

# APPRENTICESHIP PROGRAM

Powered by the **Pool & Hot Tub Alliance**



## Pool Installer Technician Frequently Asked Questions

### WHAT IS THE POOL INSTALLER TECHNICIAN APPRENTICESHIP PROGRAM?

A Pool Installer Technician performs a support role in the activities involving the construction of swimming pools, spas, water features, decks, and related components such as piping, filtration, hydraulics, safety, electrical systems, pool equipment, and various pool structures.

The term of the apprenticeship shall be defined by the attainment of competencies, both technical and behavioral, of the apprenticeship as listed in the tables on the following pages within 3,500 to 4,500 hours of on-the-job learning (OJL).

Competency in the work processes outlined herein can be demonstrated through a variety of venues including observation, proficiency demonstration/aptitude exam, questions and answers, learner's products, simulations, project work, mentor testimony, and/or evidence all was demonstrated on the job.

The employer will assess each apprentice's prior experience to determine what credit for advanced standing will be awarded for work processes schedule (WPS) and Related Instruction (RI). Prior experience will be assessed through resumes, interviews, job assignments, and/or demonstration of competencies. Assigned mentors will assess apprentices for credit for prior experience at any time during the probationary period.







## HOW LONG IS THE POOL INSTALLER TECHNICIAN APPRENTICESHIP PROGRAM?

The term of the apprenticeship is reasonably expected to be completed within 3,500 to 4,500 hours with an OJL attainment of all competencies of the position, supplemented by the minimum required 228 hours of related instruction.

## WHAT IS THE WAGE SCALE?

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is \$22.00 per hour.

### *Wage Schedule:*

**0 – 1,000 hours = \$17.00 per hour**

**1,001 – 2,000 hours = \$18.00 per hour**

**2,001 – 3,000 hours = \$19.00 per hour**

**3,001 – 4,500 hours = \$20.00 per hour**

Periodic review and evaluation of the apprentice's on-the-job learning and related technical instruction will be conducted in alignment with the wage schedule established. Once an employer determines that an apprentice has reached full competency, the apprentice can become a journeyworker and compensated at least at the minimum journeyworker wage. The minimum annual wage rates may be adjusted based on regional wage scales.







## WHAT ARE THE CORE COMPETENCIES FOR THE PROGRAM?

The following are the Pool Installer Technician related work processes for the apprenticeship.

Core Work Processes	
<b>A</b>	Develop and practice worksite safety and maintain safe work environments.
<b>B</b>	Determine proper transit use on a worksite and/or proper water level use as necessary.
<b>C</b>	Ability to read plans in relation to pool and spa construction.
<b>D</b>	Ability to perform calculations of elevations and slopes.
<b>E</b>	Ability to read a tape measure and select the correct hand tools necessary to perform tasks related to pool construction.
<b>F</b>	Ability to apply correct order of operations of pool construction.
<b>G</b>	Ability to properly maintain erosion control, including drainage for downspouts.
<b>H</b>	Ability to set up a temporary site protection.
<b>I</b>	Ability to apply basic pool hydraulics principles during pool installations.
<b>J</b>	Ability to effectively apply equipotential bonding principles during pool construction to reduce the risk of equipment damage and personal injury.
<b>K</b>	Ability to demonstrate proper safety protocols with safety setbacks from overhead electrical lines, heater vents, or other hazardous locations.
<b>L</b>	Contact the utility when needed to mark the area before digging.
<b>M</b>	Ability to determine if site documentation has been completed prior to the start of construction through resources such as easements.
<b>N</b>	Complies with the ISPSA (International Swimming Pool & Spa Code).



## WHAT ARE THE SOFT SKILLS THE APPRENTICE WILL LEARN?

In addition to mastering all the essential technical competencies, an apprentice must consistently demonstrate at an acceptable level the following behavioral competencies to complete the apprenticeship.

