ANSI/ASSP A10.2-2025

Safety, Health, and Environmental Training for Construction and Demolition Operations



AMERICAN SOCIETY OF SAFETY PROFESSIONALS



The information and materials contained in this publication have been developed from sources believed to be reliable. However, the American Society of Safety Professionals (ASSP) as secretariat of the ANSI accredited A10 Committee or individual committee members accept no legal responsibility for the correctness or completeness of this material or its application to specific factual situations. By publication of this standard, ASSP or the A10 Committee does not ensure that adherence to these recommendations will protect the safety or health of any persons, or preserve property.

American National Standard Construction and Demolition Operations

Safety, Health, and Environmental Training for Construction and Demolition Operations

Secretariat

American Society of Safety Professionals 520 N. Northwest Highway Park Ridge, IL 60068

Approved January 13, 2025

American National Standards Institute

American National Standard

Approval of an American National Standard requires verification by ANSI that the requirements for due process, consensus, and other criteria for approval have been met by the standards developer. Consensus is established when, in the judgment of the ANSI Board of Standards Review, substantial agreement has been reached by directly and materially affected interests. Substantial agreement means much more than a simple majority, but not necessarily unanimity. Consensus requires that all views and objections be considered, and that a concerted effort be made toward their resolution. The use of American National Standards is completely voluntary: their existence does not in any respect preclude anyone, whether they have approved the standards or not, from manufacturing, marketing, purchasing, or using products, processes, or procedures not conforming to the standards. The American National Standards Institute does not develop standards and will in no circumstance give an interpretation of any American National Standard. Moreover, no person shall have the right or authority to issue an interpretation of an American National Standard in the name of the American National Standards Institute. Requests for interpretation shall be addressed to the secretariat or sponsor whose name appears on the title page of this standard.

Caution Notice: This American National Standard may be revised or withdrawn at any time. The procedures of the American National Standards Institute require that action be taken periodically to reaffirm, revise, or withdraw this standard. Purchasers of American National Standards may receive current information on all standards by calling or writing the American National Standards Institute.

Published February 2025 by

American Society of Safety Professionals 520 N. Northwest Highway Park Ridge, IL 60068 (847) 699-2929 • www.assp.org

Copyright ©2025 by American Society of Safety Professionals All Rights Reserved.

No part of this publication may be reproduced in any form, in an electronic retrieval system or otherwise, without the prior written permission of the publisher.

Artificial intelligence (AI) policy: ASSP prohibits the entry of content from any ASSP publication or related ASSP intellectual property (IP) into any AI tool or application. Additionally, creating derivative works of ASSP IP using AI is also prohibited without express written permission from ASSP.

Foreword (This Foreword is not a part of American National Standard A10.2 – 2025.)

This standard is one of a series of safety standards that have been formulated by the Accredited Standards Committee on Safety in Construction and Demolition Operations, A10. It is expected that the standards in the A10 series will find a major application in industry, serving as a guide to contractors, labor and equipment manufacturers. For the convenience of users, a list of existing and proposed standards and technical materials in the A10 series for Safety Requirements in Construction and Demolition Operations follows.

