



DOT Hazmat Training for Shippers



DUE: EVERY 3 YEARS

(Every 2 years to ship by air)



49 CFR 172, Subpart H

Also: IATA DGR 1.5, IMDG CODE 1.3

Who Needs Training?

US law requires training and regular re-training for all “hazmat employees”—this means any full time, part time, or temporary employee, or self-employed person, who “directly affects” hazmat transportation safety in their job.

[49 CFR 171.8]

Hazmat Training Includes:

US DOT/PHMSA lists FIVE required elements of training for hazmat employees:

General awareness training to get employees familiar with DOT regulations and enable them to recognize and identify hazardous materials.

Function-specific training demonstrates how regulations, special permits, exceptions, etc. impact the employee’s *specific* job duties.

Security awareness training shows the security risks of hazmat transport, methods to enhance security, and how to identify/respond to threats.

Safety training covers emergency response info, protection measures, and accident prevention for employees who may be exposed to hazmat.

Security plan training is required at facilities that *must have a Security Plan*. Employees must be trained on their role under the plan.

[49 CFR 172.704(a)(1–5)]

When and How Often to Train



US DOT requires training...

Within 90 days

of hire or job assignment.*

Until trained, employees may perform regulated job functions **only if directly supervised by someone who is trained.**

* For air shippers, the IATA DGR requires *immediate* training for hazmat employees.



Employees must complete re-training or “recurrent training” **at least...**

Every 3 years*

*For air shippers, the IATA DGR requires training *every 24 months*.



Records of Training

A **record of training dating back 3 years** must be kept for as long as the “hazmat employee” works for the employer, **and for 90 days thereafter.**

Training records must include:

- Employee’s name
- Date of most recent training
- Description, copy, or location of materials
- Name and address of trainer
- Certification by employer