Behavioral Competencies	
1	Participation in team discussions/meetings
2	Focus on team discussions/meetings
3	Focus during independent work
4	Openness to new ideas and change
5	Ability to deal with ambiguity by exploring, asking questions, etc.
6	Knows when to ask for help
7	Able to demonstrate effective group presentation skills
8	Able to demonstrate effective one-on-one communication skills
9	Maintains an acceptable attendance record
10	Reports to work on time
11	Completes assigned tasks on time
12	Uses appropriate language
13	Demonstrates respect for customers, coworkers, sub-contractors, and supervisors
14	Demonstrates trust, honesty, and integrity
15	Requests and performs work assignments without prompting
16	Appropriately cares for personal dress, grooming, and hygiene
17	Maintains a positive attitude
18	Cooperates with and assists coworkers
19	Follows instructions/directions
20	Able to work under supervision
21	Able to accept constructive feedback and criticism
22	Able to follow safety rules
23	Able to take care of equipment and workplace
24	Able to keep the work area neat and clean
25	Able to meet supervisor's work standards
26	Able to not let personal life interfere with work
27	Adheres to work policies/rules/regulations





A high-angle photograph of a pool installer technician wearing a red shirt and a red baseball cap. The technician is working on a pool pump system, which includes a pump motor and various white flexible hoses. A large, open black toolbox with multiple blue compartments is visible in the foreground, filled with various hardware items like screws, bolts, and fittings. The scene is set outdoors on a wooden deck next to a swimming pool.

## WHAT IS IN THE EDUCATION BUNDLE?

The related instruction has been developed in cooperation with the employer as part of the Pool Installer Technician Apprenticeship Program. This instruction shall include the minimum recommended 228 hours of related instruction (RI) throughout the apprenticeship. The curriculum is defined as a variety of courses, including self-directed web-based courses with oversight by a trainer, around which the exams and projects are based. By defining the RI this way, all competencies required of the apprentices are met through project work.

The employer will assess each apprentice's prior learning to determine what credit will be awarded for the RI, as well as for meeting the prerequisite and completion requirements of the apprenticeship. Prior learning will be assessed through transcripts, certifications, course credits, and/or demonstrated skills. Assigned mentors will assess apprentices for credit for prior learning at any time during the probationary period.





## Course Topics

The following are the technical course topics for the apprenticeship.

### CORE COURSE TOPICS

Pool Construction – Concrete/Vinyl Liner & Fiberglass
Confined Spaces
Creating & Maintaining a Compliant Work Environment
Discrimination-Free Workplace
Fundamentals of Hazardous Materials
Emergency Response Planning
First Aid and Safety
Hazardous Waste Management
Heat Stress of Combustible Liquids
Indoor Pool Air Quality
International Swimming Pool & Spa Code Training
Introduction to Fluid Hydraulics
Introduction to Fiberglass Pool Sales and Construction
OSHA Training 30 hour
Peer Leaders: Why You Need Them
Personal Protective Equipment
Pool Construction 101
Recreational Water Illnesses
Sexual Harassment for Employees
Start with a Plan: Introduction
Class Pass: PHTA Webinar Series
Pool Operator Primer
Aquatic Play Features

## HOW DOES A COMPANY ENROLL IN THE POOL INSTALLER TECHNICIAN APPRENTICESHIP PROGRAM?

Companies that are interested in enrolling in the PHTA Pool Installer Technician Apprenticeship Program can sign up online at [apprenticeship.phta.org](http://apprenticeship.phta.org) or contact Seth Ewing, PHTA Senior Director of Member Programs and Services, at [sewing@phta.org](mailto:sewing@phta.org).

**If you have any additional questions, please contact PHTA at 703-838-0083.**



## APPLICATION FOR COMPANY ENROLLMENT

Company Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Program Contact Person \_\_\_\_\_

Phone Number \_\_\_\_\_

Email Address \_\_\_\_\_

Company Web Page Address \_\_\_\_\_

Company Owner/CEO Name \_\_\_\_\_

Month and Year of Company's Founding \_\_\_\_\_

(DOL requires companies offering apprenticeships to have been in business six months.)

