

Why Choose GUTTS Graduates?

1 Extensive Hands on Training

Our students complete a 3-week, 72-hour training program, accredited by PHCC and approved by DPOR. The curriculum includes both technical and soft skills that prepare graduates to add value on the job site immediately.

2 Job-Ready on Day One

Graduates come equipped with a tool bag, essential technical skills, and the desire needed to step onto the job site and start adding immediate value.

3 Pre-Screened & Vetted for Success

Every GUTTS candidate is evaluated for punctuality, communication skills, math & science aptitude, and work ethic. Ensuring you are hiring a qualified & dependable apprentice

4 75-Day Replacement Guarantee

If the candidate isn't the right fit, we'll provide a free replacement within 75 days — no risk to you

Our Leadership



Dan McGuire

Founder / CEO
dan@gutts.tech



Jayme Delano

Co-Founder / COO
jayme@gutts.tech



Bridging the Gap Between Trained Entry-Level Plumbing/HVAC Talents & Quality Companies

Companies Who Have GUTTS!



www.gutts.tech/employer
844.GO.GUTTS

About Us

At Ground Up Trade & Talent Solutions (GUTTS), we specialize in training and connecting entry-level talent with Quality employers in the skilled trades industry.

Our mission is to create economic and skilled career opportunities to sustain the strength and viability of the trades and technical industries, ensuring the health, safety, and welfare of our nation.

Founded by Dan McGuire, a 35+ year veteran of the Plumbing & Mechanical industry and former owner of Clover Plumbing & Mechanical, GUTTS was built to solve a real-world challenge: the shortage of dependable, job-ready trade apprentices.

Our DPOR accredited training program prepares students with the math, science, soft skills, and hands-on technical skills, they need to make an immediate impact at your company. By combining online coursework from the PHCC with in-person labs led by a Master of their Trade, GUTTS graduates leave ready to work, grow, and contribute from day one.

Whether you're an employer seeking reliable talent or a student looking for a pathway to a better future, GUTTS helps build lasting connections — from the ground up.

Do You Know How Much A Bad Hire Actually Costs You?

Cost	Hrs.	Payroll & Overhead W/ Burden	Total
Foreman Time Training	25	\$65.25	\$1,656.25
Journeyman Time Training	35	\$50.75	\$1,776.25
HR Onboarding			\$1,985.00
New hire Paid training	120	\$24.65	\$2,958.00
Hand Tools			\$575.00
No Show Costs		"Aspirin & other Costs"	\$600
Total:			\$9,550.50

With GUTTS you only pay \$2500

Saving Companies on Average: \$7550.50

Every placement comes with a 75-Day Satisfaction Guarantee

GUTTS Grads have a 94% Retention Rate

Contact Us



844.464.8887



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It Takes GUTTS to Succeed

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Employer Testimonials

"The quality and training that GUTTS provides has significantly benefitted our business operations, particularly in our plumbing department"

- Martin Press, CEO, Press Mechanical

"The GUTTS program is incredibly comprehensive, covering not only technical skills but also vital safety protocols and soft skills. This has allowed us to diversify our team with highly trained individuals who are fully prepared to integrate into our workforce from day one"

- Mark Flavin, President, Titan

"By diversifying our team with GUTTS graduates, we have seen a significant decrease in on-boarding costs

- Will McAteer, Energesco Mechanical