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OSHA Requirements and Recent Decisions regarding Online and Computer-Based Safety Training

For many years now the trend in workplace training has slowly been moving away from traditional, classroom training. The trend has consistently been moving toward Online or other Computer-Based Training (CBT).

According to a 2012 research report by Training Magazine, "The research also notes that slightly more than 45% of training hours are performed in the classroom, 27% is delivered with blended learning techniques, 24.7% is delivered via online or computer-based technologies, and 1.1% is delivered via mobile devices." These numbers show a decisive trend toward computer-based training (CBT).

The shift away from classroom training, group exercises, and hands on drills, towards computer-based training has recently lead OSHA to again emphasize that the

"use of computer-based training by itself would not be sufficient to meet the intent of the standard's various training requirements."

This statement comes from an internal OSHA directive to it's compliance officers (inspectors) (CPL 02-02-079 - July 9, 2015). This very direct statement is found in the instructions to CSHOs (inspectors) and clearly indicates that computer-based training by itself is NOT SUFFICIENT and would result in a Serious Violation of the OSHA regulations.

OSHA believes that the ability to ask questions and get an immediate response is vitally important and while workplace training in other subjects (not safety related) may be acceptable via computer-based technologies, it is not sufficient when employee safety is at risk.

What method does OSHA recommend? OSHA says, "This can be accomplished in many ways (audiovisuals, classroom instruction, interactive video), and should include an opportunity for employees to ask questions to ensure that they understand the information presented to them."

American Environmental Services training is conducted by dynamic instructors using a multimedia presentation, drills, interactive discussions, and hands on exersizes for our course participants.

In addition the HAZWOPER standard requires that instructors have either the teaching experience, experience in the subject material, or be academically qualified to teach the material.

American Environmental Services LLC provides an instructor that has extensive training experience, has participated in responses from laborer to Incident Commander, and has a Bachelor's of Science degree in Behavioral Science and Health, making him triple qualified to be your preferred instructor.