

The Business Case for Hiring Veterans

QUICK LEARNERS



Veterans have the proven ability to learn new skills and concepts. In addition, they can enter your workforce with identifiable and transferable skills, proven in real-world situations.

LEADERSHIP



The military trains people to lead by example as well as through direction, delegation, and motivation. Veterans understand the practical ways to manage behaviors for results, even in the most trying circumstances.

TEAMWORK



Veterans understand how genuine teamwork grows out of a responsibility to one's colleagues. Military duties involve a blend of individual and team efforts.

DIVERSITY



Veterans have learned to work side-by-side with individuals regardless of race, gender, geographic origin, ethnic background and religion.

PERFORMANCE



Veterans understand the rigors of tight schedules. They have developed the capacity to know how to accomplish priorities with on-time results in stressful situations.

RESPECT FOR PROCEDURES



Veterans have gained an exceptional perspective on the value of accountability. They can grasp their place within an organizational framework while also becoming responsible for their subordinates' efforts.

TECHNOLOGY



Because of their experiences in the service, veterans are usually high-tech savvy and adaptable to the newest industry trends.

INTEGRITY



Veterans know what it means to do "an honest day's work." Prospective employers can take advantage of a track record of integrity, often involving security clearances. This integrity translates into qualities of sincerity and trustworthiness.

SAFETY



Thanks to extensive instruction, veterans are aware of health and safety protocols, both for themselves and the welfare of others. They represent a drug-free workforce that is mindful of personal health and fitness.

ADVERSITY



In addition to dealing positively with the typical issues of personal maturity, veterans have frequently triumphed over great adversity. They likely have proven their resolve in mission critical situations demanding endurance and flexibility.

Overview of Provided Training

Our HVAC Boot-Camp produces technicians that have a solid understanding of what, why and how things work, along with the practical skills needed to perform everyday tasks safely and correctly. We instill a culture of confidence and competence, through hands-on repetition of the procedures and skills needed to thrive and be successful in real-world situations!



- **Basic Refrigeration** in air-conditioning systems: terminology, safety, identification and function of refrigeration cycle components, tools and instrumentation
- **Basic Heating** for gas furnace and heat-pump systems: terminology, safety, components (heat pump), sequence of operations (gas) and instrumentation
- **Basic Electrical** and electrical control components in HVAC systems; emphasis on components and their functions in HVAC systems and motor-driven control circuits
- **Basic Controls** found in residential comfort systems: basic electrical and electrical controls, schematics and wiring diagrams, test instruments, and electrical troubleshooting.



- **Hands-on Installation** of air-conditioners, heat-pumps, and gas furnace systems; to include refrigerant recovery, ductwork, line-sets, brazing, gas furnace piping and venting, drains, high- and low-voltage wiring, thermostats, start-up procedures, and basic commissioning procedures.
- **Introduction to Load Calculation and Duct Design** for quality installations.
- **Residential HVAC Maintenance and Service:** testing, adjusting, balancing, maintaining and basic troubleshooting of residential/light commercial systems.

ADDITIONAL BENEFITS OF HIRING THROUGH TRADE WARRIORS INCLUDE:



All Trane HVAC training is completed while the soldier is still on Active Duty before being Honorably Discharged.



Soldiers are provided a "one-time" Household Goods Move to their original hometown.



Soldiers may qualify for Military Health Care & Dental for 6-months after military service.

Testimonials

“As a Trane Dealer in the Raleigh, NC metropolitan area, finding and training new HVAC service technicians is always a challenge with the other competing Heating & Cooling companies in my area. So, when the opportunity arises that I can recruit the right person for my company and send them to a RightTek HVAC Bootcamp class for training, I always jump on the opportunity. Within a few short months, I have a junior-level service technician ready to drive revenue with a payback period of less than 2-3 months on the tuition cost, what a wonderful ROI. I already have my newest employee on the waiting list for the next class.”

- Robert T.

“Bill and Anthony are the best! The combined knowledge of these two is at the top of the HVAC world. Their training is top notch and comprehensive. Any training budget spent with RightTek HVAC Training is money well spent and a great investment into your people, yourself, or your company.”

- Matt M.

“I am the owner of a family-owned heating & cooling company in Wake Forest, NC. When my youngest brother was ready for a career change, I knew that the RightTek HVAC Bootcamp was where my brother was going to go to get the training he needed. Knowing some of the instructors upfront was comforting since they were former community college instructors and HVAC business owners who know their stuff. Their “real-world” training environment with the right mix of classroom & lab time (with live units) was perfect for my brother who was very green to this new line of work. I am already planning to send my other brother to the next class to keep the family business growing.”

- Cameron B.

“RightTek HVACs Bootcamp course was the best technical training that I have ever received. Bill and Anthony have a wealth of knowledge and are fantastic instructors! Thank you both for a wonderful experience, I learned a tremendous amount in regard to HVAC.”

- Samuel W.

“As the only Trane Dealer in the rural area of Hickory, NC, my biggest challenge as a service provider is training new HVAC service technicians. What complicates this effort is the small pool of candidates to choose from in a rural area. When I had the chance to send one of my newest hires to a RightTek HVAC Bootcamp class, I knew this was the ticket to distance myself from my competitors with better trained technicians. Upon completion of the course, I had an entry-level service technician equipped for success. Since sending my initial employee, I have already sent two more employees through the program and I have another already signed up for the next class. Truly the BEST INVESTMENT I have made in years!!!!”

- Jeff M.

Dealer Options / Resources

Below are a few ideas that we've seen successful dealers use to help increase employee retention and maximize the return on their investment:

- Withhold a small amount from each paycheck to help recover a portion (typically 50% of their cost of tuition) for a 1-year period. Then offer to return that amount as a “bonus” to the employee, after their 2nd year of employment.
- Offer an “HVAC Toolbox” incentive. The company provides the employee with a toolkit that includes most of the hand tools, meters, gauges and instruments that an HVAC technician/installer would typically need. Often times the company “gives” this toolkit to the employee to keep after a certain term of employment.
- Offer a “bonus” payment, pay raise, or some other financial incentive after a certain period of employment.

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