



## Ohio Administrative Code

### Rule 1301:18-3-10 Employee Training and Qualification Requirements.

Effective: January 1, 2026

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(A) Pursuant to section 3780.03 of the Revised Code, each licensee shall establish and oversee an employee training program.

(1) Each licensee shall submit in a manner prescribed by the division of cannabis control evidence of ongoing compliance with this rule and ensure:

(a) All training is reviewed annually and updated as necessary and appropriate; and

(b) All employees regularly receive training on all applicable materials.

(B) Foundational Training. Prior to commencing business, each person registered pursuant to rule 1301:18-3-09 of the Administrative Code, shall receive foundational training on the following:

(1) All applicable written policies and procedures associated with their respective assigned function.

(2) Use and proper documentation of all cannabis maintained at the licensed premises in the state inventory tracking system established pursuant to sections 3780.05 and 3796.07 of the Revised Code;

(3) Preparation for regulatory inspections;

(4) Mandates for maintaining their respective badge certificate pursuant to rule 1301:18-3-09 of the Administrative Code;

(5) All applicable statutes and regulations pertaining to Ohio cannabis law; and

(6) Responsible use training and available associated resources for addiction services established pursuant to section 3780.30 of the Revised Code.



(C) Additional Requirements. In addition to the foundational training outlined under paragraph (B) of this rule, each licensee shall train all applicable employees as follows:

(1) Security Personnel. Prior to gaining access to the licensed premises' designated security and surveillance area, or commencing any security or surveillance function, each authorized registered employee shall successfully complete the Ohio homeland security private investigators and security guards ('PISGS') training located at:

(a) <https://homelandsecurity.ohio.gov/private-investigators-and-security-guards/training-opportunities/online-training>

(2) OSHA training. Each cultivator and processor shall ensure on an annual basis:

(a) At least one registered responsible party or other person in a safety supervisory or managerial role completes the thirty-hour OSHA course; or

(b) The licensee maintains a contract with a third-party OSHA safety consultant approved by the division to provide all registered employees regular trainings and safety audits.

(3) Processors.

(a) Each processor shall ensure at least one employee is available during all operating hours when cannabis products are prepared or packaged, who is a certified food protection manager through a program accepted by the Ohio department of health, or a nationally recognized accrediting agency as approved by the division.

(b) A processor using hydrocarbon solvent-based or carbon dioxide extraction methods shall designate at least one person to train and supervise employees engaged in extracting cannabis, producing cannabis products, or the handling of such products on the proper, sanitary, and safe use of extraction equipment and associated solvents.

(i) The supervisor shall meet the following minimum qualifications:



- (a) A bachelor's degree in engineering or physical sciences from an accredited university; or
  - (b) At least three years of experience operating the same or similar processing and extraction equipment utilized at the facility.
- (4) Dispensaries.
- (a) Prior to commencing business, all dispensary employees with access to confidential patient information or the patient registry shall receive foundational training pertaining to the confidentiality requirements pursuant to rule 1301:18-8-07 of the Administrative Code;
  - (b) Prior to dispensing cannabis, all dispensary employees dispensing cannabis shall receive the following training:
    - (i) Relevant registration and training on the drug database established pursuant to section 4729.75 of the Revised Code;
    - (ii) Instruction on the different forms and methods of administration;
    - (iii) Instruction on qualifying conditions for medical cannabis patients;
    - (iv) Authorized uses of medical cannabis in the treatment of qualifying conditions;
    - (v) Guidelines for providing information to patients and caregivers related to patients' symptoms and risks associated with medical cannabis, including possible drug interactions;
    - (vi) Recognizing signs and symptoms of substance abuse; and
    - (vii) Guidelines for refusing to provide cannabis to an individual who appears to be impaired or abusing cannabis.
- (D) Pursuant to rule 1301:18-3-14 of the Administrative Code, each licensee shall document all



training pursuant to this rule and include the following:

- (1) Names and qualifications of the person responsible for training content;
- (2) A set of training materials, to be provided to each participant; and o (3) Date(s) of training.