



## Hands - On Training Topics

Hands-on, performance-based safety training is designed for employees who operate equipment or perform tasks where OSHA requires demonstrated competency, not just classroom instruction. This training focuses on evaluating an employee's ability to safely perform job-specific tasks in accordance with applicable OSHA standards, manufacturer requirements, and established safe work practices.

Training includes a structured classroom component followed by direct, hands-on evaluation of equipment operation and task execution. Participants are observed performing required functions while instructors assess hazard recognition, control measures, equipment handling, and adherence to safety procedures. Performance-based training is conducted in alignment with OSHA requirements for powered industrial trucks, mobile elevating work platforms, cranes and hoists, and similar high-risk equipment where documented evaluation is required.

Course length and evaluation time vary based on class size, equipment availability, and operational complexity. This training is intended to verify competency at the time of instruction and support employer compliance with OSHA training and evaluation requirements.

Topic	Description
Forklift / Powered Industrial Trucks (PIT)	This training is designed to meet OSHA requirements for powered industrial truck operator training and evaluation. Instruction includes a classroom review of hazards, operating principles, load handling, and stability concepts, followed by hands-on evaluation of equipment operation. Operators are observed performing job-specific tasks to verify safe operation, hazard recognition, and adherence to site procedures. Training supports compliance with OSHA's requirement for documented operator evaluation.
Pallet Jacks (manual and powered)	This course addresses the hazards associated with manual and powered pallet jack operation, including load stability, pedestrian interaction, and workplace layout considerations. Training includes a review of safe operating practices followed by hands-on observation of pallet jack use in the actual work environment. Employees are evaluated on their ability to safely maneuver loads, maintain control, and recognize hazards. This training supports employer compliance with OSHA general industry safe material handling requirements.
Scissor Lifts / Man Lifts	Scissor lift training focuses on the safe operation of mobile elevating work platforms in accordance with OSHA requirements and manufacturer instructions. Classroom instruction covers fall hazards, tip-over risks, surface conditions, and pre-use inspection requirements, followed by hands-on evaluation of lift operation. Operators are observed performing lift setup, positioning, and movement to verify safe use. Training emphasizes proper fall protection practices and hazard awareness at elevation.
Boom Lifts	Recognition of shock hazards and basic safe work practices around energized equipment.
Cranes and Hoists	Understanding arc flash hazards, warning labels, and why boundaries and PPE matter.



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Boom Lifts	Boom lift training is designed to address the unique hazards associated with articulated and telescopic boom lift operation. Instruction includes a review of stability, fall protection requirements, work zone hazards, and emergency procedures, followed by hands-on evaluation of equipment operation. Operators are observed performing required movements and positioning tasks to verify safe control and hazard recognition. Training supports OSHA and manufacturer requirements for operator competency.
Cranes and Hoists	This training addresses hazards related to crane and hoist operations, including load handling, rigging considerations, and communication requirements. Classroom instruction reviews safe lifting principles, roles and responsibilities, and operational limits, followed by hands-on evaluation where applicable. Employees are observed performing lifting tasks to verify proper use and hazard control. Training supports employer compliance with OSHA requirements for safe material lifting operations.

**Purpose & Course Conduct:** The purpose of hands-on, performance-based training is to provide employees with both a classroom foundation and a documented evaluation of their ability to safely perform job-specific tasks.

**Course Length | Classroom Instruction:** Approximately 60–90 minutes, depending on topic and class interaction | **Performance-Based Evaluation:** Up to 3–4 hours, depending on class size, equipment availability, and operational complexity. Total course duration may vary based on the number of participants and the scope of work being evaluated.

**Student Count Maximum:** 15 students Limiting class size allows for effective observation, meaningful interaction, and adequate time to conduct individual performance evaluations.

**Deliverables:** Class sign-in roster, Certificates of completion, Performance-based evaluation sheets, Wallet cards (PDF format). Training documentation is provided to the employer for recordkeeping purposes.

**Training Scope & Record keeping:** Training documentation, including sign-in rosters, is provided to the employer for recordkeeping purposes. The employer is responsible for maintaining training records and ensuring accessibility as required by applicable regulations. Copies of records may be retained by EGIS for administrative purposes; retrieval of archived records at a later date may be subject to an administrative fee.

Training is designed to support hazard awareness and safe work practices based on information provided and conditions observed at the time of instruction. The employer retains sole responsibility for identifying workplace hazards, ensuring regulatory compliance, implementing site-specific procedures, supervising employees, and maintaining ongoing safety programs. Safety responsibilities are non-delegable and cannot be transferred to a third-party training provider. The employer is responsible for ensuring that selected training topics align with the hazards and risks employees are exposed to in their specific operations.