



WHITE PAPER

# OSHA-Authorized Training: **Understanding OSHA 10 and OSHA 30**



Since 1971, OSHA's primary program for educating employees that work in construction or general industry is the [OSHA Outreach Training program](#). The purpose of the program is to **“promote workplace safety and health and to make workers more knowledgeable about workplace hazards and their rights.”**

Because the industry classifications within the outreach program include a 10-hour and a 30-hour version, this program is more commonly referred to as OSHA 10/30, or separately as OSHA 10 and OSHA 30 training.



# OSHA-Required Training vs. OSHA Outreach Training

Under the Occupational Safety and Health Act, which created OSHA, employers must provide their employees with working conditions that are free of known dangers. This includes training on OSHA-identified hazards. Training requirements for these hazards can be found within the applicable [OSHA standard](#).

According to OSHA, the Outreach Training Program “does not fulfill the training requirements found in OSHA standards”, it is a voluntary program intended to improve awareness of job hazards and worker rights. Even if employers offer OSHA 10/30 courses to their employees, **they are still responsible for providing additional employee safety training on hazards specific to their job and workplace.**

While OSHA 10 and OSHA 30 courses may not be required by federal OSHA, OSHA does provide very specific requirements and procedures, which are updated regularly, which trainers must follow. OSHA sets forth the curriculum for the courses, down to how many minutes must be spent on each subject.

Because OSHA holds its online training providers to such high standards regarding a course’s technical accuracy, the technology used to support training delivery, and in-house expertise regarding OSHA standards, **only a handful of companies are approved to offer [OSHA-Authorized Training](#).**



Above all, it is important to remember that **OSHA 10 and OSHA 30 are not meant to be the only training provided and will not meet OSHA training regulations.**

Employees who complete these programs certainly will be better equipped to identify workplace hazards, but OSHA 10/30 is intended to lay a foundation. Additional training that is customized to address job-specific hazards builds on this foundation.



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## What are the Benefits of OSHA 10/30 Training

There are plenty of **non-authorized companies** out there that provide equivalencies to OSHA 10/30, but because they are not OSHA-authorized, **learners will not receive a certification card**, often referred to as Department of Labor cards or DOL cards.

Some jurisdictions have chosen to require employees to complete OSHA 10/30 training, for example, Nevada requires all entertainment industry workers to have a DOL card. There are currently 10 states (Connecticut, Florida, Massachusetts, Missouri, Nevada, New Hampshire, New York, Pennsylvania, Rhode Island, and West Virginia) that require workers to complete [OSHA 10 construction](#) training before they can work on certain types of construction projects.

In addition to the states listed above, **every federal government construction project requires workers to have an OSHA 10-hour construction card.** That means if a worker completes an OSHA 10 course, but the training was not taken from an OSHA-authorized provider, the worker will not receive a DOL card and will not be allowed to work.

Additionally, **many general contractors and construction managers across the country choose to mandate workers on their sites have an OSHA 10- or 30-hour card in order to walk on a jobsite or even bid on a project.** This is something driven by industry, not the government. Many labor unions do the same.

Keep in mind, OSHA cards do not expire, but certain states, worksites, unions, or government sites may require cardholders to retake the training every 3-5 years.



**It's important to check your state and industry regulatory bodies to ensure you're compliant with all OSHA card regulations.**

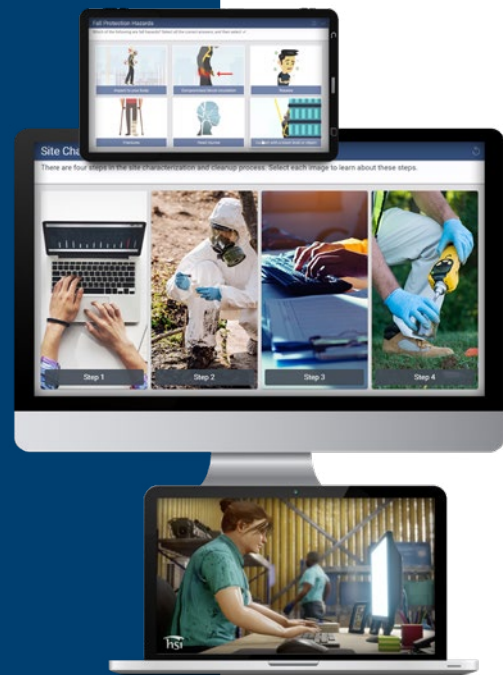
# The Difference Between OSHA 10 and OSHA 30

