



# TEMPORARY STAFFING AND FORKLIFT TRAINING

According to the National Safety Council, in 2019 Forklifts were the source of 79 work-related deaths and 8,140 nonfatal injuries involving days away from work. The Median Days away from work for all events or exposures in 2019 was 8 days while for forklifts injuries it was 16 days. <https://injuryfacts.nsc.org/work/safety-topics/forklifts/>

Temporary workers are entitled to the same protections under the Occupational Safety and Health Act of 1970 as all other covered workers. This addresses what both the staffing agency and the host employer can do to ensure proper powered industrial truck training to temporary workers under OSHA's General Industry Standard 29 CFR 1910.178(l) - 1910.178 - Powered industrial trucks. | Occupational Safety and Health Administration ([osha.gov](https://www.osha.gov))

## Training must consist of a combination of the following:

- Formal instruction - e.g., lecture, discussion, interactive computer learning, video training, documents.
- Practical training - demonstrations and exercises performed by the trainee.
- Refresher training.
- Evaluation of the operator's performance in the workplace.
- Certification of training and evaluation.

## The following tips will help ensure proper training is received:

- Details of the training and protections each employer provide should be clearly established in the language of the contract.
- Generally, the staffing agency is responsible for generic powered industrial truck training and the host employer is in the best position to provide the necessary site-specific training and evaluation.
- However, neither employer may avoid its ultimate responsibilities under The Act by requiring another party to perform them.

Please contact us at [lossprevention@cardinalworkcomp.com](mailto:lossprevention@cardinalworkcomp.com) for additional advice or interpretation. We stand ready to assist our insureds with all the above issues as well as many other Loss Prevention concerns.

