

AMERICAN RESIDENTIAL SERVICES (ARS) CASE STUDY: 100% RETENTION RATE AMONG GREEN TECHS

ARS is a leading nation-wide provider of exceptional heating, air conditioning, plumbing, and sewer and drain services to homes and businesses

SkillCat 

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Objective

ARS, a company placing great emphasis on skilled and sales-oriented green techs, approached SkillCat with a crucial objective to overcome the ongoing shortage of skilled workers. The goal was to hire, onboard, and train motivated individuals to address the situation. ARS recognized the urgency of the situation and gave SkillCat a tight timeline of 4-6 weeks to recruit individuals before the in-person event held by ARS at three different locations in Virginia.

SkillCat Approach

Efficient Hiring: Overcoming the Shortage

SkillCat, a trusted training and hiring partner, collaborated closely with ARS to develop a comprehensive solution tailored to ARS's specific requirements. The solution began with a rigorous screening process to identify candidates who displayed the desired level of motivation and relevant experience. SkillCat identified individuals with hands-on expertise working with tools and those who had a background in customer service, acknowledging the potential transferable skills that could suit ARS's requirements.

ARS Training Program collaboration: Equipping Individuals for Success

Once the candidates were selected, SkillCat played a vital role in supporting ARS throughout the 10-week training program. ARS built an incredible program where

At a Glance

Challenges

- Addressing Resource Shortage
- Seeking Motivated Greentechs with Sales Acumen
- Suitable Partner for Recruitment and Training Support
- Virginia based: Multi-Location Requirement

Solution

- Tailored Candidate Screening
- Efficiently Identified Suitable Candidates
- Offered EPA 608 Universal Certification to All Candidates
- Provided Comprehensive Learning Resources through the SkillCat App
- Achieved a 100% Retention Rate Throughout the Program

"Working with SkillCat Team for the American Residential Services HVAC Maintenance Technician Training Program was a very good experience. We have partnered with others in the past however SkillCat is the only group to have 100% of their recruits graduate the intensive 10-week program!"

**Jeff McLanahan, Vice President,
Learning & Development, ARS**

www.skillcatapp.com



Workshop Candidates learning Hands-on

candidates not only received training but were also paid during their training period, setting it apart from traditional trade schools. ARS also guaranteed job opportunities for successful candidates, providing the chance to earn a significant income and grow within the company. As part of the program, SkillCat facilitated the upskilling of selected candidates, equipping them with the EPA 608 universal certification.

The program encompassed both hands-on practical training and in-classroom sessions. SkillCat extended support to the selected candidates with practice tests, certifications, and access to comprehensive training materials. Resources within the SkillCat app accelerated learning beyond the classroom, enhancing candidates' knowledge and skills.

By combining theoretical knowledge with practical application, ARS ensured that the candidates gained a deep understanding of the trades and developed the necessary skills for success.

SkillCat

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ARS RESCUE ROOTER
Making it work. Making it right!

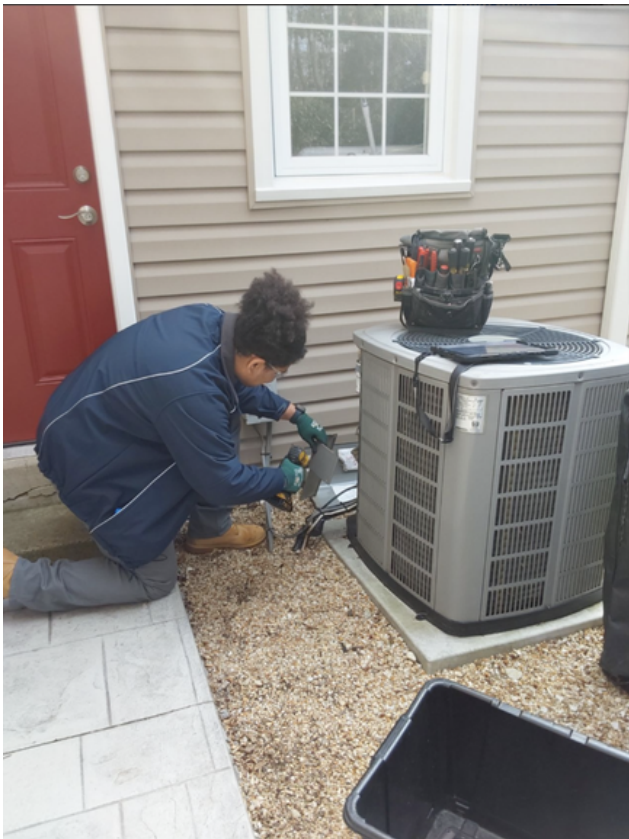
Successful Outcome: Building a Competent and 100% Retained Group

ARS appreciated SkillCat for providing handpicked 13 candidates who remained committed throughout the program and successfully completed it, meeting ARS's requirements.

Onboarding Support: Ensuring a Seamless Experience

SkillCat provided extensive onboarding support, guiding candidates through important dates and times, coordinating drug tests, and assisting with identification photos. SkillCat's commitment to a seamless onboarding experience helped candidates feel supported and prepared for the program ahead.

Through the collaboration between SkillCat and ARS, a comprehensive solution was implemented to address the shortage of skilled resources. The result was the development of a competent and dedicated workforce, ready to contribute to ARS's ongoing success.



Workshop Candidate working on heatpump

SkillCat

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Results

The collaboration between ARS and SkillCat yielded remarkable results. All 13 individuals accepted into the 10-week training program successfully completed the program, resulting in a 100% retention rate. SkillCat customized the recruitment to find the candidates that were going to fit ARS the best and that's how SkillCat maintained 100% retention along with ARS incredible program. The candidates emerged as highly skilled professionals equipped with the technical expertise and sales capabilities required by ARS.

Conclusion

The success of the collaboration between ARS and SkillCat is a testament to the effectiveness of a customized hiring and tailored training approach. By identifying motivated individuals and providing them with comprehensive learning materials, SkillCat helped ARS build a highly skilled workforce with technical expertise and sales capabilities. The program's success not only fulfilled ARS's immediate needs but also established a foundation for long-term growth and success.

Moving forward, SkillCat plans to conduct three more training classes with ARS by the end of 2023, further solidifying the partnership and helping ARS meet their workforce development goals.