



## OCCUPATIONAL SAFETY & HEALTH CAREER PATHWAY (OSH)

The **Occupational Safety & Health Career Pathway (OSH)** prepares learners for workplace safety roles that support hazard recognition, compliance awareness, workplace monitoring, documentation, and injury prevention across construction, industrial operations, healthcare systems, and public service environments. Training emphasizes practical safety knowledge including hazard identification, inspection awareness, incident documentation, industrial hygiene awareness, emergency preparedness concepts, and workplace safety communication used to support safer workplace operations. The pathway includes two (2) technical track and one (1) advanced track certificates designed to support progressive skill development in workplace safety knowledge and safety program leadership.

### SOC CODES

11-9199 — Managers, All Other  
13-1041 — Compliance Officers  
17-2111 — Health and Safety Engineers, Except Mining Safety Engineers and Inspectors  
19-5011 — Occupational Health and Safety Specialists  
19-5012 — Occupational Health and Safety Technicians  
29-9011 — Occupational Safety Specialist

## OSH CAREER PATHWAY CERTIFICATES

### CONSTRUCTION & INDUSTRIAL OPERATIONS (TECHNICAL TRACK)

This career certificate prepares learners for safety technician support roles within construction sites, industrial operations, manufacturing environments, and energy-sector workplaces. Training emphasizes hazard recognition, inspection awareness, safety documentation practices, exposure awareness, and regulatory safety knowledge used in dynamic operational environments.

### SOC CODES

17-2111 — Health and Safety Engineers, Except Mining Safety Engineers and Inspectors  
19-5011 — Occupational Health and Safety Specialists  
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29-9011 — Occupational Safety Specialist

### CORE COURSES

OSH 101 — Occupational Safety & Health Fundamentals  
OSH 102 — Technical Documentation, Reporting & Communication  
OSH 103 — Compliance Awareness, Ethics & Risk Prevention

### OCCUPATIONAL COURSES

OSH 201 — Hazard Recognition & Control Strategies  
OSH 202 — Job Hazard Analysis (JHA) & Risk Assessment Basics  
OSH 203 — Incident Investigation & Root Cause Basics  
OSH 205 — Industrial Hygiene Basics: Exposure Awareness & Sampling Concepts  
OSH 211 — Lockout/Tagout Energy Isolation Awareness  
OSH 212 — Confined Space Entry Awareness  
OSH 213 — Powered Industrial Equipment & Forklift Safety Awareness

### TECHNICAL SPECIALTY COURSES

Each trainee will complete one (1) Technical Specialty Training course aligned with their intended industry sector.



- OSH 301 — Oil & Gas Field Safety Operations
- OSH 302 — Refinery & Petrochemical Facility Safety
- OSH 303 — Construction Site Safety Operations
- OSH 304 — Manufacturing & Industrial Facility Safety
- OSH 305 — Hazardous Waste Operations & DOT Compliance Basics

### **Industry Credential**

OSHA 10-Hour Outreach Training (Construction or General Industry)

*\*OSHA training includes a required two (2) day in-person session*

### **HEALTHCARE & PUBLIC SERVICES (TECHNICAL TRACK)**

This career certificate prepares learners for safety support roles within healthcare systems, public health agencies, emergency response organizations, and government operations. Training emphasizes worker health protection, exposure awareness, emergency preparedness coordination, safety documentation practices, and regulatory awareness used to support safe public service environments.

### **SOC CODES**

- 13-1041 — Compliance Officers
- 19-5011 — Occupational Health and Safety Specialists
- 29-9011 — Occupational Safety Specialist

### **CORE COURSES**

- OSH 101 — Occupational Safety & Health Fundamentals
- OSH 102 — Technical Documentation, Reporting & Communication
- OSH 103 — Compliance Awareness, Ethics & Risk Prevention

### **OCCUPATIONAL COURSES**

- OSH 205 — Industrial Hygiene Basics
- OSH 206 — OSHA Recordkeeping & Safety Data Tracking Basics
- OSH 207 — PPE Programs & Selection Basics
- OSH 208 — Emergency Preparedness & Response Coordination Basics
- OSH 214 — Bloodborne Pathogens & Infection Control Awareness
- OSH 215 — Workplace Violence Prevention Awareness
- OSH 216 — Incident Command System (ICS) & Emergency Coordination Awareness

### **TECHNICAL SPECIALTY COURSES**

Each trainee will complete one (1) Technical Specialty Training Module aligned with their intended industry sector.