OSHA 10/30 training is useful for anyone who wants to learn a lot about safety (relatively) quickly. For example:

- You are new to safety and need a quick study
- You are a supervisor with safety responsibilities
- You are an HR professional with safety responsibilities
- You are seeking “qualified person” designation
- You lead a safety committee
- Your employer offers the courses for continuing education
- You want to build safety leadership skills and knowledge quickly

**The 10-hour training** is meant to be introductory and is recommended for frontline workers and staff.

OSHA 10 courses provide basic awareness training on the recognition, avoidance, abatement, and prevention of workplace hazards. **Employees will learn about safety topics such as eye safety, hazard communication, and bloodborne pathogens.**



The **30-hour training** course offers a more in-depth breakdown of workplace hazards and employer responsibilities, and is better suited for safety directors, supervisors, and foremen.

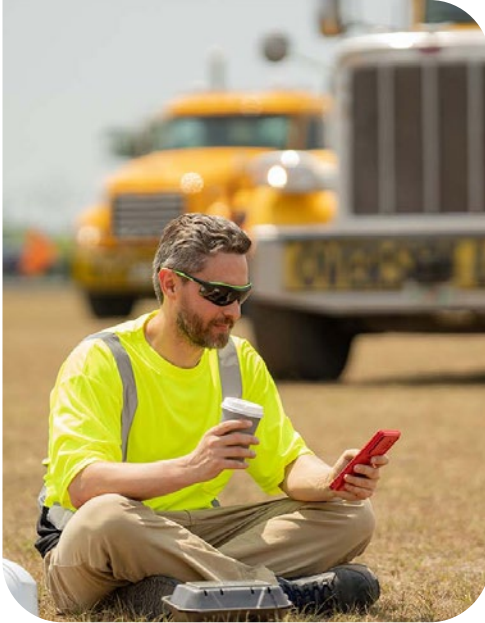
The OSHA 30-hour course was designed to be more comprehensive and detailed compared to the 10-hour introductory course. Although OSHA 30 covers some of the same topics as you'd find in OSHA 10, **you can expect to learn more about occupational safety regulations, safety and health hazards, and regulations.**



## Completing OSHA 10/30 Training Online

For many years, the number of trainees who completed OSHA Outreach Training online was around 20-30% of the total number of trainees. **However, in 2020 that number jumped to more than 47%, and now nearly 60% of all learners choose to complete this training online.**

# Why Take Training Online



**Any Time, Anywhere:** Online training makes things easier for the employee and the employer. **Workers can log in and complete their required training when it fits into their schedule.** This means less downtime, as employees aren't pulled away from their work at inconvenient times. However, remember that training sessions are limited. OSHA requires that OSHA 10 training take at least 2 days to complete, while OSHA 30 training must take at least 4 days, regardless of whether the course is taken in-person or online.

**Up-to-Date Information:** As with many topics, requirements and best practices within the safety industry are constantly changing. **Utilizing an online training provider that regularly assesses their material – and updates it as needed – is crucial for safety training.**

**Engaging Content:** If you're going to spend 30 hours or even 10 hours on a course, you want it to be somewhat enjoyable, right? Online training that utilizes dynamic visuals, interesting storytelling, and real-life scenarios creates a more engaging experience. **This enhances the likelihood the information is retained and therefore actually useful.**

**Native Language Training:** Statistics show that Latino and Hispanic workers have a higher chance of getting seriously injured in the workplace. This is especially true when workers don't receive the training they need in their native language. **It's more likely you can find an online course in Spanish that works with your schedule than one that is live and close by.**





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