



RIDE and DECIDE PROGRAM

PHCC and THE TRADES

For every 4 skilled workers that leave the construction industry, only 1 is entering the field.

As everyone in our industry knows, the construction trades are suffering daily from the lack of skilled workers. At the current attrition rate, when the next two generations of tradesmen/women retire in 40 years there will be virtually no one to train. This fact not only affects the trades as an industry, but ultimately the consumer and the future of our society.

Gordy Noe, past President of Pioneer Heating and Air has participated in various work-based learning programs in the past but realized he needed to reach potential employees earlier and expose them to the field. In 2015, he came up with the idea to create a "Ride and Decide" program for all students in the area to try the trades and see if the fields were a fit for their futures. This program has seen success!

We all know that part of the problem is the perception of our industry jobs.

By providing an avenue where a student can see first-hand what the jobs entail while getting paid, students can make informed decisions if the trades are right for them.

The Tennessee PHCC, Knox County and surrounding county schools have joined forces to allow students to try out the trades!

- Over 300 students have participated in the program in the past 8 years.
- 31 employers have been enrolled in all kinds of trades and occupations.

From the end of program surveys:

ALL of the students eligible want to enroll in the program the next year.

ALL of the employers want to continue the program next year.

This program assists student decisions and allows them to consider the trades while in a paid summer position.

As of 2024, hundreds of students have been placed in full-time positions in the trades directly from participation in this program.

Employers- What was the best part of the program?

- "Teaching fresh, excited, young students about our business."
- "Introducing someone new to the trade."
- "Students having the opportunity to experience the real work environment."
- "Having the opportunity to expose young people to our industry in respect to what the job entails as well as allowing them to see why they may enjoy the career."
- "A little extra help when we needed it! Both boys were willing workers."

Students- What was the best part of the program?

- "Getting to learn about different trades."
- "Working hands on to try it- was great!"
- "I learned how everything works from the field to the office to using equipment."
- "I learned to weld, make ducts, change filters and then went to job sites on deliveries to see how stuff worked and fit together."
- "I want to work at this company when I graduate next year."
- "Did service calls on AC and generators- Did not know this was a career."

For many students, college is the answer but for many other students it could be a Trade School or an Apprenticeship Program.

For other students it may be a combination of on-the- job apprentice training with either Trade School or some specific College courses. Careful planning with all of the right information could save families and student's their hard earned dollars, help the economy and potentially give a young person a jump start to their future.

The Program Purpose:

Pair students with trade industry contractors to allow them to experience the trade while assisting in paid work functions during their summer school break.



The Mission:

- Offer options through High Schools and their Administrators to encourage the students that either cannot decide or have not thought about what to do when they graduate from High School to consider our trades.
- Educate the students and their parents on the benefits of working in the industry including:
 - Competitive wages, get paid while you train.
 - Seriously reduced training and education fees compared to the average four-year college degree.
 - Minimal career obsolescence as society will always need plumbing, heating and cooling.
 - Expanded opportunities for career advancement and owning your own business.
 - Flexible hours and mobility, where society is, our careers are needed.
- Organize a dedicated group including educators, contractors and administrators that will dedicate the time and effort it takes to establish a successful program as well as set in place a means of keeping it active and remaining successful throughout the years. If properly initiated, promoted and managed, this program will become successful enough to spread throughout the country. Although we are mainly effected by what happens in the HVAC and Plumbing industries, not all students will be interested in our trades, therefore this program must include all facets of the construction and service trades to attract as many students as possible and be a success.

The Student Program

Student eligibility, student must:

- be at least 16 years of age before starting the program and have completed their sophomore year of high school
- have at least a C average and excellent school attendance
- have reliable transportation to and from work location
- be recommended to the program by an educator, school administrator or PHCC member
- obtain parental permission with a Release for the PHCC and educational institution
- adhere strictly to the attendance and employment regulations required by the employer and adhere strictly to the TN Child Labor Laws



The TN Assoc. PHCC is part of the oldest trade association in the country- PHCC. The TN PHCC is a not-for-profit trade association with scholarship, legislative, consumer awareness and training programs for the Plumbing and HVAC industries with over 100 members statewide and over 3000 nationally.

For more information, please call 865-531-7422 or email office@tanphcc.com

PHCC and THE TRADES

"JUNIOR/SENIOR RIDE AND DECIDE PROGRAM"



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We all know that part of the problem is *the perception of our industry jobs*. By providing an avenue where a student can see first-hand what the jobs entail while getting paid, students can make informed decisions if the trades are right for them.