- OSH 305 — Hazardous Waste Operations & DOT Compliance Basics
- OSH 306 — Healthcare & Medical Facility Safety Operations
- OSH 307 — Public Sector & Municipal Safety Operations

### **INDUSTRY CREDENTIAL**

OSHA 10-Hour Outreach Training (General Industry)

*\*OSHA training includes a required two (2) day in-person session*



## **OCCUPATIONAL SAFETY & HEALTH PROGRAM LEADERSHIP (ADVANCED TRACK)**

This training certificate prepares learners for leadership-oriented safety roles responsible for coordinating workplace safety programs, supporting regulatory compliance systems, managing inspections and investigations, leading workforce safety training, and maintaining structured safety documentation processes. Training emphasizes leadership-level safety oversight, risk management practices, safety program coordination, and continuous improvement systems used to support effective workplace safety programs.

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### **ENTRY-LEVEL MANAGEMENT MODULES**

- OSH 401 — Safety Program Development & Organizational Structure
- OSH 402 — Risk Management & Hazard Control Strategy
- OSH 403 — Regulatory Compliance & Safety Governance
- OSH 404 — Incident Investigation Management & Root Cause Systems
- OSH 405 — Safety Performance Metrics & Data Management
- OSH 406 — Workforce Safety Training Program Management
- OSH 407 — Emergency Preparedness & Organizational Response Planning
- OSH 408 — Contractor Safety & Multi-Employer Worksite Coordination
- OSH 409 — Safety Leadership & Organizational Safety Culture

### **ADVANCED TECHNICAL SPECIALTY COURSES**

Each trainee will complete one (1) Advanced Technical Specialty Training Module aligned with their intended industry sector.

- OSH 501 — Oil & Gas Safety Program Leadership
- OSH 502 — Refinery Process Safety Program Leadership
- OSH 503 — Construction Safety Program Leadership
- OSH 504 — Manufacturing Safety Systems Leadership
- OSH 505 — Hazardous Materials Compliance & Environmental Safety Leadership
- OSH 506 — Healthcare Safety Program Leadership
- OSH 507 — Public Sector & Municipal Safety Program Leadership

### **INDUSTRY CREDENTIAL**

OSHA 30-Hour Outreach Training (Construction or General Industry)

*\*OSHA training includes a required four (4) day in-person session*

## **OSH CORE COURSES**

### **OSH 101 — Occupational Safety & Health Fundamentals**

This training module introduces foundational concepts of workplace safety and health, including common hazard categories, injury prevention principles, and the role of safety systems in protecting workers.



Learners build essential safety vocabulary and practical awareness used across job sites, operational facilities, and administrative environments.

**Upon successful completion, the trainee will be able to:**

- Describe the purpose and structure of occupational safety and health programs
- Identify common workplace hazard categories and associated prevention strategies
- Explain the hierarchy of controls using practical workplace examples
- Recognize situations that require hazard escalation, reporting, or stop-work action

### **OSH 102 — Technical Documentation, Reporting & Communication**

This training module develops professional documentation and communication skills commonly used in safety roles. Learners practice documenting incidents, inspection findings, and corrective actions while applying clear communication techniques that support accountability and operational transparency.

**Upon successful completion, the trainee will be able to:**

- Prepare clear safety-related communications using professional tone and structure
- Document observations, findings, and corrective actions consistently
- Produce concise summaries and incident reports for supervisors and teams
- Maintain organized safety records using standardized documentation practices

### **OSH 103 — Compliance Awareness, Ethics & Risk Prevention**

This training module introduces regulatory awareness, ethical responsibilities, and risk-reduction practices commonly expected in safety-related roles. Emphasis is placed on responsible decision-making, confidentiality practices, and understanding when safety concerns must be escalated.

