



# Pre-Apprenticeship Guidelines for New Demolition Industry Employees

December 2024

Through the Occupational Safety and Health Administration (OSHA) and National Demolition Association Alliance, the participants developed this resource for informational purposes only. It does not necessarily reflect the official views of OSHA or the U.S. Department of Labor.



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# PRE-APPRENTICESHIP GUIDELINES FOR NEW INDUSTRY EMPLOYEES

The primary goal of this document is to provide employers within the demolition industry general guidelines when onboarding new individuals entering the demolition industry. When followed, this guideline will act as a precursor for the development and specialization of a new hire by highlighting topics and hazards commonly encountered within the demolition industry. Note: The topics and training requirements addressed below are not intended to be an all-inclusive list for new hires. Employers should always perform specific job/site safety and health hazard assessments to determine what controls (engineering, administrative, personal protection equipment) as well as training requirements needed to protect their workers.

## HEALTH AND MEDICAL

- **Medical Screening and Surveillance** – Potential new employees entering the demolition industry should be physically able to be active for long periods without getting tired or out of breath. They should be able to bend, stretch, twist or reach out; use fingers to grasp, move or assemble very small objects; and adjust body movements or equipment controls to keep pace with speed changes of moving objects. There are requirements for **medical screening and surveillance** in numerous OSHA standards that must be followed by members as well as occupational physicians.
- **Drug and Alcohol Policy Awareness Training** – New employees should be made aware of the risks of substance abuse in the workplace, company policy with respect to drug and alcohol use, client expectations, and how to recognize the signs of abuse. This awareness training helps to ensure the safety of employees and the protection of NDA member companies from liability related to employee drug use. Options for NDA member companies include developing a comprehensive drug-free program that is easy to understand when communicated to employees. A drug-free program may include random drug testing, post-incident testing, and suspicion of use testing to ensure a comprehensive and consistent approach to compliance with the member company drug and alcohol policy and/or client requirements on construction sites.
- **First Aid Training** – Although a basic first aid course is required for some individuals, it is recommended for all new employees. OSHA’s standard for first aid training in the construction industry, specifies, “In the absence of an infirmary, clinic, hospital, or physician, that is reasonably accessible in terms of time and distance to the worksite, which is available for the treatment of injured employees, a person who has a valid certificate in first-aid training from the U.S. Bureau of Mines, the American Red Cross, or equivalent training that can be verified by documentary evidence, shall be available at the worksite to render first aid.”

## SAFETY TRAINING AND STANDARDS

- **\*OSHA 10** – 10-hour training program is primarily intended for entry-level workers i(n construction and general industry). It is part of the **OSHA Outreach Training Program**. All outreach training is intended to cover an overview of the hazards a worker may encounter on a job site. Training emphasizes hazard identification, avoidance, control and prevention, not OSHA standards.
- **\*OSHA 30** – 30-hour training (for construction or general) is intended to provide workers with some safety responsibility a greater depth and variety of training. It is part of the **OSHA Outreach Training Program**. All

outreach training is intended to cover an overview of the hazards a worker may encounter on a job site. Training emphasizes hazard identification, avoidance, control and prevention, not OSHA standards.

- **Personal Protective Equipment Standards** – This covers employer and employee responsibilities, (including head, eye, face, foot, hand and respiratory protection), when personal protective equipment (PPE) is necessary how to select, how to use and maintain the PPE.

Note: \*OSHA 10 and 30-hour training classes do not meet the training requirements contained in any OSHA standard.

## INTRODUCTORY AWARENESS / CORE KNOWLEDGE

Employers have a duty to identify the need for and provide training to employees who will perform specific work activities and tasks in accordance with job hazard analysis and the site-specific demolition plan. Below is a general list of topics that workers in the demolition industry will encounter and should be trained on. *This list is not intended to provide a comprehensive list for specific work activities or tasks.*

- **Fire Safety** – This covers emergency action plans, basic requirements of exit routes, fire prevention plans, fire hazards, fire extinguishers (including types of extinguishers, classifications, fire tetrahedron, ratings, maintenance and inspection, training and education requirements, and the PASS method), and fire response.
- **Respiratory Protection** – Training covers: hazards, types of respirators, limitations, fit-tests and seal-checks, inspection and care of respirators, and facial hair.
- **Silica Awareness** – What silica is and where it can be found, silica exposure, silicosis and how to protect against silica exposure, exposure limits.
- **Lead Awareness** – Avenues of exposure, effects of lead exposure, exposure limits, and methods of paint removal, safe work practices, disposal methods, training requirements and recordkeeping.
- **Asbestos Awareness** – What asbestos is and where it can be found, exposure limits, health effects of exposure, lung cancer, mesothelioma, determining factors for disease and proper asbestos removal procedures.
- **Fall Protection** – Fall prevention versus fall protection, hazard recognition, types and components of fall protection, uses for personal fall arrest, the basics of a personal fall arrest system (including properly securing the harness to a safety line and anchor), equipment inspection and rescue plans.
- **Electrical Safety** – Electrical hazards, safety principles, training, de-energizing, working near live parts, live-work permit system, limits of approach and PPE.
- **Chemical Hazard Awareness** – Training and identification of chemical hazards including chemical labeling, safety data sheets (SDS) and written hazard communication plan. Proper storage and chain of custody procedures.

