

WHMIS Training Options In Ontario



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BACKGROUND

- ❖ Under the Occupational Health and Safety Act, WHMIS training is required for all workers exposed to hazardous substances^[1].
- ❖ Employers are required to provide two types of training: (1) WHMIS Education and (2) WHMIS Training^[2].
- ❖ (1) WHMIS Education refers to general training. (2) Workplace training refers to the detailed site- and job-specific WHMIS training^[2].

SUMMARY

- ❖ WHMIS Training Providers were evaluated to compare the availability of WHMIS Training and WHMIS Education, training format, duration, cost and training content.
- ❖ As per this study, there is a significant gap in providing WHMIS Training (i.e. site/job specific training), highlighting opportunities for improvement in meeting regulatory compliance and identifying specific hazards.
- ❖ There is an evident dominance of online asynchronous WHMIS training programs.
- ❖ Despite variations, content in the training programs follow legislative requirements.

DISCUSSION

- ❖ The analysis of the WHMIS Training options is significant for enhancing workplace safety and ensuring regulatory compliance.
- ❖ Workers do not receive hazard-specific training^[1].
- ❖ There is a deficiency in the availability of site and job-specific WHMIS training compared to general WHMIS education.
- ❖ Workers have reported WHMIS to be the least effective training subject due to context and delivery method^[1].