**Upon successful completion, the trainee will be able to:**

- Explain how compliance systems support workplace safety and regulatory accountability
- Describe ethical expectations and confidentiality practices in safety-related work
- Recognize operational risks and apply basic prevention practices
- Identify situations requiring escalation to supervisors or qualified safety professionals

## **OSH OCCUPATIONAL COURSES**

### **OSH 201 — Hazard Recognition & Control Strategies**

This training module develops hazard recognition skills and introduces practical control strategies used to reduce workplace risk. Learners practice identifying hazards in simulated workplace scenarios and recommending appropriate control measures.

**Upon successful completion, the trainee will be able to:**

- Recognize common physical, chemical, biological, and ergonomic hazards
- Recommend practical control strategies aligned with hazard type
- Explain how hazard controls reduce injury and exposure risks
- Document hazards and recommended controls using structured observation notes

### **OSH 202 — Job Hazard Analysis (JHA) & Risk Assessment Basics**

This training module introduces the Job Hazard Analysis (JHA) process used to proactively identify risks before work begins. Learners practice breaking work tasks into steps, identifying hazards, and selecting appropriate prevention controls.



**Upon successful completion, the trainee will be able to:**

- Break tasks into sequential work steps for hazard identification
- Identify potential hazards associated with each step of a task
- Recommend practical control measures including procedures, barriers, and PPE
- Complete a basic JHA form or hazard assessment checklist accurately

**OSH 203 — Incident Investigation & Root Cause Basics**

This training module introduces incident investigation fundamentals including evidence collection, interviewing techniques, cause-and-effect analysis, and corrective action documentation. Emphasis is placed on identifying root causes rather than assigning blame.

**Upon successful completion, the trainee will be able to:**

- Document incident facts using objective and structured reporting practices
- Identify immediate causes and contributing factors involved in incidents
- Recommend corrective actions that support incident prevention
- Prepare a basic investigation summary suitable for management review

**OSH 204 — Safety Inspections, Checklists & Field Observations**

This training module focuses on conducting safety inspections using structured checklists and systematic observation techniques. Learners practice identifying unsafe conditions and documenting corrective actions.

**Upon successful completion, the trainee will be able to:**

- Conduct basic safety inspections using standardized checklists
- Document inspection findings and hazard observations clearly
- Prioritize hazards based on risk severity and potential exposure
- Track corrective actions using simple inspection logs

**OSH 205 — Industrial Hygiene Basics: Exposure Awareness & Sampling Concepts**

This training module introduces the principles of industrial hygiene and exposure recognition. Learners examine common exposure routes, monitoring concepts, and workplace conditions that may require sampling or escalation.

**Upon successful completion, the trainee will be able to:**

- Describe common routes of occupational exposure
- Recognize workplace conditions that may require exposure monitoring
- Explain the purpose of industrial hygiene sampling activities
- Document exposure concerns and communicate observations effectively

**OSH 206 — Safety Training Delivery & Toolbox Talk Methods**

This training module builds skills used to deliver short safety briefings and toolbox talks. Learners practice structuring messages, engaging workers during safety discussions, and documenting training activities.

**Upon successful completion, the trainee will be able to:**

- Develop short safety briefings using structured outlines
- Communicate safety topics clearly to diverse audiences
- Document safety meetings, attendance, and discussion topics



- Adapt communication approaches to different workplace environments

### **OSH 207 — OSHA Recordkeeping & Safety Data Tracking Basics**

This training module introduces safety recordkeeping concepts and how workplace safety data supports improvement initiatives. Learners practice organizing safety logs and summarizing trends.

#### **Upon successful completion, the trainee will be able to:**

- Explain the purpose of OSHA recordkeeping and safety data tracking
- Organize incident records and corrective action logs consistently
- Identify basic trends in workplace safety data
- Communicate safety data findings using simple reporting formats

### **OSH 208 — PPE Programs & Selection Basics**

This training module introduces the purpose, selection, and limitations of personal protective equipment (PPE). Learners practice matching PPE types to hazard conditions and documenting PPE requirements.