## FIELD/EQUIPMENT KNOWLEDGE

In addition to workers being trained on introductory awareness/core knowledge, employers have a duty to ensure workers' specific training needs are met on the tools necessary for the tasks identified for the specific jobsite. Below is a general list of frequent topics employers need to provide more in-depth training for their workers prior

to conducting field work. *This list is not intended to provide a comprehensive list for specific work activities or tasks.*

- **Basic Equipment Training and Maintenance** – General knowledge about the anatomy and moving parts of commonly used heavy equipment in the industry, how to maintain and inspect equipment, as well as how to properly use forks and attachments.
- **Equipment Attachments** – General knowledge of machine attachments and their uses. Basic understanding of attachments, including daily maintenance and how to apply lubricants and fluids required.
- **Power Tools** – Hazards, good practices, guarding, inspections, general precautions, types of power tools, guarding requirements and basic rules for power tool safety.
- **Air Compressors** – General knowledge of air compressor components and their uses (proper hose storage and connection); basic understanding of applicable tools and required daily maintenance and how to apply lubricants and fluids required.
- **Rigging** – Gain a basic competency with the ground-rigging knowledge of inspecting rigging gear, load control, rigging procedures and techniques used.
- **Scaffolding Safety** – Hazards, types of scaffolds, elements of safe construction, proper use, inspections, fall protection, guardrails, fall arrest systems, requirements, falling object protection, overhead power lines, scaffold support examples, platform construction and training requirements.
- **Machine Competency Training (per machine type)** – All people using equipment at work must be adequately trained to ensure the safety in its use, supervision or management. Some work activities require detailed formal training but, for most everyday activities involving machinery or heavy equipment, adequate training can be delivered in-house using the manufacturer’s instructions and the background knowledge/skills of more experienced workers and managers.
- **Internal Traffic Control Plan (ITCP)** – Determine the need for internal traffic control plans to minimize interaction between workers on foot and construction vehicles by designating access points, routes, equipment movement, including pickup trucks and other work vehicles and operating procedures to prevent back-up, roll-over and struck-by accidents from occurring.
- **Spotter Training (to include those inside and outside of the cab)** – A spotter is a second pair of eyes and ears for equipment operators. They stand near the equipment and feed information to the operator, including directions and things the operator is unable to see or hear by themselves. The use of a spotter is to prevent personal injury and property damage during the movement of track and wheeled equipment.
- **Swing Radius Training (for those outside the cab)** – The swing radius is the entire circle from a given point that parts of the equipment may move within. Basic safety rules must be followed when working within the equipment’s danger zone.
  - Always be aware of your surroundings when working around heavy equipment. Do not become distracted (e.g. Avoid talking on your cell phone unless it’s work-related).

- Never place yourself between a piece of heavy equipment and an immovable object (You may not be able to move in time to avoid a crushing injury or worse.).
- Never approach heavy equipment unless you know that the operator saw you and you and the operator make eye contact.

## References

- "Recommended Practices for Safety & Health Programs in Construction." See <https://www.osha.gov/sites/default/files/OSHA3886.pdf>
- U.S. Department of Labor, OSHA (Occupational Safety and Health Administration) (2009) Demolition Standards, OSHA, Washington, DC, USA, 2009. See <http://www.osha.gov/SLTC/constructiondemolition/standards.html>.
- U.S. Department of Labor, OSHA, Small Business Safety and Health Management Series, OSHA 3170-02R, 2007, <https://www.osha.gov/Publications/OSHA3170/3170-02R-2007-English.html>
- NDA Foundation of Demolition Training Series, <https://www.demolitionassociation.com/foundationsofdemolition>
- NDA Safety Manual, <https://www.demolitionassociation.com/Industry-Resources/Safety/Safety-Health-Resources>
- U.S. Department of Health Human Services, Substance Abuse and Mental Health Services Administration, <https://www.samhsa.gov/workplace/drug-testing-resources>

# CHECKLIST

| Employee Training                      | Date of Training | Details of Training | Comments |
|--|------------------|---------------------|----------|
| OSHA-10                                |                  |                     |          |
| PPE - Company Guidance and Awareness   |                  |                     |          |
| Fire Safety                            |                  |                     |          |
| Silica Awareness                       |                  |                     |          |
| Lead Awareness                         |                  |                     |          |
| Asbestos Awareness                     |                  |                     |          |
| Fall Protection                        |                  |                     |          |
| Respiratory Protection                 |                  |                     |          |
| Electrical Safety                      |                  |                     |          |
| Basic Equipment Training & Maintenance |                  |                     |          |
| Hazardous Awareness                    |                  |                     |          |
| Power Tools                            |                  |                     |          |
| Air Compressors                        |                  |                     |          |
| Rigging                                |                  |                     |          |
| Equipment Attachments                  |                  |                     |          |
| Scaffolding Safety                     |                  |                     |          |
| Machine Competency                     |                  |                     |          |





Under the Occupational Safety and Health Act, **employers are responsible** ([www.osha.gov/workers/employer-responsibilities](http://www.osha.gov/workers/employer-responsibilities)) for providing a safe and healthy workplace and **workers have rights** ([www.osha.gov/workers](http://www.osha.gov/workers)). OSHA can help answer questions or concerns from employers and workers. OSHA's **On-Site Consultation Program** ([www.osha.gov/consultation](http://www.osha.gov/consultation)) offers free and confidential advice to small and medium-sized businesses, with priority given to high-hazard worksites. For more information, contact your **regional or area OSHA office** ([www.osha.gov/contactus/bystate](http://www.osha.gov/contactus/bystate)), call 1-800-321-OSHA (6742), or visit [www.osha.gov](http://www.osha.gov).