

Required DOSH Construction Safety Training

DOSH mission is to protect workers across various industries and prevent work-related injuries, illnesses and deaths. To accomplish this, it sets and enforces specific safety standards—standards that businesses must comply with and train their employees on if they are to avoid significant fines. This resource provides an overview of common standards that construction businesses must train on, highlighting which employees require the training and how often they need to be trained. Please note, these are just the minimum requirements. As a best practice to prevent workplace incidents, consider more frequent training. Additionally, there may be other required trainings not included in this list. For a full list of required OSHA trainings, click [here](#).

DOSH Standard Topic	WAC Standard	Employees Needing Training**	Training*
Asbestos Containing Material (ACM) or Presumed asbestos containing material (PACM)	WAC 296-65	Employees likely to be exposed over the permissible exposure limit and employees performing Class I-IV asbestos operations	Initially and annually
Confined Spaces	WAC 809-50014 and 809-40002	Employees covered by the standard as well as rescuers. EE must also have current first aid / CPR card.	Initially for covered employees. For rescuers, training should be done initially. Annual simulated rescue should be done thereafter.
Cranes, Rigging and Personnel Lifting	WAC 296-155-53302	Operators and crew / Qualified signal person is required when giving any signals to crane via radio, hand or voice.	Crane Operators must have training through a nationally recognized accrediting agency. Initially for all employees and every three years for operators
Rigger	WAC 296-155-53306	A qualified rigger is required whenever employees are engaged in hooking, unhooking, or guiding the load	Training from a qualified evaluator
Unified Fall Protection	WAC 296-880-10015	Employees exposed to fall hazards	Initially, by competent employee, retrain annually
Power Actuated Tools	WAC 296-155	Operators	Employees operating power actuated tools must have their operator's card in their possession.
Respiratory Protection	WAC 296-842-16005	Employees wearing respirators	Initially and annually
Scaffolding	WAC 296-874-20072 and WAC 296-874-20074	Employees using scaffolds and those who erect, dismantle, move repair,	Initially, by competent employee; retrain when necessary
Ladders	WAC 296-876-15005	Employees using ladders	Initially, by competent person; retrain when necessary
Steel Erection	WAC 296-155-717	Employees exposed to falls, employees in a controlled decking zone, connectors and riggers	Initially, provided by a qualified person.
Trenching/Excavating	WAC 296-155-655	A competent person in excavation must inspect excavations at the beginning of each shift at minimum.	Initially, by competent person
Welding and Cutting	WAC 296-24-680	Welders and fire watchers	Initially

Required DOSH Construction Safety Training

Bloodborne pathogen training	WAC 296-823-120	First responders and first aid card holders.	Initially and annually
Elevated work platforms Scissor – Boom Lifts	WAC 296-869-20025	Employees operating aerial lifts.	Initially
Confined Spaces	WAC 809-50014 and 809-40002	Employees covered by the standard as well as rescuers. EE must also have current first aid / CPR card.	Initially for covered employees. For rescuers, training should be done initially. Annual simulated rescue should be done thereafter.
First Aid Certificate	WAC 296-155-120	Anyone supervising 1 or more employees.	Initially needs renewed every 3-years.
Portable Fire Extinguisher	WAC 800-800-30025	Employees who are required to use fire extinguisher to put out small fires	Annually
Signaling and Flaggers	WAC 296-155-305	Flaggers must be trained and have in their possession a valid flaggers card from Washington.	Flagger training based upon the MUTCD
Powered Industrial Trucks	WAC 296-869-600	Employees operating forklifts must be trained and evaluated on the type of forklift they are operating.	Training initially: classroom, demonstration, evaluation. Evaluation or retraining is required every 3-years.
Global Harmonization System (GHS)	WAC 296-901-14016	Employees working with hazardous chemicals must be trained in the Global Harmonized System (GHS)	Initially on hazardous chemicals on jobsite. Retrained on any new hazardous chemicals that are brought on site.
Hexavalent Chromium welding on stainless steel	WAC 296-62-08025	Employee must be informed of the hazards associated with HexChrom	Initially
Noise	WAC 296-817-20020	Employees exposed to noise levels of 85dBA or higher.	Annually
Heat Stress	WAC 296-62-09560	Employees working outdoors during the months of May – September must be trained in the heat related illness rule.	Annually May – September
Lead	WAC 296-155-17625	Employees who can be exposed to lead must have hazards awareness training	Annually
Lockout-Tagout	WAC 296-803-60005	Any employee who is working on or near areas where energy control procedures are taking place.	Initially and Annually
Crystalline Silica	WAC 296-840-150	Employees who disturb concrete-based materials or in area where concrete based materials are being disturbed.	Initially

*In addition to DOSH's required initial and periodic training, most DOSH standards require retraining when there are any changes to the workplace, equipment or job assignment—particularly if the changes could create a new hazard. This often includes when an employee starts at a new job site. Retraining is also required whenever an employee demonstrates a lack of understanding, knowledge or skill on regarding training topics (e.g., an authorized employee isn't following a lockout procedure).

**Many of DOSH's construction standards also require a competent person. This is typically an employee of authority who has the appropriate level of training and/or experience. While training is not specifically required to be a competent person, it is often a part of being qualified for that role.