#### **Upon successful completion, the trainee will be able to:**

- Identify common PPE categories and their intended protection functions
- Match PPE selection to workplace hazard types
- Explain the limitations of PPE compared with other control methods
- Document PPE needs and communicate usage expectations

### **OSH 209 — Emergency Preparedness & Response Coordination Basics**

This training module introduces emergency preparedness principles including emergency planning, response roles, and drill coordination practices. Learners examine how safety personnel support emergency readiness.

#### **Upon successful completion, the trainee will be able to:**

- Describe key components of workplace emergency preparedness plans
- Identify roles and responsibilities during emergency situations
- Assist with emergency drill planning and documentation
- Communicate emergency procedures clearly to workers and teams

### **OSH 210 — Safety Program Support: Policies, Procedures & Audits**

This training module focuses on maintaining structured safety program documentation including policies, procedures, and audit records. Learners practice organizing safety documentation and identifying program gaps.

#### **Upon successful completion, the trainee will be able to:**

- Explain how policies and procedures support consistent safety operations
- Maintain organized safety documentation systems
- Identify documentation gaps using audit checklists
- Support basic safety audit readiness through record management



## OSH TECHNICAL SPECIALTY TRAINING MODULES

### OSH 301 — Oil & Gas Field Safety Operations

This training module prepares learners to support safety operations in upstream and midstream oil and gas environments. Topics include drilling hazards, contractor coordination, energy isolation awareness, and high-risk operational activities.

**Upon successful completion, the trainee will be able to:**

- Recognize hazards common to oil and gas drilling and servicing operations
- Identify high-risk tasks such as confined space entry and hot work
- Support contractor safety documentation practices
- Document field observations and escalate critical hazards

### OSH 302 — Refinery & Petrochemical Facility Safety

This training module introduces safety systems used in refinery and petrochemical operations. Learners examine process hazards, energy isolation awareness, and inspection practices within complex industrial environments.

**Upon successful completion, the trainee will be able to:**

- Identify common process hazards in refinery environments
- Recognize risks associated with flammable materials and pressure systems
- Support facility inspection and documentation activities
- Escalate safety concerns when hazardous conditions are identified

### OSH 303 — Construction Site Safety Operations

This training module prepares trainees for safety support roles on construction job sites. Topics include fall protection awareness, trenching hazards, heavy equipment coordination, and jobsite inspections.

**Upon successful completion, the trainee will be able to:**

- Identify common construction hazards including falls and excavation risks
- Support routine job-site safety walkthroughs and inspections
- Document hazard observations and corrective actions
- Reinforce construction safety compliance practices

### OSH 304 — Manufacturing & Industrial Facility Safety

This training module addresses safety systems used in manufacturing environments including machine guarding, material handling, and ergonomic risk management.

**Upon successful completion, the trainee will be able to:**

- Recognize manufacturing-related hazards within production facilities
- Support inspection of machinery and operational equipment
- Document safety gaps and exposure concerns
- Assist with corrective action tracking and follow-up

### OSH 305 — Hazardous Waste Operations & DOT Compliance Basics

This training module introduces safety considerations related to hazardous materials handling, waste storage, and transportation compliance.



**Upon successful completion, the trainee will be able to:**

- Recognize hazardous material classifications and labeling systems
- Support safe storage and handling procedures
- Document compliance observations related to hazardous material transport
- Identify escalation points for hazardous materials incidents

## **OSH ENTRY-LEVEL MANAGEMENT COURSES**

### **OSH 401 — Safety Program Development & Organizational Structure**

This training module introduces the structure and development of workplace safety programs within organizations. Learners examine how safety programs are organized, documented, implemented, and maintained to support operational compliance and workforce protection.

