Online Training
Guidance Document
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IUOE National Training Fund
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Contents

Guidance #1: Is there a difference between online training and blended learning and does the IUOE NTF National HAZMAT Program view the two differently?

Online learning may be defined as learning that takes place using a computer to access the Internet while blended learning may be defined as the mixing of different learning environments, for example using both Blackboard and classroom instruction to conduct a course. The IUOE NTF National HAZMAT Program supports the use of blended learning where it is appropriate, using the advantages of online learning yet still maintaining the peer trainer dynamic in IUOE classes, operating engineers training operating engineers.

Guidance #2: Does the IUOE NTF National HAZMAT Program recommend IUOE local unions accept online course certification?

While IUOE NTF National HAZMAT Program policy is to only accept OSHA OTI Education Center certificates, the National HAZMAT Program does not recommend or endorse any IUOE local union policy. It is up to each IUOE local union to decide in what way, if at all, they will accept certification of online course completion.

Guidance #3: What is OSHA's position regarding online training?

OSHA states, "… *self paced, interactive computer-based training can serve as a valuable training tool in the context of an overall training program. However, use of computer-based training by itself would not be sufficient to meet the intent of most of OSHA's training requirements ...*" OSHA states "… *employers should be wary of relying on solely generic, packaged training programs ...*" OSHA goes on to say "… *it is critical that trainees have the opportunity to ask questions where material is unfamiliar to them …*" and "… *equally important is the use of hands-on training and exercises to provide trainees with an opportunity to become familiar with equipment and safe practices in a non-hazardous setting ...*".

While some online providers provide a hotline, e-mail or 1-800 number to contact in the event a trainee has questions, OSHA states "… *computer-based training programs can be used as part of an effective safety and health training program to satisfy OSHA training requirements, provided that the program is supplemented by the opportunity for trainees to ask questions of a qualified trainer, and provide trainees with sufficient hands-on experiences.*" To view the full OSHA Standard Interpretation click on the following link: http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=21635.

Guidance #4: According to OSHA, can the 40-hour HAZWOPER (or 24-hour) training requirements be met with online training?

In an OSHA Standard Interpretation dated February 4, 2009, OSHA states, "*As always, the use of interactive and video training programs as a part of an employer's overall HAZWOPER training program is acceptable. However, an employer may not rely solely on the use of an interactive or video training program to be in compliance with the 40- or 24-hour HAZWOPER training requirements.*" OSHA expects the trainees to be able to don, doff, touch, feel, and otherwise manipulate a particular piece of personal protective equipment that an employer of a specific site may require or provide to protect their employees to prevent injury or illness. This cannot be accomplished using online simulators, online videos, etc., only classroom hands-on exercises. To view the full OSHA Standard Interpretation click on the following link: http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=27418.

Guidance #5: According to OSHA, can the 8-hour HAZWOPER refresher requirements be met with online training?

The two issues at hand with regard to 8-hour online HAZWOPER refresher training are the requirement for trainees to have access to a qualified trainer and the use of hands-on training. OSHA states that for HAZWOPER refresher training, an employer may determine that hands-on training is unnecessary but only if the employer has assessed the employees' skill level and ensured that the employees have remained competent in the their assigned duties. This may be difficult to accomplish when dealing with a group of trainees with varying levels of experience and responsibility. OSHA "… *encourages the use of hands-on training even in refresher courses because it is an effective means for auditing worker performance of safety-related skills.*" OSHA also states "… *a telephone hotline or e-mail satisfies OSHA's requirement for trainer access if the trainee can ask and receive responses from a qualified trainer in a timely manner.*" To view the full OSHA Standard Interpretation click on the following link:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=22797.

Guidance #6: Does OSHA approve online training providers for the 10- and 30-hour Construction and General Industry Outreach training?

OSHA is not currently accepting new applications for conducting online OSHA outreach training at this time; there is however accepted online providers approved before the moratorium was in place. OSHA is currently revising its process for reviewing and approving online OSHA Outreach Training to include robust technical specifications, appropriate quality control measures, and current industry best practices to ensure high quality training programs for all participants.

Guidance #7: Does the IUOE NTF National HAZMAT Program accept online training completion certification for prerequisites and/or for its database?

The IUOE NTF National HAZMAT Program will only accept certificates from an OSHA Training Institute (OTI) Education Center. To see a list of OSHA OTI Education Centers follow the link http://osha.gov/dte/edcenters/index.html.

Guidance #8: Where can I find online, OSHA accepted, training providers for the Construction and General Industry 10- and 30-hour Outreach course?

As of November 10, 2010, OSHA has accepted the following sites for online 10- and 30-hour Construction and General Industry training:

Construction 10-hour
1. AdvanceOnline
2. ClickSafety (also Roadway, Cal-OSHA, and Spanish)
3. Summit Training Source (also Spanish version)
4. PureSafety (also Spanish version)
5. Career Safe - (Youth and Corporate versions)
6. Redvector
7. 360Training
8. University of South Florida
9. Coastal Training Technologies
10. Turner Construction

General Industry 10-hour
1. Summit Training Source
2. PureSafety
3. Career Safe - (Youth and Corporate versions)
4. AdvanceOnline
5. Coastal Training Technologies
6. ClickSafety
7. 360Training
8. University of South Florida

Construction 30-hour
1. [Turner Construction](#) (also Spanish version)
2. [ClickSafety](#)
3. [360Training](#)
4. [Summit Training Source](#)
5. [University of South Florida](#)
6. [PureSafety](#)
7. [AdvanceOnline](#)

General Industry 30-hour
1. [360Training](#)
2. [Summit Training Source](#)
3. [University of South Florida](#)