

PROOF ON THE JOB

What employers say.

"The quality and training GUTTS provides has significantly benefitted our operations – particularly in our plumbing department."

Martin Press, CEO · Press Mechanical

"By diversifying our team with GUTTS graduates, we've seen a significant decrease in onboarding costs."

Will McAteer · Energesco Mechanical

"Incredibly comprehensive – technical skills, safety protocols, and soft skills. Our new hires integrate from day one."

Mark Flavin, President · Titan

94% GRADUATE
RETENTION RATE

GET IN TOUCH

Let's staff your jobsite.

CALL

844.464.8887

EMAIL

operations@gutts.tech

ONLINE

www.gutts.tech/employer

VISIT

11170 Main Street, Suite 200
Fairfax, VA 22030

OUR LEADERSHIP



Dan McGuire

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GROUND UP TRADE & TALENT



IT TAKES GUTTS

IT TAKES GUTTS TO SUCCEED.

Bridging the gap between trained, entry-level plumbing & HVAC talent and the quality companies that need them.

844.464.8887

gutts.tech/employer

ABOUT GUTTS

Built from the ground up.



THE GUTTS CREW · "IT TAKES GUTTS TO SUCCEED"

At Ground Up Trade & Talent Solutions, we train entry-level talent and connect them with quality employers across the skilled trades. Our mission: build economic and career opportunity that keeps the trades strong.

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 problem: the shortage of dependable, job-ready apprentices.

Our DPOR-accredited program pairs PHCC online coursework with in-person labs led by a master of the trade. Graduates leave with the skills to contribute from day one.

PROGRAM AT A GLANCE

3-WK

Intensive program

72-HR

Accredited curriculum

35+ YR

Founder expertise

THE GUTTS DIFFERENCE

Why hire a GUTTS graduate?

01 Extensive hands-on training

A 3-week, 72-hour program accredited by PHCC and approved by DPOR — technical and soft skills that add value on day one.

02 Job-ready on day one

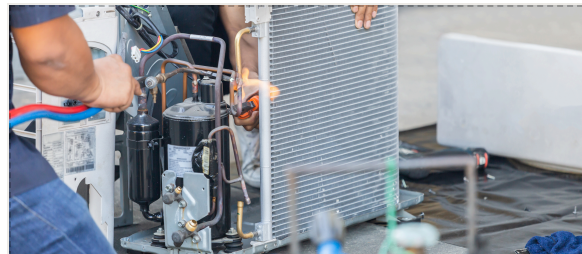
Graduates arrive with a tool bag, core technical skills, and the drive to step onto your jobsite and start contributing.

03 Pre-screened & vetted

Every candidate is evaluated for punctuality, communication, math & science aptitude, and work ethic. You hire qualified, dependable apprentices.

04 75-day replacement guarantee

Not the right fit? We provide a free replacement within 75 days. No risk to you.



• PHCC ACCREDITED

• DPOR APPROVED

DO THE MATH

What a bad hire really costs.

Foreman training time · 25 hrs	\$1,656.25
Journeyman training time · 35 hrs	\$1,776.25
HR onboarding	\$1,985.00
New-hire paid training · 120 hrs	\$2,958.00
Hand tools	\$575.00
No-show & misc costs	\$600.00

TOTAL BAD-HIRE COST **\$9,550.50**

WITH GUTTS, YOU PAY **\$2,500**

AVERAGE SAVINGS **\$7,050.50**

75 DAY SATISFACTION GUARANTEE
on every placement

94% GRADUATE RETENTION RATE
grads who stay on the job