**Upon successful completion, the trainee will be able to:**

- Describe the key components of a workplace safety program
- Explain the role of policies, procedures, and accountability systems in safety program development
- Identify how safety responsibilities are assigned across organizational levels
- Support the organization and maintenance of structured safety program documentation

### **OSH 402 — Risk Management & Hazard Control Strategy**

This training module examines risk management practices used to identify, evaluate, prioritize, and control workplace hazards. Learners explore how organizations apply structured hazard control strategies to reduce exposure and strengthen safety performance.

**Upon successful completion, the trainee will be able to:**

- Explain the purpose of risk management in workplace safety systems
- Identify methods used to prioritize hazards based on severity and likelihood
- Recommend control strategies that align with identified risks
- Support hazard control planning using structured risk management practices

### **OSH 403 — Regulatory Compliance & Safety Governance**

This training module focuses on the systems organizations use to maintain regulatory compliance and internal safety accountability. Learners examine compliance monitoring practices, documentation structures, and organizational governance processes that support regulatory readiness.

**Upon successful completion, the trainee will be able to:**

- Describe the purpose of regulatory compliance systems in workplace safety
- Identify documentation practices that support inspection readiness
- Explain the relationship between safety governance and organizational accountability
- Support internal compliance review and documentation control activities

### **OSH 404 — Incident Investigation Management & Root Cause Systems**

This training module examines leadership responsibilities in managing workplace incident investigations and corrective action systems. Learners focus on structured incident review processes, root cause identification, and prevention-oriented follow-up.



**Upon successful completion, the trainee will be able to:**

- Explain the role of leadership in workplace incident management
- Identify the components of a structured incident investigation system
- Support root cause review and corrective action tracking processes
- Communicate investigation findings in a manner that supports prevention and accountability

**OSH 405 — Safety Performance Metrics & Data Management**

This training module introduces the use of safety data and performance indicators to support decision-making and continuous improvement. Learners examine how organizations track incidents, hazards, inspections, and corrective actions to evaluate safety performance.

**Upon successful completion, the trainee will be able to:**

- Describe the role of safety metrics in organizational decision-making
- Identify common leading and lagging safety indicators
- Support basic analysis of inspection, incident, and corrective action trends
- Communicate safety performance findings using structured reporting methods

**OSH 406 — Workforce Safety Training Program Management**

This training module focuses on the planning, coordination, and documentation of workforce safety training programs. Learners examine how organizations assign training requirements, track completion, and support workforce competency development.

**Upon successful completion, the trainee will be able to:**

- Explain the purpose of organized workforce safety training systems
- Identify methods used to assign and track training requirements
- Support training documentation and completion records management
- Coordinate workforce safety training activities in alignment with organizational needs.

**OSH 407 — Emergency Preparedness & Organizational Response Planning**

This training module introduces leadership practices used in emergency preparedness planning and organizational response coordination. Learners examine emergency planning frameworks, communication systems, and preparedness documentation used to support response readiness.

**Upon successful completion, the trainee will be able to:**

- Describe the structure and purpose of workplace emergency preparedness plans
- Identify organizational roles in emergency coordination and response
- Support preparedness planning, drill coordination, and response documentation
- Communicate emergency planning expectations within workplace environments

**OSH 408 — Contractor Safety & Multi-Employer Worksite Coordination**

This training module examines safety coordination practices required when multiple employers operate within a shared workplace or project environment. Learners focus on contractor oversight, communication practices, and documentation systems that support coordinated safety performance.

**Upon successful completion, the trainee will be able to:**

- Explain the safety challenges associated with multi-employer work sites
- Identify documentation and coordination practices used in contractor safety oversight



- Support communication between host employers, contractors, and supervisors
- Monitor and document contractor-related safety concerns and corrective actions

### **OSH 409 — Safety Leadership & Organizational Safety Culture**

This training module explores how leadership practices influence workplace safety culture, worker engagement, and organizational accountability. Learners examine leadership behaviors, communication styles, and reinforcement systems that support positive safety performance.