- A10.1 Pre-Project & Pre-Task Safety & Health Planning
- A10.2 Safety, Health, and Environmental Training
- A10.3 Powder-Actuated Fastening Systems
- A10.4 Personnel Hoists and Employee Elevators
- A10.5 Material Hoists
- A10.6 Demolition Operations
- A10.7 Use, Storage, Handling and Site Movement of Commercial Explosives and Blasting Agents
- A10.8 Scaffolding
- A10.9 Concrete and Masonry Construction
- A10.11 Personnel Nets
- A10.12 Excavation
- A10.13 Steel Erection
- A10.15 Dredging
- A10.16 Tunnels, Shafts and Caissons
- A10.18 Temporary Roof and Floor Holes, Wall Openings, Stairways and Other Unprotected Edges
- A10.19 Driven Pile Installation and Extraction Operations
- A10.21 Safe Construction and Demolition of Wind Generation/Turbine Facilities
- A10.22 Rope-Guided and Non-Guided Workers' Hoists
- A10.23 Safety Requirements for the Installation of Drilled Shafts
- A10.24 Roofing Safety Requirements for Low-Sloped Roofs
- A10.25 Sanitation in Construction
- A10.26 Emergency Procedures for Construction Sites
- A10.28 Work Platforms Suspended from Cranes or Derricks
- A10.30 Installation of Anchors and Micropiles
- A10.31 Digger-Derricks
- A10.32 Fall Protection Systems for Construction Industry Users
- A10.33 Safety and Health Program Requirements for Multi-Employer Projects
- A10.34 Public Protection
- A10.35 Pressure Testing of Steel and Copper Piping Systems
- A10.37 Debris Nets
- A10.38 Basic Elements of a Program to Provide a Safe and Healthful Work Environment
- A10.39 Construction Safety and Health Audit Program
- A10.40 Reduction of Musculoskeletal Problems in Construction
- A10.42 Rigging Qualifications and Responsibilities in the Construction Industry
- A10.43 Confined Spaces in Construction and Demolition Operations
- A10.44 Lockout/Tagout in Construction
- A10.46 Hearing Loss Prevention
- A10.47 Highway Construction Safety
- A10.48 Communication Structures
- A10.49 Control of Chemical Health Hazards
- A10.50 Heat Stress Management in Construction and Demolition Operations
- A10.100 Prevention through Design in Construction
- A10.101 Drones in Construction (under development)
- A10.103 Lagging and Leading Indicators Used in Construction (under development)
- A10.104 Pandemics and Infectious Diseases on Construction and Demolition Sites (under development)

One purpose of these standards is to serve as guides to governmental authorities having jurisdiction over subjects within the scope of the A10 Committee standards. If these standards are adopted for governmental use, the reference of other national codes or standards in individual volumes may be changed to refer to the corresponding regulations.

Normative Requirements: This standard uses the single column format common to many international standards. The normative requirements appear aligned to the left margin. To meet the requirements of this standard, machinery, equipment and process suppliers and users must conform to these normative requirements. These requirements typically use the verb "shall."

NOTE: The informative or explanatory notes in this standard appear indented, in italics, in a reduced font size, which is an effort to provide a visual signal to the reader that this is informative note, not normative text, and is not to be considered part of the requirements of this standard; this text is advisory in nature only. The suppliers and users are not required to conform to the informative note. The informative note is presented in this manner in an attempt to enhance readability and to provide explanation or guidance to the sections they follow.

Revisions: The A10 Committee welcomes proposals for revisions to this standard. Revisions are made to the standard periodically (usually five years from the date of the standard) to incorporate changes that appear necessary or desirable, as demonstrated by experience gained from the application of the standard. Proposals should be as specific as possible, citing the relevant section number(s), the proposed wording and the reason for the proposal. Pertinent documentation would enable the A10 Committee to process the changes in a more-timely manner.

Interpretations: Upon a request in writing to the Secretariat, the A10 Committee will render an interpretation of any requirement of the standard. The request for interpretation should be clear, citing the relevant section number(s) and phrased as a request for a clarification of a specific requirement. Oral interpretations are not provided.

No one but the A10 Committee (through the A10 Secretariat) is authorized to provide any interpretation of this standard.

Approval: Neither the A10 Committee nor American National Standards Institute (ANSI) approves, certifies, rates or endorses any item, construction, proprietary device or activity.

Appendices: Appendices are included in most standards to provide the user with additional information related to the subject of the standard. Appendices are not part of the approved standard.

Checklists: Checklists included in A10 standards may be copied and used in non-commercial settings only.

Committee Meetings: The A10 Committee meets twice per year. Persons wishing to attend a meeting should contact the Secretariat for information.

