

INDIVIDUAL DEVELOPMENT PLAN

Battalion Safety Specialist Training Plan

For: _____

Safety and Occupational Health Specialist in Ranger Training Brigade

NAME OF SAFETY SPECIALIST: _____

SSN: _____

POSITION: Safety and Occupational Health Specialist at Ranger Training Brigade, Ft. Benning, GA

ENTRY LEVEL: GS-018-09

TARGET LEVEL: GS-018-11

LENGTH OF PLAN: 1-2 years, (1 year/GS-09)

PERIOD COVERED:

- Phase I: TBD
- Phase II: TBD
- Phase III: TBD
- Phase IV: TBD

DATE PREPARED: _____

COMPREHENSIVE LEARNING OBJECTIVE: Upon completion of specialized training, the Battalion Safety Specialist will be able to perform GS-018-11 work assignments with guidance normally provided full performance personnel.

PHASE I TRAINING – DISTANT LEARNING / ONLINE:

1. Phase I training is a self-pace program of informal instruction (online) provided through the US Army Combat Readiness Center. This phase of training is designed to be completed within 90 days of being assigned duties as a Safety Specialist within the Ranger Training Brigade.

2. The following Phase I courses are mandatory:

<u>COURSE</u>	START DATE	END DATE	DATE COMPLETED
<ul style="list-style-type: none"> • Commander’s Safety Course – https://safetylms.army.mil • Accident Avoidance Course – https://safetylms.army.mil • Additional Duty Safety Course – https://safetylms.army.mil • Action Officer Development Course (AODC) – https://www.aimsrdl.atsc.army.mil • OSHA 600: Collateral Duty Safety & Health Course – (CD Rom) • Ammo-45 – https://www3.dac.army.mil/AS/ammo_45_dl.html • Ammo-63 – https://www3.dac.army.mil/AS/ammo_63_dl.html (contains 4 courses: 77-CPE, 81-IQD, 81-HC) • Composite Risk Management (CRM) Basic and Operational Courses- https://safetylms.army.mil 			

<ul style="list-style-type: none"> • System Safety in Systems Engineering- Course #CLE009 http://dau.mil • The Supervisor's Safety Course- https://safetylms.army.mil • Emergency Planning- https://safetylms.army.mil 			
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3. Upon completion of the Phase I training program, the Battalion Safety Specialist will:

a. Have a working knowledge of safety and occupation health (OSH) disciplines, functional elements, and an understanding of the processes necessary in the management and implementation of the Army Composite Risk Management.

b. Have a working knowledge of the history, evolution, and current state-of-the-art practices of the safety discipline to include causation theory, risk management concepts, prevention processes and related fundamental knowledge.

c. Be familiar with the terminology unique to the Army SOH Program.

d. Achieve basic work skills required to successfully perform developmental assignments and on-the-job (OJT) training.

e. Be able to describe the organization of the Federal government including, the Department of Defense, organization and mission of Department of the Army, organization and mission of major Army commands (MACOM), i.e. MACOM and activity, assignment, divisions, corps, depots, etc, are organized, their operations and staff processes.

f. Be able to describe the principles, policies, concepts, and procedures related to SOH.

g. Be able to describe the regulatory guidance prescribed for SOH.

h. Have a thorough knowledge of Army doctrine as embodied in FM 5-19 Composite Risk Management.

j. Have a basic familiarity with the Army Ammunition Program, and the principles of Ammunition Safety and AR 11-35 Deployment.

4. _____ assumed new duties and responsibilities as a Safety Specialist in the Ranger Training Brigade, Ft. Benning, Georgia on _____.

5. The target date for the promotion of _____ is _____ for GS-018-11.

PHASE II TRAINING – REQUIRED FORMAL INSTRUCTION:

1. Phase II training consists of formalized training conducted at Ft. Rucker's Combat Readiness Center. Phase II combines' On-the-job (OJT) training, formal instruction and the opportunity to receive specialized training tailored to the requirement of the command mission.

2. The following Phase II courses should be completed as soon as possible to enable the Safety Specialist the ability to fully understand the tenets of the Army Safety Program and Composite Risk Management:

<u>COURSE</u>	START DATE	END DATE	DATE COMPLETED
<ul style="list-style-type: none"> • Theory & Application of Accident Prevention (2 days) • Safety Program Management (3 days) • Accident Investigation Board President Course (5 days) 			

*1 Scheduling of these classes is dependent upon availability of the classes during the time period indicated, as well as availability of funding.

3. At the end of Phase II, the Battalion Safety Specialist will be able to:

- a. Demonstrate a working knowledge of the Army Composite Risk Management Process and policies.
- b. Budget for and conduct safety promotion and education projects using films, signs, posters, awards programs, or other media.
- c. Demonstrate knowledge of regulations and requirements through development of new procedures as mission and techniques change; apply the risk management process, and recommend safe work procedures for operations, activities, facilities, equipment, materials, or devices; and research policy requirements to determine consistency with Occupational Safety and Health Administration (OSHA) and other policies and standards.
- d. Assist in investigating accidents; prepare accurate and complete reports required by Army and OSHA standards; and analyze accidents to identify causes and recommend corrective action to prevent recurrence.
- e. Schedule periodic safety inspections of activities and during inspections, identify common hazards to safety and health or unsafe acts; determine and report the corrective actions recommended; follow-up on recommended corrective actions; assist in preparing plans; and explain safety inspection results.
- f. Use evaluation, inspection, investigation, and analysis techniques to identify accident-producing factors as they relate to programs, operations, and activities; collate data, assess risks, and develop guidelines and corrective preventive measures; evaluate activity safety programs; comply with DA and OSHA reporting requirements and procedures; and use accident reporting data in accident prevention and control.
- g. Assist in conducting various safety training courses, as needed.