#### **Upon successful completion, the trainee will be able to:**

- Describe the relationship between leadership and organizational safety culture
- Identify leadership practices that support worker engagement and accountability
- Explain how communication influences safety expectations and behaviors
- Support workplace initiatives that strengthen safety culture and continuous improvement

## **OSH ADVANCED TECHNICAL SPECIALTY COURSES**

### **OSH 501 — Oil & Gas Safety Program Leadership**

This training module prepares trainees to coordinate and support safety programs within upstream and midstream oil and gas operations. Learners examine contractor management systems, permit-to-work coordination, drilling oversight practices, and incident review processes used in high-risk energy environments.

#### **Upon successful completion, the trainee will be able to:**

- Coordinate contractor safety documentation and compliance activities
- Support permit-to-work systems and energy isolation tracking practices
- Review field incident information and recommend prevention-oriented follow-up
- Assist with audits, observations, and safety performance monitoring in oil and gas operations

### **OSH 502 — Refinery Process Safety Program Leadership**

This training module focuses on supporting process safety management systems within refinery and petrochemical environments. Learners examine documentation control, inspection coordination, emergency preparedness oversight, and high-risk activity monitoring used in complex industrial facilities.

#### **Upon successful completion, the trainee will be able to:**

- Support process safety documentation and compliance systems
- Coordinate inspection and maintenance-related safety records
- Monitor high-risk operational activities and escalate concerns appropriately
- Assist with emergency preparedness planning and drill review activities

### **OSH 503 — Construction Safety Program Leadership**

This training module prepares trainees to oversee structured safety programs across multi-contractor construction sites. Learners examine jobsite compliance systems, subcontractor monitoring, inspection coordination, and hazard control follow-up used in dynamic project environments.

#### **Upon successful completion, the trainee will be able to:**

- Coordinate jobsite safety meetings and documentation systems
- Monitor subcontractor compliance and corrective action expectations
- Oversee inspection tracking and follow-up for hazard control activities



- Support regulatory readiness and site-level compliance review processes

#### **OSH 504 — Manufacturing Safety Systems Leadership**

This training module focuses on coordinating safety systems within manufacturing and industrial production environments. Learners examine audit processes, incident trend analysis, ergonomic improvement practices, and corrective action systems used to support continuous improvement.

##### **Upon successful completion, the trainee will be able to:**

- Manage safety inspection and audit documentation systems within manufacturing environments
- Analyze incident and hazard trends to identify recurring operational risks
- Coordinate corrective action and improvement initiatives across production areas
- Support leadership with structured safety reporting and performance review activities

#### **OSH 505 — Hazardous Materials Compliance & Environmental Safety Leadership**

This training module prepares trainees to coordinate hazardous materials compliance activities, waste management systems, and environmental safety oversight processes. Learners examine waste tracking, labeling requirements, transport documentation, and regulatory readiness practices.

##### **Upon successful completion, the trainee will be able to:**

- Oversee hazardous materials documentation and compliance tracking systems
- Coordinate waste storage, labeling, and transport-related safety practices
- Monitor documentation for environmental safety and hazardous materials compliance
- Support regulatory inspections and corrective action follow-up activities

#### **OSH 506 — Healthcare Safety Program Leadership**

This training module focuses on coordinating safety programs within healthcare and medical facility environments. Learners examine infection prevention systems, workplace violence prevention efforts, emergency coordination practices, and safety documentation processes used in patient-care settings.

##### **Upon successful completion, the trainee will be able to:**

- Support safety documentation and program coordination in healthcare environments
- Monitor workplace hazards related to infection control, exposures, and staff safety
- Coordinate preparedness and response planning within patient-care environments
- Assist with corrective action follow-up and healthcare safety compliance activities

#### **OSH 507 — Public Sector & Municipal Safety Program Leadership**

This training module prepares trainees to coordinate safety programs within public sector and municipal operations. Learners examine public works safety practices, fleet and equipment safety documentation, regulatory compliance systems, and emergency preparedness coordination used in government service environments.

##### **Upon successful completion, the trainee will be able to:**

- Support safety program documentation for municipal and public service operations
- Monitor hazards associated with public works, fleet operations, and community services
- Coordinate inspection follow-up and corrective action activities within government settings
- Assist with regulatory and preparedness-related safety oversight responsibilities