



NPMA SkillBridge Program

Pest Control Service Technician Training Plan Requirements

Overview

Participating companies in the NPMA SkillBridge 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 90 days 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 (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 (712 Hours)

Participating companies must evaluate 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 hours must equal 720 hours or 90 days.

Category Family	Topics	Training Delivery and Duration
Onboarding and Orientation	Business operations and overview	Company Developed Training 5 Days (40 Hours) <i>*One day for online learning requirements</i>
	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 10 Days (80 Hours)
	Identification of Conducive Conditions	
	Pest Damage Assessment	
	Property Inspection	
	Pest Management Strategy Implementation	
Pesticides	How pesticides work	Observation and training with experienced tech 10 Days (80 Hours)
	Selecting the appropriate pesticide	
	Pesticide Classifications	
	Pesticide labels	
	Pesticide storage and disposal	
Rodenticides	How rodenticides work	Observation and training with experienced tech 15 Days (120 Hours)
	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 15 Days (120 Hours)
	Pesticide law enforcement	
	Transportation of Pesticides	
	Worker Safety	
	Protecting the public & environment	

Structural Pest Management by Pest Type and Biology	Ants	Observation and training with experienced tech 30 Days (240 Hours)
	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 3 Days (24 Hours)
	Safety	
	Maintenance	
	Personal Protective Equipment	
	Respirator	
Monitoring devices & equipment		
Equipment Safety	Proper operation of vehicles	Observation and training with experienced tech 2 Days (16 Hours)
	Ladder use training	
	Heavy equipment use training	