NPMA SkillBridge Internship
Pest Control Service Technician Training Plan Requirements

Overview

Participating companies in the NPMA SkillBridge Internship Program must provide training to SkillBridge participants on the topic areas listed below. Unless noted, *on-the-job training can be conducted in any order within the 8-10 weeks of the program and the amount of time spent on each topic is dependent on the intern's ability to know/recall facts and advance to a level of does/performs as appropriate* in accordance with state licensure requirements. In other words, if there is a licensure requirement to perform a task, the trainee's ability to understand a process and not perform it demonstrates proficiency in that task.

Trainer(s) and Training Credentials

On-the-job training must be delivered by a licensed pest control professional with experience and expertise in all technical aspects of the pest control service technician role. Additional trainers with company operations and management experience may provide training in non-technical topic areas of the program.

Intern Evaluation Requirements

Online Learning (8 Hours)

Category	Course	Hours	Fee
Onboarding and Orientation	NPMA New Hire Training for Service Technicians	7	$60*
Onboarding and Orientation	Pesticide Safety Training for Noncertified Applicators Using RUPs at Non-Agricultural Sites	1	Free

*Fee is paid by Company

On-the-Job Training

Participating companies must evaluate the SkillBridge participant proficiency with the goal of achieving a '*proficient' rating* in all training topic areas to successfully complete the program and secure employment. Below are all the required training topics with guidance on number of hours/days in which to effectively provide exposure and training. Total training must equal at least 8 and up to 10 calendar weeks depending on the individual service member's offer and agreement.

Category Family	Topics	Estimated Training Duration & KSAs
Onboarding and Orientation	Business operations and overview	**Up to 5 Days**
	Role overview- duties and responsibilities	Understanding of company business operations, company culture and values, policies and procedures, safety and security intro, goal setting and expectations.
	Review of company culture and values	
	Company policies and procedures	
	Safety and security overview	
	Goal setting and expectations	
Professionalism	Customer Service	Included in Onboarding above
	Customer and Team Communication	
	Company Values/Code of Conduct	
	Appearance/Uniform	
	Accountability and Dependability	
	Self-Management	
Structural Pest Management Fundamentals	Pest Identification, biology, and behavior	**Up to 10 Days**
	Identification of Conducive Conditions	Learn common types of structural pests, how to identify them, their developmental lifecycle, behaviors and food sources. Ability to identify environments and locations where pests tend to thrive. Ability to systematically inspect a property and structure for potential pest activity including 'hot spots', pest food sources, nesting locations, pest waste and evidence of pest damage to structures and property. Ability to formulate- integrated pest management- and implement a plan to obtain control of the target pest species.
	Pest Damage Assessment	
	Property Inspection	
	Pest Management Strategy Implementation	
Pesticides	How pesticides work	**Up to 10 Days**
	Selecting the appropriate pesticide	Understands and explains how pesticides work, selects the appropriate pesticide, can recall pesticide classifications, pesticide labels, ability to safely store and dispose of pesticides.
	Pesticide Classifications	
	Pesticide labels	
	Pesticide storage and disposal	
Rodenticides	How rodenticides work	**Up to 15 Days**
	Formulations	Understands how rodenticides work, recommends and describes bait placement, issues, station use, and additional rodent management options.
	Bait: Placement, Issues, station use	
	Additional Rodent Management Options	
Pesticide Laws and Safety	Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA)	**Up to 10 Days**
	Pesticide law enforcement	Abides by Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA), understands pesticide law enforcement, follows transportation of pesticides rules and regulations, demonstrates worker safety, engages in safe practices to protect the public & environment.
	Transportation of Pesticides	
	Worker Safety	
	Protecting the public & environment	

Category Family	Topics	Estimated Training Duration & KSAs
Structural Pest Management by Pest Type and Biology	Ants	**Up to 15 Days** Can identify ants, bed bugs, cockroaches, fleas, flies, stored product pests (moths, beetles, mites, and other insects that commonly infest stored or dried goods), termites, vertebrate pests and rodents.
	Bed Bugs	
	Cockroaches	
	Fleas	
	Flies	
	Stored Product Pests (Moths, beetles, mites, and other insects that commonly infest stored or dried goods.)	
	Termites	
	Vertebrate Pests	
	Rodents	
Insect Control & Monitoring Equipment Fundamentals	Types of equipment	**Up to 2 Days** Demonstrates proper use of equipment, engages in safety procedures, performs maintenance, utilizes personal protective equipment, respirator, successfully operates monitoring devices & equipment.
	Safety	
	Maintenance	
	Personal Protective Equipment	
	Respirator	
	Monitoring devices & equipment	
Equipment Safety	Proper operation of vehicles	**Up to 2 Days** Demonstrates proper operation of vehicles, ladder use and heavy equipment.
	Ladder use training	
	Heavy equipment use training	