Anticipated Number of Apprentices per year \_\_\_\_\_

Please select the apprenticeship program you are enrolling in.

☐ Pool Maintenance and Service Technician      ☐ Pool Installer Technician

We, \_\_\_\_\_ agree to abide by all the procedures and requirements provided forth by the nationally registered Pool Maintenance and Service Technician Apprenticeship Program. We agree to carry out the intent and purpose of said standards of the program and to abide by the rules and decisions of the program sponsor. We have received a copy of the standards and do hereby request authorization to train apprentices under these standards. The on-the-job apprentice is hereby guaranteed assignment to a skilled and competent mentor or "journeyworker" and is guaranteed that the tasks assigned to the apprentice will be rotated to ensure required training in all phases of work. Further, we agree that as our apprentices progress through their on-the-job training and online education, their compensation will increase.

Signature \_\_\_\_\_ Date \_\_\_\_\_

### PAYMENT

There is a one-time company enrollment fee, free for PHTA members and \$500 for non-members for corporate participation in the Apprenticeship Program.

☐ Please find payment included by check.

☐ Please charge      ☐ FREE (PHTA member rate) or

☐ \$500 (PHTA non-member rate) to Credit Card:      ☐ VISA      ☐ MASTERCARD      ☐ AMEX      ☐ DISCOVER

Name on Card \_\_\_\_\_ Amount to be Charged \_\_\_\_\_

Credit Card Number \_\_\_\_\_ Exp. Date \_\_\_\_\_ CVV (3 or 4 digit code) \_\_\_\_\_

Please submit the completed application to:

#### Pool & Hot Tub Alliance

Attn: Apprenticeship Program  
2111 Eisenhower Avenue, Suite 500  
Alexandria, VA 22314

**Submit Now**



## INDIVIDUAL ENROLLMENT FORM

Congratulations on being selected to participate in the registered Pool Installer Technician Apprenticeship Program to advance your career as a professional. We look forward to seeing your progression through the program.

Name \_\_\_\_\_ Date of Application \_\_\_\_\_

Home Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Phone Number \_\_\_\_\_ Email Address \_\_\_\_\_

### EMPLOYER INFORMATION

Company Name \_\_\_\_\_

Company Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Program Contact Person \_\_\_\_\_

Phone Number \_\_\_\_\_ Email Address \_\_\_\_\_

PREFERRED METHOD OF CONTACT ☐ Home ☐ Work

### REQUIRED DOCUMENTATION

When returning this registration form, please provide:

- ☐ Apprentice's Resume
- ☐ DOL Apprentice Agreement
- ☐ Proof of completion of high school, GED or equivalent, or enrollment in high school\* (e.g. – copy of official transcript)  
(\*not eligible to complete program until proof of graduation)
- ☐ Copy of driver's license, government issued ID card, or birth certificate (must be at least 16 years of age)
- ☐ Proof of eligibility to work in U.S. if not U.S. citizen
- ☐ Name of employer provided mentor and contact information:

My mentor for the apprenticeship program will be: \_\_\_\_\_

His/her email address is: \_\_\_\_\_

His/her phone number is: \_\_\_\_\_

### PAYMENT

FREE for employees of PHTA member companies to enroll in the Apprenticeship Program™ and a fee of \$125 for employees of non-member companies.

Please find payment included by check.

- ☐ Please charge ☐ FREE (PHTA member rate) or
- ☐ \$125 (PHTA non-member rate) to Credit Card: ☐ VISA ☐ MASTERCARD ☐ AMEX ☐ DISCOVER

Name on Card \_\_\_\_\_ Amount to be Charged \_\_\_\_\_

Credit Card Number \_\_\_\_\_ Exp. Date \_\_\_\_\_ CVV (3 or 4 digit code) \_\_\_\_\_

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