



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.

The goal of the training is to educate the trainee to know/recall facts and advance to a level of does/performs as appropriate in accordance with your 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.

Trainee Evaluation Requirements

Online Learning

| Category | Course | Fee |
|-----------------------------------|---|-------|
| Onboarding and Orientation | NPMA New Hire Training for Service Technicians | \$60* |
| Onboarding and Orientation | Pesticide Safety Training for Noncertified Applicators Using RUPs at Non-Agricultural Sites | 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 in which to effectively provide exposure and training.

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| Category Family | Topics | Training Delivery |
|--|---|--|
| Onboarding and Orientation | Business operations and overview | Company Developed Training and online learning Courses |
| | Role overview- duties and responsibilities | |
| | 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 | Observation and training with experienced tech |
| | Identification of Conducive Conditions | |
| | Pest Damage Assessment | |
| | Property Inspection | |
| | Pest Management Strategy Implementation | |
| Pesticides | How pesticides work | Observation and training with experienced tech |
| | Selecting the appropriate pesticide | |
| | Pesticide Classifications | |
| | Pesticide labels | |
| | Pesticide storage and disposal | |
| Rodenticides | How rodenticides work | Observation and training with experienced tech |
| | Formulations | |
| | Bait: Placement, Issues, station use | |
| | Additional Rodent Management Options | |
| Pesticide Laws and Safety | Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA) | Observation and training with experienced tech |
| | Pesticide law enforcement | |
| | Transportation of Pesticides | |
| | Worker Safety | |
| | Protecting the public & environment | |

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| Structural Pest Management by Pest Type and Biology | Ants | Observation and training with experienced tech |
| | 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 | Observation and training with experienced tech |
| | Safety | |
| | Maintenance | |
| | Personal Protective Equipment | |
| | Respirator | |
| Monitoring devices & equipment | | |
| Equipment Safety | Proper operation of vehicles | Observation and training with experienced tech |
| | Ladder use training | |
| | Heavy equipment use training | |