Conservation Training Matrix

This guide provides suggested safety topics for conservation departments to help lead consistent, effective safety training. Use it as a starting point and adjust based on your team's needs, seasonal risks, and recent experiences.

Program	All Staff	Naturalist	Operations/ Rangers	Seasonal	IMWCA Model Policy	NeoGov Learn Video	Other Resources
Animal Handling USDA regulations and bite prevention		Affected				SJ61	
Back Injury Prevention and Proper Lifting	Awareness					SG89 and PS60	
Bloodborne Pathogens 1910.130*	Affected				X	SG75 or SG79	
Confined Spaces 1910.146*			X	X	X	SG93	
Controlled Burn			X				Consult your district for recommended SOP
Defensive Driving	Awareness				X	DD68	
Electrical Safety/NFPA 70E 1910.132-133		X	X	X		ES60	https://www.osha.gov/video#
Office Ergonomics	X						https://www.osha.gov/computer-workstations/hazards-solutions IMWCA can assist with ergo reviews on request
Excavation Safety 1926 Subpart P*			X		X	SH46	
Exit and Emergency Plans 1910.38	Awareness						See www.OSHA.Gov for plan generator
Fall Protection 1910.23-26*			X		X	SJ45	
Fire Protection - Extinguishers 1910.165	Awareness					SJ47	https://www.youtube.com/watch?v=xs8bnhVSkm8
First Aid - Medical Services 1910.151 *	A		X			SK30	
Forklift Operator 1910.178* (Certification Req) Every 3 years			X		X	FS60	

** OSHA Requires Written Program*
Note 1: Operational training only if the activity takes place in the department.
Note 2: Awareness training only if the department does not conduct the activity.

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Hand and Portable Power Tools 1910.243			X	X		HT60	
Hazardous Communications 1910.1200*	X				X	SH78	https://imwca.org/wp-content/uploads/2021/06/HazardousMaterials2023.doc
Hazardous Waste Operations 1910.120							http://www.OSHA.gov/emergency-preparness/hazardous-waste-operators
Heat Stress/Cold Weather			X	X	X	WO16	https://www.cdc.gov/niosh/heat-stress/communication-resources/app.html
Hearing Conservation 1920.95			X	X	X	HP60	MedCompass.Com for Audiometric testing
Housekeeping 1910.22 & 1926.25	A						
Insect bites and stings	A						https://www.osha.gov/tickborne-disease, https://www.osha.gov/mosquito-borne-diseases
Lithium-Ion Batteries	X						https://imwca.org/training/videos-and-youtube/
Ladder Inspection 1926.253	X				X	SG15	https://imwca.org/wp-content/uploads/2021/06/LadderSafety-FixedAndPortable2023.doc
Lone Worker Policy			X	X	X		
Lockout/Tagout 1910.147		X	X	X	X	SG13 and SJ41	
Logging Operations 1910.266 and Chainsaw Use			X	X	X	SJ51	chainsawsafetyspecialists.com
Machine Guarding 1920.212		X	X	X		SH62	
Material Handling 1910 Subpart N						MH60	
Mower Safety			X	X		SK44	See Operator's Manual
Personal Protective Equipment 1910.133*		X	X	X	X	SH12, SG37, SG45, SG41, SG49	

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Poisonous Plants	A						
Respiratory Protection 1910.134*			X		X	SG33	
Sanitation - General Environment 1910.141	X						https://www.osha.gov/restrooms-sanitation
ATV and UTV operations			X	X	X		https://rohva.org for train-the trainer. IMWCA grants are available. https://imwca.org/wp-content/uploads/UTV.doc
Seatbelts Usage required (IMWCA Req)	A				X		https://imwca.org/wp-content/uploads/SeatbeltPolicy26.doc
Tire Changing Operations 1910.177			X				
Welding & Cutting/Compressed Gases 1910.252			X	X	X	SH74 and SH50	
Workplace Violence	X					SK04	https://www.osha.gov/workplace-violence
Brush Pile Burning			X	X	X		
Lifeguards				X		CA38	
Silica			X	X	X		
Hoisting and Rigging			X	X	X	SH38	
Skid-loader Operations			X	X			See Operator's Manual
Company Nurse and Claims reporting	A				X	IA002 and IA003	https://imwca.org/training/videos-and-youtube/

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