Standard Approval: This standard was processed and approved for submittal to ANSI by the American National Standards Committee on Safety in Construction and Demolition Operations, A10. Approval of the standard does not necessarily imply (nor is it required) that all Committee members voted for its approval. At the time ANSI approved this standard, the A10 Committee had the following members:

John Johnson, CSP, Chair Travis Parsons, MS Timothy R. Fisher, CSP, CHMM, ARM, CPEA, ARM, FASSP, Secretary Lauren Bauerschmidt, CSP, Assistant Secretary Rick Blanchette, Assistant Secretary Jennie Dalesandro, Standards Coordinator Judy Balazs, Administrative Coordinator

Organization Represented

ЗM

AFL-CIO

AGC of America

Alliance of Hazardous Materials Professionals American Clean Power Association

American Insurance Services Group

American Society of Civil Engineers American Society of Safety Professionals

Associated Builders & Contractors, Inc.

Astrus Insurance Solutions

Barton Malow Company

Black & Veatch

Bobick and Associates Consulting LLC

Brewington & Company Building & Construction Trades Department

Century Elevators Clark Construction Group

Conner Strong & Buckelew

Construction & Realty Safety Group, Inc.

CPWR - The Center for Construction Research & Training Name of Representative

Raymond Mann Steven McPherson Chenay Arberry Rebecca Reindel Michael McCaffrey Kevin Cannon, CSP, ARM Carl Heinlein, CSP, ARM, CRIS Timothy Palmer, CSP, OHST, CHST Josh Rogers Thad Nosal James Borchardt, CSP, CPE John O'Connor, P.E. Ken Shorter, MS, CSP, ARM Mark Webster, P.E. Greg Sizemore Joe Xavier Timothy Bergeron, MA, CSP, CRIS Doug Jenkins, CHST Mark Haggenmaker, CHST, CCHT Ryan Monahan, CHST John Johnson, CSP Shelly Pizzi, CSP, CIH Thomas Bobick, PhD, P.E., CSP, CPE Steven Markovich, BS, ChE, MBA John Brewington, Jr., CAFM, CEM Chris Cain, CIH Gary Gustafson Eric Schmidt, P.E. Justin Rihn Derek Wilson, MS, CSP, CHST Eric Voight, CSP Ken Bogdan Ron Lattanzio Frank Marino Babak Memarian, PhD, CSP, CHST Gavin West, MPH

Eckstine & Associates, Inc.

Edison Electric Institute

Elevator Industry Work Preservation Fund

Ellis Fall Safety Solutions, LLC

Engineering Systems, Inc.

FallTech Fluor Corporation

Fraco Products Ltd.

Gilbane Building Co. Hislop, Richard D.

Institute of Makers of Explosives

International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers International Association of Heat & Frost Insulators & Allied Workers International Brotherhood of Boilermakers

International Brotherhood of Electrical Workers

International Brotherhood of Teamsters

International Safety Equipment Association

International Union of Bricklayers & Allied Craftworkers

International Union of Elevator Constructors

International Union of Operating Engineers

IUPAT Kiewit Corporation

Laborers' International Union of North America

Lamar Advertising Company

Dennis Eckstine Matthew Eckstine Joseph DiPlacido, MS, CSP Carren Spencer Michael Morand James Demmel John Whitty, P.E. Alan Goard, MS, CSP David Ahearn, P.E. Edward Tuczak, P.E. Zachary Winters Michael Weatherred, CSP Ashley Densmore Shanon Beekman Francois Villeneuve Andrew Valentine, CHST, LEED AP Richard Hislop, P.E., CSP, ARM David (Shawn) Bradfield, CSP Joshua Hoffman, PhD, P.E. Susan Flanagan Wayne Creasap, II Blue Coble Tim Keane

Mark Garrett Smitty Minton Mark MacNichol Tarn Goelling Charles Austin, MSc Christopher Lott, MS, AEP, GSP Diana Jones Daniel Glucksman David Wysocki Liliana Calderon David Griefenhagen Josh Josoff Christopher Treml Thomas McNamara Kenneth Seal Rusty Brown, CSP Jenna Gruner Travis Parsons, MS Ryan Papariello, GSP Chuck Wigger, CSP, ARM Beth Phelps

Liberty Mutual

Lockton Companies

Maryland Occupational Safety & Health

Mechanical Contractors Association of America

Miller & Long Co., Inc.