METHODOLOGY

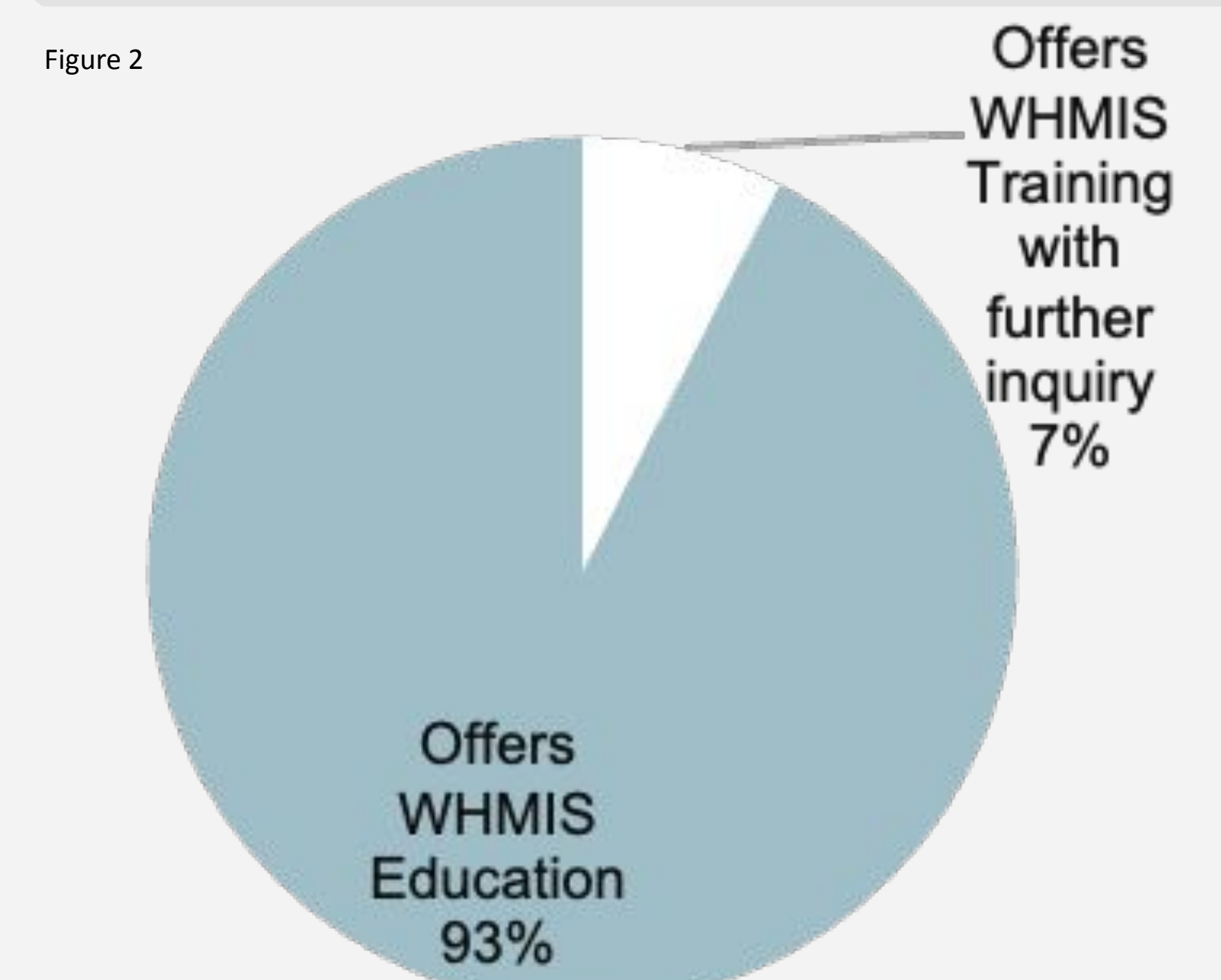
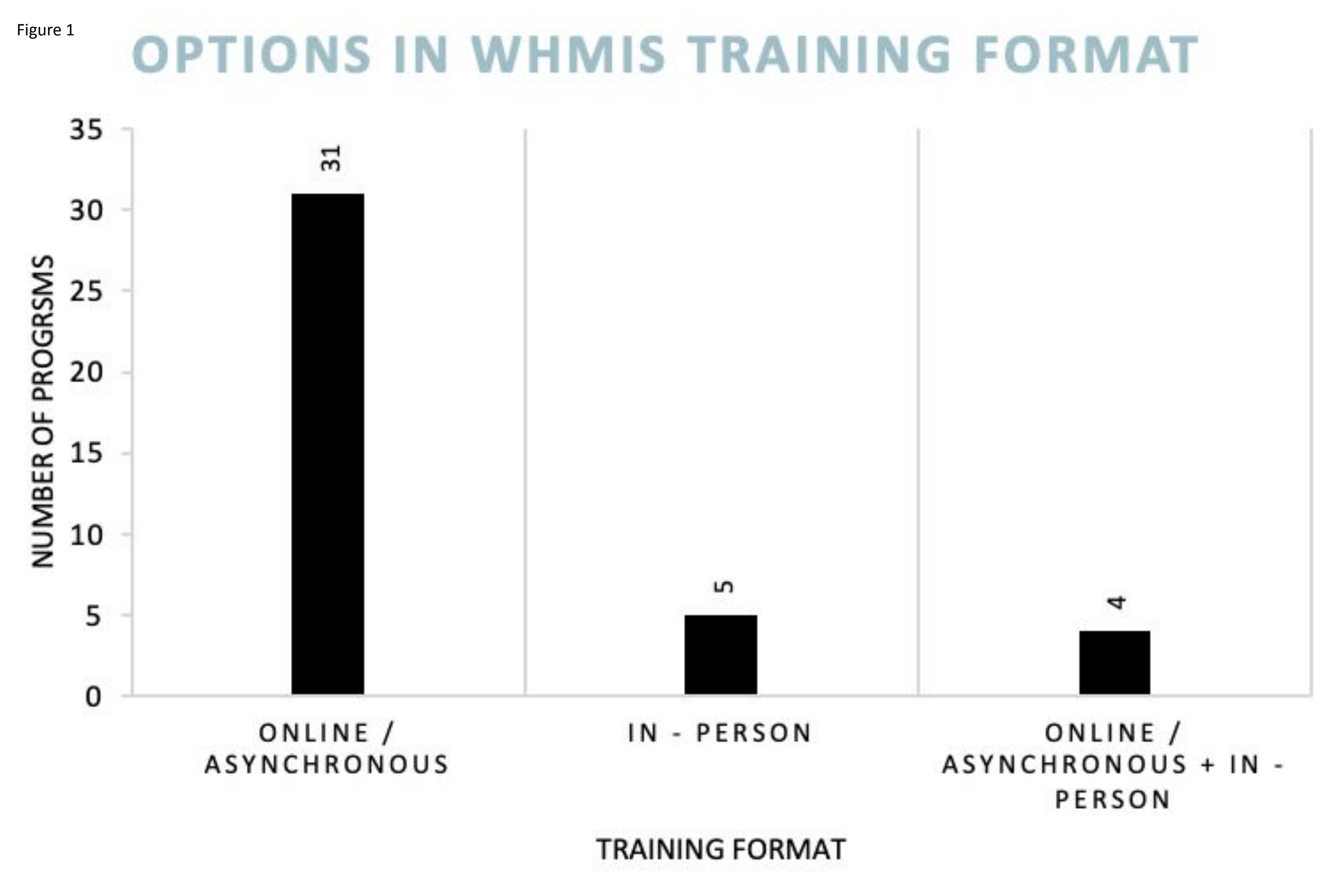
- ❖ Data was collected two ways:
 - (1) Internet search using Google Chrome with keywords: "WHMIS Training Providers in Ontario"
 - (2) Review of the Government of Ontario listing of *Approved Training Providers* to search for additional training organizations.
- ❖ Recorded training format, duration, cost and distinction between generic education and site-specific training and noted through Microsoft Excel.

RESULTS

- ❖ Data entry of 55 training providers; 15 duplicates were deleted and a total of 40 providers were included.
- ❖ 7% (3 out of 40) of training providers offer general WHMIS education as well as site specific WHMIS training if requested (Figure 2).
- ❖ 93% (37 out of 40) of training providers only offer general WHMIS education (Figure 2).
- ❖ Duration of training programs ranged from 45 mins to 2 hrs; averaging 1 hr 20 mins.
- ❖ Cost of training programs ranged from \$14.95 - \$70; averaging \$42.48.

RECOMMENDATIONS

- ❖ Increased availability of site-specific WHMIS training is suggested.
- ❖ Training format should incorporate in-person options to ensure worker engagement and effective learning.



References: 1. Government of Ontario. (2023, October 10). Topic 2: Workplace training. The Ministry of Labour, Immigration, Training and Skills Development. <https://www.ontario.ca/document/occupational-disease-landscape-review/topic-2-workplace-training>
 2. Government of Canada. (2024, February 10). WHMIS - Education and Training. Canadian Centre for Occupational Health and Safety. https://www.ccohs.ca/oshanswers/chemicals/whmis_ghs/education_training.html
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