

Personal Protective Equipment (PPE)

Professional downloadable safety training

TRAINING OUTCOME

Explain where PPE fits in the hierarchy of controls

AUDIENCE

Employees required to use PPE

TIME

25-35 min

REFERENCE

29 CFR 1910.132(f)

USE NOTE

General PPE training. The employer must identify workplace hazards, select suitable PPE, provide required equipment and ensure employees can use it properly.

Start with the hazard. Build the safe decision.

Use this slide to connect the topic to what employees actually see, touch, drive or do.

PPE is the last line, not the first

Eliminate/substitute/engineer hazards when feasible before relying on PPE.

Hazard assessment and selection

Match eye, face, head, hand, foot, hearing, respiratory or protective clothing needs to the hazard.

Fit and correct use

Employees must know when PPE is required and what type is required.

ASK THE ROOM

01

Where could this go wrong here?

02

What control keeps us safe?

03

What should make us stop?

What employees should be able to do

Keep the session practical: recognize the hazard, choose the control, know when to stop.

01

Explain where PPE fits in the hierarchy of controls

02

Select and use PPE based on the hazard assessment

03

Inspect, don, doff, adjust, care for and replace PPE

04

Recognize PPE limitations and when retraining is needed

PPE is the last line, not the first

Start with what the employee is exposed to.

- Eliminate/substitute/engineer hazards when feasible before relying on PPE.
- PPE reduces exposure but does not remove the hazard.
- Use only PPE selected for the specific task and exposure.

FIELD DECISION

01

Where could this fail?

02

What control do we use?

03

What makes us stop?

Hazard assessment and selection

Tie every point to a visible action or decision.

- Match eye, face, head, hand, foot, hearing, respiratory or protective clothing needs to the hazard.
- Check rating, compatibility, fit and manufacturer limitations.
- Multiple hazards may require compatible layers of PPE.

FIELD DECISION

01

What changes the risk?

02

What must the employee do?

03

Who needs to know?

Fit and correct use

Tie every point to a visible action or decision.

- Employees must know when PPE is required and what type is required.
- Demonstrate how to don, doff, adjust and wear equipment correctly.
- Poor fit can make effective PPE ineffective.

FIELD DECISION

01

Where could this fail?

02

What control do we use?

03

What makes us stop?

Inspection and care

Tie every point to a visible action or decision.

- Inspect before use for cracks, cuts, contamination, worn straps, clouded lenses or other damage.
- Clean/store PPE to prevent damage or contamination.
- Do not use defective or damaged PPE.

FIELD DECISION

01

What changes the risk?

02

What must the employee do?

03

Who needs to know?

Limitations

Tie every point to a visible action or decision.

- Gloves can be dangerous around rotating equipment if inappropriate for the task.
- Safety glasses do not replace face shields when splash/impact hazards require more protection.
- PPE has chemical, temperature, voltage and service-life limits.

FIELD DECISION

01

Where could this fail?

02

What control do we use?

03

What makes us stop?

Demonstrate understanding

Tie every point to a visible action or decision.

- Employees should demonstrate understanding and ability before performing work requiring PPE.
- Retraining is needed when workplace/PPE changes or when knowledge/skill is inadequate.

FIELD DECISION

01

What changes the risk?

02

What must the employee do?

03

Who needs to know?

These are the moments to slow down and regain control.

01

PPE is damaged, contaminated or poorly fitting

02

Employee cannot explain what the PPE protects against

03

Two PPE items interfere with each other

04

PPE is being used instead of a feasible higher-level control without evaluation

What would you do next?

Give the group 30-60 seconds before revealing the recommended response.

An employee wears safety glasses while grinding but the task generates high-velocity particles from multiple directions. What should the employer evaluate?

RECOMMENDED RESPONSE

Whether additional face protection is needed based on the hazard assessment, while still maintaining required primary eye protection.

DISCUSS

01

What is the hazard?

02

What control is missing?

03

What is the safest next action?

04

What is our site rule?

This is where generic training becomes your program.

Replace examples with your actual equipment, procedures, hazards and expectations.



Review the site PPE hazard assessment



Show required PPE by area/task and any specific ratings



Demonstrate fit, inspection, cleaning/storage and replacement



Cover prescription eyewear, facial hair/respirators, chemical compatibility or specialty PPE as applicable

BEFORE WORK

01

Show the actual procedure

02

Show the actual equipment/task

03

Confirm questions are answered

04

Complete required evaluation

Can the employee apply it?

Written knowledge matters. Safe performance in the real workplace matters more.

☐ Identifies task hazard

☐ Selects required PPE

☐ Inspects PPE before use

☐ Dons/adjusts correctly

☐ Explains limitations

☐ Demonstrates proper removal

☐ Stores/care for PPE correctly

☐ Knows how to report/replace defects

Use the included evaluation form when hands-on demonstration or workplace verification is appropriate or required.

Knowledge check 1-5

Use the printable test in the course package for employee responses.

1 PPE is generally considered:

2 Employees required to use PPE should know:

3 Damaged PPE should be:

4 Proper fit matters because:

5 A face shield:

Knowledge check 6-10

Use the printable test in the course package for employee responses.

6

PPE selection should be based on:

7

Employees should demonstrate:

8

Retraining may be needed when:

9

PPE compatibility means:

10

This general course replaces the employer PPE hazard assessment.

Know the hazard. Use the control. Stop when it is not right.

- 01 Explain where PPE fits in the hierarchy of controls
- 02 PPE is damaged, contaminated or poorly fitting
- 03 Review the site PPE hazard assessment

NEXT STEPS

- 01 Answer questions
- 02 Complete site-specific training
- 03 Complete required hands-on evaluation
- 04 Document attendance/completion

Use this package as a strong training foundation.

Always align the material to current requirements, manufacturer instructions and your own procedures.

Primary reference

29 CFR 1910.132(f)

Training use note

General PPE training. The employer must identify workplace hazards, select suitable PPE, provide required equipment and ensure employees can use it properly.

BEFORE YOU DELIVER

- ✓ Confirm current OSHA/state-plan requirements
- ✓ Insert your procedures and equipment information
- ✓ Use qualified/competent trainers where required
- ✓ Complete practical/workplace evaluation where required
- ✓ Keep training and authorization records

<https://www.osha.gov/laws-regs/regulations/standardnumber/1910/1910.132>