p> <p>If permit-required confined spaces exist that must be entered by assigned employees to perform work, a Permit-Required Confined Space Program must be developed and intensive training needs to be provided for new employees who will be required to enter the Confined Spaces and who will perform rescue operations before they are first assigned to duties under this regulation and annually (designated rescue workers).</p>		X			X		X	X		
Elevating Work Platforms and Aerial Devices – (Authorized Employees Only)	3648(l)(7)	Before Use and Every 3 years	In-Person (All)	<p>Does your District have scissor, boom or any other aerial lifts? If ‘yes’, CCCSIG provides this in-person, IVES-certification training. To receive the IVES-certification, both classroom and hand on evaluations must be done in-person.</p>		X			X		X		X	
Emergency Action Plan – Impacted Employees	3220(e)	Initial Hire and when updated	None	Fire Prevention Plan can be combined with this program.	X	X	X	X	X	X	X	X	X	X
Equipment and Machinery (Only Qualified Persons)	1510(b)	Initial	None								X	X		

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Fall Protection (Affected Employees, Competent and Qualified Persons)	1669	Initial	None	Does your District have work performed from thrustouts, such as trusses, beams, purlins or plates of 4 inch nominal width or greater at elevations exceeding 15 feet above ground, water surface, or floor level below and where temporary guardrail protection is impracticable? If 'yes', a Fall Protection Program must be developed and in-person, hands on training provided.							X			
Fire Extinguisher (Assigned Employees only)	6151(g)(1)-(2)	Initial and Annually	None				X	X				X	X	
Fire Prevention Plan – (Exposed Employees)	3221(d)(1)-(2)	Upon Initial Assignment	None	Can be combined with Emergency Action Plan.	X	X	X	X	X	X	X	X	X	X
Formaldehyde – (Exposed Employees at or exceeding 0.1 ppm)	5217(n)	Upon Initial Assignment and When a New Exposure Occurs	None			X			X		X			
Hazard Communications	5194(b)(1)	Upon Initial Assignment and when new chemicals or processes are introduced	In-Person	Click here for “Guide to California Haz Com Program” which includes a sample program template.		X	X	X	X		X	X	X	
Hazardous Waste Operations and Emergency Response – (Assigned New Hires and Qualified Persons)	5192	Initial: 40 hours and 3 days field training and Annually: 8 hour refresher	None	Does your district have uncontrolled hazardous waste operations that warrant ‘HAZWOPER’ training? This standard applies to employers whose employees are exposed to significantly hazardous substances (would not include small amounts of motor oil or light ballasts) while engaged in emergency hazardous waste response, clean-up, treatment, storage and disposal of hazardous waste, and employees that work at hazardous waste sites.		X			X		X	X		

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Hearing Protection Plan (For those exposed to >85 dBA for more than 8 hour time-weighted average)	5097	Initially and Annually	None	When information indicates that any employee's exposure may equal or exceed an 8-hour time-weighted average of 85 decibels (unlikely in school districts- possibly leaf blowers), the employer shall obtain measurements for employees who may be exposed at or above that level and potentially need to have audiometric testing and training done. If 'yes', then the district must have an Audiometric Testing Program and in-person or a combination of in-person and online training to those affected employees.		X			X		X	X		
Heat Illness (for Exposed Employees)	3395	Before employee starts work	In-Person & On Demand Video	Click here for "Heat Illness" On Demand Video (5-min) Note: in addition to viewing the video training, employees must also be trained on site-specific emergency procedures and review District Heat Illness Prevention Plan in order to comply with Cal OSHA.		X	X	X	X		X			
Injury and Illness Prevention Plan	3203(a)(7)	Initial Hire and when updated	In-Person	Click here for sample IIPP template.	X	X	X	X	X	X	X	X	X	X
Job Hazards	3203(a)(7)	Before Job Assignment and when new hazards are introduced	In-Person & On Demand Video	Occupation Specific Safe Work Practices Handouts and On-Demand Videos available (Back Safety, Slip Trip Fall Prevention, Ergonomics and Heat Illness) on the CCCSIG website.	X	X	X	X	X	X	X	X	X	X
Lead (Only Exposed Employees and Supervisors)	5198(l)	Prior to Job Assignment Annually	None			X			X		X	X		
Lock Out Tag Out (Authorized and Affected Employees)	3314(l)	Initial and When Updated	In-Person	Click here for sample LOTO Program template; and here for Cal OSHA LOTO Program Powerpoint in PDF (2013)		X		X	X		X	X	X	
Personal Protective Equipment (PPE Users Only)	3380c	Initial	In-Person			X			X		X	X		
Pesticide Safety Healthy Schools Act (HSA; annually)	5194h Healthy Schools Act (HAS)	Initial; Annually (HSA) & when new chemicals are introduced	None	The Healthy Schools Act requires that all staff who apply or use pesticides, including disinfectants, and sanitizers, and herbicides , must complete DPR-approved HSA training each year prior to any pesticide application that year. Training must be completed before any applications take place. DPR has created free online training courses. For BASIC course, click here . For advanced, click here . Click here for IPM Plan Template for Schools (fillable PDF)	X	X	X	X	X	X	X	X	X	X
Portable Ladders	3276	Before Use	In-Person			X			X		X			

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Powered Industrial Truck - Forklift: (Only employees who will operate forklift)	3668	Before Use and Every 3 years or if unsafe behavior is observed	In-Person (All)	.		X			X		X	X	X	
Respiratory Protection (When respiratory hazards exceed OSHA's Permissible Exposure Limit (PEL) and engineering controls are not possible)	5144	Initial and Annual	None	Are there employees in your district who perform tasks that may require a respirator? Examples, pool maintenance, paint spraying, disturbing asbestos, handling/applying pesticides, welders, etc. Review the Safety Data Sheet (SDS) for each chemical used and/or conduct air sampling to determine if use of a respirator is required. If SDS indicates that a respirator is required, then a Respiratory Protection program must be developed and followed OR district can look to see if there are other chemicals that could suffice that do not require a respirator ("engineer out" the chemical). If 'yes', and no engineering controls are possible, district must develop a Respiratory Protection Program and provide training. Contact CCCSIG for ideas on how to 'engineer out' the hazard to eliminate the need for a respirator and program.		X			X		X			
Roofing (Qualified Persons only)	1730	Initial	None	Can be combined with Fall Protection Training							X	X		
Scaffolds (Erectors Dismantlers; Qualified Persons)	1637(k)1	Initial	None								X	X		
Supervisor Safety Training (New Supervisors Only)	3203(a)(7)(F)	Initial or When Protocol or Procedures Change	In-Person & On-Demand Video	See CCCSIG's optional, On Demand Video, "Health and Safety Services Overview for Administrators" by clicking here which reviews Company Nurse Program, Accident Investigations, Health and Safety Services available through CCCSIG and Return to Work Program basics.	X	X	X	X	X	X	X	X	X	X
Tree Work General	3420(b)	Initial	None	This standard applies to work performed and equipment used in tree and ornamental palm maintenance and removal.					X					
Welding and Cutting Safety (Gas Systems for Welding and Cutting Operations for Newly hired Welders, fire watchers, and qualified persons only)	4799	Initial	None	Might be able to be combined with Acetylene, Fuel and Oxygen training.							X	X		
Wheels or Rims	3326(c)	Initial	None									X		

Source: [Cal OSHA Training Requirements](#). Questions? Contact CCCSIG at 1-866-922-2744 ext. 270 or visit our website at www.cccsig.org