



NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
2023 Non-Joint Standards of Apprenticeship

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## **Appendix A**

### **WORK PROCESS SCHEDULES AND RELATED INSTRUCTION OUTLINE**



*Elevation Practice Partners*

**Physical Therapy Technician**

**O\*NET-SOC CODE: 31-2022.00 RAPIDS CODE: 2011**

APPROVED BY  
THE NEVADA LABOR COMMISSIONER AND THE NEVADA STATE APPRENTICESHIP COUNCIL

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**Toni Giddens, Nevada State Apprenticeship Director**

REGISTRATION DATE: \_\_\_\_\_

RAPIDS PROGRAM ID NUMBER: \_\_\_\_\_

**DEVELOPED IN COOPERATION WITH THE**

**THE NEVADA LABOR COMMISSIONER, THE NEVADA STATE APPRENTICESHIP COUNCIL AND  
THE U.S. DEPARTMENT OF LABOR**

## Appendix A

### WORK PROCESS SCHEDULE

This schedule is attached to and a part of these Standards for the above identified occupation.

#### 1. TYPE OF OCCUPATION

☐ Time-based                      ☐ Competency-based                      ☒ Hybrid

#### 2. TERM OF APPRENTICESHIP

The term of the occupation shall be defined by the attainment of all competencies of the position. 1) If the program uses a time-based approach, requires the completion of not less than 2,000 hours of [work experience,] on-the-job learning, consistent with training requirements as established by practice in the trade; (2) If the program uses a competency-based approach, specify the skills that must be demonstrated by an apprentice and address how on-the-job learning will be integrated into the program; or (3) If the program uses a hybrid approach, specify the skills that must be acquired and the minimum number of hours of on-the-job learning that must be completed by an apprentice.

This would be expected to occur within approximately 2,000 hours (must be at least 2,000 hours) of OJL, supplemented by the minimum of 144 hours of related instruction per year of the apprenticeship.

#### 3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The apprentice to journey worker/fully trained worker ratio is: \_1: apprentice(s) to journey worker/fully trained worker(s).

#### 4. APPRENTICE WAGE SCHEDULE

An apprentice minimum starting wage will be at least **\$14.50** per hour. Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journey worker/fully trained worker wage. A journey worker/fully trained worker minimum wage will be at least **\$18.50** per hour.

**1-Year Term Example:**

1<sup>st</sup>            6 months = % or \$                      2<sup>nd</sup>            6 months = % or \$

### **Wage Progression**

- Step 1 (Entry 0–500 hrs) – **\$14.50/hour**
- Step 2 (Midpoint 6-month mark or 1,000 hrs) – **\$16.50/hour**
- Step 3 (Completion of 2,000 hrs and demonstrated competency) – **\$18.50/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.

5. **WORK PROCESS SCHEDULE** (See attached Work Process Schedule)

The sponsor may modify the work processes to meet local needs prior to submitting these Standards to the appropriate Registration Agency for approval.

6. **RELATED INSTRUCTION OUTLINE** (See attached Related Instruction Outline)

The sponsor may modify the related instruction to meet local needs prior to submitting these Standards to the appropriate Registration Agency for approval.

## Appendix A

### WORK PROCESS SCHEDULE

The term of the occupation shall be defined by the attainment of all competencies, both technical and behavioral, of the position, which would be expected and approximated to occur within 2,000 hours of OJL, supplemented by a minimum of 144 hours of related instruction per year of apprenticeship.

#### Apprenticeship Competencies – Technical

<b>Item</b>	<b>Work Processes</b>	<b>Approx. Hours</b>
A	Patient intake & vitals	300 hrs
B	Assisting PTs with therapeutic exercises	600 hrs
C	Equipment setup/maintenance (modalities, exercise machines)	250 hrs
D	Patient safety, transfers, gait training support	400 hrs
E	Documentation & EMR/EHR entry	200 hrs
F	Administrative tasks (scheduling, follow-up, supply checks)	250 hrs
	<b>Total hours (approximate)</b>	<b>2,000</b>

The above on-the-job-learning (OJL) work process competencies are intended as a guide. It need not be followed in any sequence, and it is understood that some adjustments may be necessary in the hours allotted for different work experience. In all cases, the apprentice is to receive sufficient experience to make them fully competent and use good workmanship in all work processes, which are a part of the industry. In addition, the apprentice shall be fully instructed in safety and OSHA requirements.

### **Apprenticeship Competencies – Behavioral**

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.

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

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**RELATED INSTRUCTION OUTLINE**

The related instruction has been developed in cooperation with employer-partners as part of the apprenticeship. The following is a set of courses to be delivered by subject matter experts.

Related Technical Instruction (RTI) - This instruction shall include, but not be limited to, at least 144 hours per year for each year of the apprenticeship. The related theoretical education listed below is tightly integrated with real work product. The curriculum is defined as a variety of classes, around which the exams and projects are based. By defining the RTI this way, all competencies required of the students are met, through project work.

<b>COURSE TOPICS</b>	<b>HOURS</b>
A. Anatomy & physiology basics	24 hours
B. Musculoskeletal injuries & recovery	24 hours
C. Patient safety, transfers, body mechanics	24 hours
D. Modalities & therapy techniques	24 hours
E. Documentation & EMR skills	24 hours
F. OSHA/HIPAA compliance	24 hours

**COURSE TOPIC DESCRIPTIONS**

- Anatomy & Physiology Basics**  
Covers body structure and function with emphasis on musculoskeletal systems relevant to physical therapy.
- Musculoskeletal Injuries & Recover**  
Introduces common injuries, healing processes, and principles of rehabilitation and recovery support.
- Patient Safety, Transfers & Body Mechanics**  
Teaches safe transfer techniques, proper body mechanics, and injury prevention for patients and staff.
- Modalities & Therapy Techniques**

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Explains use of therapeutic modalities such as heat, cold, and electrotherapy to support treatment goals.

- **Documentation & EMR Skills**

Covers accurate recording of therapy sessions, progress notes, and EMR system use for compliance.

- **OSHA/HIPAA Compliance**

Reviews workplace safety standards and patient privacy regulations essential in therapy environments.

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**SECTION 27 - OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS**

**Elevation Practice Partners hereby adopts these standards of apprenticeship.**

**Program representatives for state contact:**

- Ashley Suarez, MPAS, PA-C Co-Sponsor
- Jesse Harvey, PA-C – Co-Sponsor
- Connie Pirkle, PT - Co- Sponsor

*Sponsor(s) designate the appropriate person(s) to sign the standards on their behalf.*



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**Signature of Sponsor (*designee*)**

Ashley Suarez, MPAS, PA-C Co-Sponsor

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**Type Name & Title**

**Date:** 10/08/2025