NATE: The Communications Infrastructure Contractors Association National Association of Home Builders

National Electrical Contractors Association

National Institute for Occupational Safety & Health

National Railroad Construction & Maintenance Association National Roofing Contractors Association

NESTI, Inc.

Operative Plasterers & Cement Masons International Association PATMI Petroleum Equipment Institute

Scaffold & Access Industry Association

Sheet Metal & Air Conditioning Contractors National Association SMART Union

SPA, LLC Stock Enterprises

The Association of Union Constructors

Turner Construction Company

U.S. Army Corps of Engineers

U.S. Department of Energy

John Rabovsky, MS, CSP, CHST, CRIS, ARM Dwayne Hartman, CSP, CRIS Brandon Robbins, CSP, CRIS Mischelle Vanreusel Michael Penn, CSP, SMS Raffi Elchemmas, CSP, CHST Peter Chaney, MS, CSP Alex Rodas, CHST James Martinoski Kathryn Stieler **Brian Bicknese** Jared Culligan **Brad Mannion** Wesley Wheeler, SMS, CESCP, MSP Mike Starner, CUSP, CHST Hugo Camargo, PhD G. Scott Earnest, PhD, P.E., CSP Jeffrey Meddin, CSP, CHEP, CHCM Matthew Rossing, CSP Cheryl Ambrose, CHST, OHST **Rich Trewyn** Michael Hayslip, P.E., CSP Thomas Kramer, P.E., CSP Tony Longbrake

Scott Boorse Melinda Whitney Tracy Dutting-Kane, P.E. DeAnna Martin Justin Crandol, MS, CSP, ARM, CRIS Don Campbell, CHST Aldo Zambetti Jeffrey Bradley Stanley Pulz, CSP, P.E. Steve Stock, P.E., PLS Ali Lucas Alex Kopp Ryan Pollack, CSP Stephen Spaulding, CHST Abdon Friend, CSP, ARM, STSC, LEED AP Jason Walsh, CSP, SMS William Eggleston Craig Schumann Maurice Haygood

United Association of Plumbers and Pipefitters

United Brotherhood of Carpenters & Joiners of America

United Union of Roofers, Waterproofers & Allied Workers

West Virginia University Extension Service

Observers and Non-Voting Members:

ADSC - International Association of Foundation Drilling

AECOM

Alberici Constructors AZCO, Inc.

DPR Construction

Electrical Training Alliance eSystem Training Solutions

Joel Pickering Safety Consulting Leon De Oro USA Inc. MVE Group, Inc.

National Demolition Association

Nationwide Insurance

Samson Rope Technologies Skanska Transurban U.S. Department of Labor - OSHA

waltjonesy&friends Warfel Construction Company Jennifer Massey, CSP, CRIS, MLIS, CHST, OHST, STSC Rita Neiderheiser, CHST, CIT Chad McDonald, MS, CSP, CHST, STSC, CIT Brian Connearney, ASP, CHST, STSC, CIT Richard Tessier Keith Vitkovich Mark Fullen, EdD, CSP Brandon Takacs, CSP, CSHM

Peggy Hagerty Duffy Richard Marshall, CHST Curtis Corley, ASP, CHST James McIntyre Bo Cooper Jason Konrad, CSP Jason Scollin, MS, CSP, ASP, CHST, STSC Paul Butler, CSP, CHST Kris White, CSP, ASP, CHST Palmer Hickman, CESCP Don Doty **Dominique Valdez** Joel Pickering, CET, CHMM Edward McKechnie Kevin Stoltzfus, CHST Ryan Thomas Zach George Jeffrey Lambert Greg Holtz, CHST Thomas Trauger, CSP, ARM, STSC **Ross Anderton** Whitney Williams, MS, CSP Alex Willey Erin Gilmore, MS, MPH, CSP, CHMM Scott Ketcham, MPA, CSP Walter Jones, CIH Jeffrey Pierce, CSP, CHST, CFPS

Subcommittee A10.2 had the following members:

Gary Gustafson, Chair Michael Hayslip, P.E., CSP, Liaison Thomas Bobick, PhD, P.E., CSP, CPE Thomas Bresnahan, CSP Chris Cain, CIH Wayne Creasap, II Carl Heinlein, CSP, ARM, CRIS Palmer Hickman, CESCP Robert Matuga Jorge Otalora, CHST Travis Parsons, MS **Robert Poole** Stanley Pulz, CSP, P.E. Steve Surtees Brandon Takacs, CSP, CSHM Michael Weatherred, CSP Wesley Wheeler, SMS, CESCP, MSP

Contents

1.	General	13
	1.1 Scope	13
	1.2 Purpose	13
	1.3 Application	
	1.4 Exceptions	
2.	Definitions	14
3.	Types of Training Applicable to Construction	16
	3.1 New Hire Orientation	
	3.2 Site Safety Training	17
	3.3 Regulatory Training	
	3.4 Pre-Job Training	18
	3.5 Competent Person Training	18
	3.6 Supervisor Leadership Training	18
	3.7 Retraining	20
4.	Training Program Administration and Management	
	4.1 Accountability	21
	4.2 Training Program Elements	21
	4.3 Resource Management and Administration	21
5.	Training Development	21
	5.1 Systematic Process	21
	5.2 Needs Assessment	22
	5.3 Learning Objectives and Prerequisites	22
	5.4 Course Design	22
	5.5 Evaluation Strategy	24
	5.6 Criteria for Completion	24
	5.7 Continuous Improvement	24
6.	Training Delivery	24
	6.1 Trainer Criteria	24
	6.2 Training Delivery Methods and Materials	25
7.	Training Evaluation	27
	7.1 Training Program Evaluation	27
	7.2 Training Event Evaluation	28
	7.3 Evaluation Approaches	29
	7.4 Continuous Improvement	30

8. Documentation and Recordkeeping	30
8.1 Systems and Procedure	30
8.2 Records	30
8.3 Record Confidentiality and Availability	31
8.4 Issuing Certificates	31
Appendix A: A10 Training References	33
Appendix B: Determining S&H Training Needs	
Appendix C: OSHA Training References	
Appendix D: Construction Safety and Health Training References	

AMERICAN NATIONAL STANDARD A10.2 SAFETY, HEALTH, AND ENVIRONMENTAL TRAINING FOR CONSTRUCTION AND DEMOLITION OPERATIONS

1. General

1.1 Scope

This standard establishes best practices in safety, health, and environmental training for the construction industry.

1.2 Purpose

The purpose of this standard is to assist the construction industry in establishing uniform practices for providing its employees/workers with the training necessary to provide a safe and healthful work environment by communicating hazards and providing hazard controls to workers on a project-specific basis.

1.3 Application

1.3.1 Contractors shall provide their workers with the necessary training in the recognition and avoidance of unsafe acts and unsafe conditions applicable to the assigned job activity before their workers are allowed to proceed with such work.

1.3.2 Workers assigned to supervisory positions shall be trained to carry out the safety and health responsibilities of the positions to which they are assigned and as outlined elsewhere in this standard.

1.3.3 Project constructors shall provide the necessary means for communicating with and between contractors about hazards general to the project and hazards created by contractors that potentially expose other contractor's workers and the public.

1.3.4 Contractors shall communicate information about hazards provided by the project constructors to their workers as soon as practicable thereafter.

1.3.5 The contractor safety and health program and the project safety and health program shall be made available to workers for review.

1.3.6 If any of the provisions of this standard are not applicable, the other requirements of the standard shall still apply.

1.4 Exceptions

This standard is intended for the construction and demolition industries only.

1.5 References

Users of this standard are encouraged to identify and use additional ANSI standards relevant to the nature and hazards of their specific construction projects.

- ANSI/ASSP A10.1, Pre-Project/Pre-Task Safety and Health Planning
- ANSI/ASSP A10.33, Safety and Health Program Requirements for Multi-Employer Projects
- ANSI/ASSP A10.38, Basic Elements of a Program to Provide a Safe & Healthful Work Environment
- ANSI/ASSP A10.39, Construction Safety and Health Audit Program
- Additional A10 training requirements are provided as a guide to the user of this standard in Appendix A A10 Training Standards.