PHASE III TRAINING – SPECIALIZED/TAILORED TRAINING AND INSTRUCTION:

1. Phase III specialized training consists of specialized training that will entitle the Safety Specialist to receive the designated title of “Certified Safety & Health Official (CHSO)”. This certification process is taught in a formal setting by trainers authorized to instruct in OSHA subject areas.
2. The following Phase III courses should be completed as soon as possible to enable the Safety Specialist the ability to fully understand OSHA requirements and safety compliance in the workplace:

<u>COURSE</u>	START DATE	END DATE	DATE COMPLETED
<ul style="list-style-type: none"> • OSHA 501 – Industrial Application of 			

<ul style="list-style-type: none"> • Regulatory Initiatives (5 days) • OSHA 510 – Hazard Recognition in Built Environments (4 days) • OSHA 7845 Recordkeeping (1 day) • OSHA 2015 – HAZMAT (5 days) • OSHA 3095 – Electrical (5 days) • Tactical Safety • Accident Investigation Board President Course 			
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*1 Scheduling of these classes is dependent upon availability of the classes during the time period indicated, as well as availability of funding.

3. At the completion of Phase III, the Battalion Safety Specialist will have attained recognized safety credentials.

PHASE IV TRAINING – OPTIONAL TRAINING / CONTINUING EDUCATIONAL INSTRUCTION:

1. Phase IV training program consists of continued educational opportunities which are essential to keeping the Battalion Safety Specialist current with changing doctrine, OSHA laws and regulatory issues.

2. The following Phase IV courses are recommended:

<u>COURSE</u>	START DATE	END DATE	DATE COMPLETED
<ul style="list-style-type: none"> • OSHA 264 – Confined Space (3 days) • Explosive Safety • Risk Management Train-the-Trainer • Fire Safety • HAZCOM • Range Safety • HAZWOPER • Respiratory Protection • Hearing Conservation • Deployment and Redeployment • Survival Evasion Resistance Escape • OSHA 2250 Ergonomics • Radiation/Health Physics • OSHA 521 Industrial Hygiene • Motor Vehicle Accident Prevention • Military Briefings • https://safetylms.army.mil/ • Toxicology Tutorial I – Basic Principles • http://sis.nlm.nih.gov/enviro/toxtutor.html • Occupational Health Safety Tech Certification Workshop • Certified Safety Professional Certification Workshop 			

*1 Scheduling of these classes is dependent upon availability of the classes during the time period indicated, as well as availability of funding.

3. At the conclusion of these recommended courses, the Battalion Safety Specialist will:

- a. Be able to perform as a member as a member of a formal Army Accident Investigation Board.
- b. Assist in conducting various safety training courses, as needed

NAME
LTC, IN

NAME
BN SAFETY

Sources for Courses

Phase I

All courses are available on-line

Phase II

All required Phase II courses are resident courses at the U.S. Army Combat Readiness Center (USACRC).

In the next couple of years, plans are to place Theory & Application of Accident Prevention and Safety Program Management on-line.

An Accident Investigation course is presently on-line with the Combat Readiness University. I do not know if this course will meet your needs.

Phase III

OSHA resident courses are available free of charge for DOD employees at the OSHA Training Institute in Arlington Heights, IL. The company would only have to pay the TDY costs:

<http://www.osha.gov/web/dcsp/ote/coursecatalog/CourseList.asp?CourseID=>

OSHA Training Institute
ARLINGTON HEIGHTS, IL

In the chart below please find the OSHA Training Institute Education Center Online Course Offerings:

OSHA Training Institute Education Center Online Course Offerings

Georgia Technical Research Institute

#2264 [Permit-Required Confined Space Entry](#)

Great Lakes Regional OTI Education Center

#501 [Trainer Course in Occupational Safety and Health Standards for General Industry](#)

#521 [OSHA Guide to Industrial Hygiene](#)

#2015 [Hazardous Materials](#)

#2250 [Principles of Ergonomics Applied to Work-Related Musculoskeletal and Nerve Disorders](#)

#2264 [Permit-Required Confined Space Entry](#)

Metropolitan Community Colleges Business & Technology Center

#500 [Trainer Course in Occupational Safety and Health Standards for the Construction Industry](#)

#501 [Trainer Course in Occupational Safety and Health Standards for General Industry](#)

Mid-America OSHA Education Center

- #500 [Trainer Course in Occupational Safety and Health Standards for the Construction Industry](#)
- #501 [Trainer Course in Occupational Safety and Health Standards for General Industry](#)

[Midwest OSHA Education Centers](#)

- #500 [Trainer Course in Occupational Safety and Health Standards for the Construction Industry](#)
- #501 [Trainer Course in Occupational Safety and Health Standards for General Industry](#)

[Rocky Mountain Education Center](#)

- #500 [Trainer Course in Occupational Safety and Health Standards for the Construction Industry](#)
- #501 [Trainer Course in Occupational Safety and Health Standards for General Industry](#)

[Rochester Institute of Technology](#)

- #500 [Trainer Course in Occupational Safety and Health Standards for the Construction Industry](#)
- #501 [Trainer Course in Occupational Safety and Health Standards for General Industry](#)

[WESTEC](#)

- #500 [Trainer Course in Occupational Safety and Health Standards for the Construction Industry](#)
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Occupational Safety & Health Administration
200 Constitution Avenue, NW
Washington, DC 20210

In addition, all of the OSHA courses listed in IDP are taught at the Regional OSHA Education Centers and as resident courses at the USACRC.