

# Damuth Trane's HVAC Apprenticeship Program

Damuth Trane has been employing full-time apprentices to complete a four-year Virginia Registered Apprenticeship Program since the program's inception in 2018.

Apprentices will complete 8,000 hours of on-the-job training performing service-related duties, and 576 in-class instructional hours at a state approved learning facility. In turn, Damuth Trane will cover 100% of the tuition and equipment costs depending on apprentices' grades\*. At the conclusion of the four-year program, apprentices will be ready to sit for their HVAC Journeyman's License.

Apprenticeship Program	Traditional Employment Path
No College Debt*	Average Virginia 4-Year College Graduate Debt in 2021: \$38,903
HVAC Technician Median Annual Wage (Virginia 2021) \$46,342**	Median annual wage \$41,950**
HVAC Technician Employment Growth Rate Projected 15% through 2026**	Average Occupational Growth Rate is 3.7%**

## Benefits for Damuth Trane Apprentices:

- Full-time Damuth Trane associates earn a competitive paycheck and are eligible for full benefits coverage from day one,
- Participants receive a 4-year HVAC technician certificate at no cost\*, and graduate with no debt.
- Nationally Recognized Apprenticeship Credentials awarded at the completion of the program, participants are additionally prepared to test for the HVAC Journeyman's license.
- The average tenure of Damuth Trane technicians is 10 years, and nearly 20% of the company's associates have a tenure of 20+ years, so participants can have a rewarding career with a great company if they choose!



Currently, Damuth Trane partners with Tidewater Community College and Virginia Technical Academy in Newport News to recruit and train new members of their team.

The Virginia Registered Apprenticeship program is an employment training model that produces highly skilled workers to meet the demands of employers competing in a global economy, through a combination of on-the-job training and related technical instruction.

\*Apprentice must earn a grade of B or better and Damuth Trane will cover the cost of education.

\*\* According to the Bureau of Labor Statistics 2020 report