The Tennessee PHCC, Knox County and surrounding county schools have joined forces and it is a huge success! From the end of program surveys: **ALL of the students eligible want to enroll in the program the next year. ALL of the employers want to continue the program next year.**

Employers- What was the best part of the program?

"Teaching fresh, excited, young students about our business." "Introducing someone new to the trade."

"Students having the opportunity to experience the real work environment." "Having the opportunity to expose young people to our industry in respect to what the job entails as well as allowing them to see why they may enjoy the career." "A little extra help when we needed it! Both boys were willing workers."

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2. Educate the students and their parents on the benefits of working in the industry including:
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 - b. Seriously reduced training and education fees compared to the average four year college degree
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- adhere strictly to the attendance and employment regulations required by the employer and adhere strictly to the TN Child Labor Laws

For more information, please see www.taphcc.com or www.RideandDecide.com.

2024 Ride and Decide Student Application

(Please print clearly)

Student Information	Name:				Date:			
	Address:							
	City:		Zip:		Phone:			
	Email:				Age on May 1:		GPA:	
	Parent Name:				Cell:			
	Parent Name:				Cell:			

Parent/Guardian Email Address: _____

High School: _____ Last full year of school completed? _____
(Soph., Jr., Sr., Graduate.)

Please tell us why you are interested in this program: _____

Do you have a scheduled vacation/sports camp/missionary trip for summer 2024? YES NO (circle one)

If yes, dates: _____ Who recommended you to this program? _____

Are you currently in or have you previously taken a CTE class? YES NO (circle one)

If yes, what class(es): ? _____

Have you completed a safety training program at school? YES NO (circle one)

What is the distance you are willing to travel to work: (miles) _____ ☐ Drive Self ☐ Parent Ride

Please check which months you are available to work: ☐ June ☐ July ☐ Both months

Which fields are you interested? ☐ ALL ☐ Plumbing ☐ Heating and Air Conditioning ☐ Electrical
☐ Automotive ☐ Retail/Sales ☐ Other: _____

If you attended the program in a previous year, and would like to work for the same employer, list the name here: _____

To be eligible all of the following must apply: (please initial each that apply)

- _____ Be at least 16 years of age before starting the program
- _____ Completed at least your sophomore year of high school and have at least a C average with excellent school attendance
- _____ Be recommended to the program by a teacher, counselor or PHCC member in writing
- _____ Obtain parental permission with a release for the PHCC (form on reverse)
- _____ Adhere strictly to the attendance and employment regulations required by the employer
- _____ Adhere strictly to the TN Child Labor Laws (A copy will be provided to you)

Student Signature: _____ Date: _____

Fax completed form to 865-531-7045 or email to office@taphcc.com
(Parent or guardian- if student is under 18 years of age, must complete the reverse before submitting application)

Ride and Decide - Waiver of Claims and Release of Liability

This Waiver of Claims and Release of Liability is hereby granted by the undersigned Releasor, for themselves and on behalf of their minor child, to the Tennessee Association of Plumbing Heating and Cooling Contractors, Inc. ("TAPHCC"), and each of its officers, directors, employees, representatives, chapters, affiliates, attorneys, insurers, members, participants, predecessors and assigns and any and all customers or clients of same (hereinafter, the "Releasees"). Recognizing that while the chance of injury is remote, the work of plumbing and heating contractors can involve a risk of injury, but nevertheless desiring participate in the Ride and Decide program, and in consideration of such participation, Releasor hereby knowingly and voluntarily grants to Releasees this release of liability and waiver any and all rights, claims or causes of action of any kind whatsoever arising out of participation in the Ride and Decide program, and do hereby release and forever discharge Releasees for any physical, bodily, or psychological injury, including but not limited to illness, paralysis, death, damages, economical or emotional loss, that Releasor might suffer as a direct result of my participation in the Ride and Decide program, including traveling to and from any program related site or event.

The minor child participant is voluntarily participating in the aforementioned Ride and Decide program, and such participation is undertaken at the participant's sole risk. Releasor is aware of the risks associated with traveling to and from as well as participating in this ride along and observe activity, which risks may include, but are not limited to, physical or psychological injury, pain, suffering, illness, disfigurement, temporary or permanent disability (including paralysis), economic or emotional loss and death. I understand that these injuries or outcomes may arise from my own or others' negligence, conditions related to travel, or the condition of the work environment or program activity location(s). Nonetheless, Releasor assumes all related risks, both known or unknown, arising from or relating to participation in this program.

Releasor agrees to indemnify, defend, and hold harmless Releasees from and against any and all claims, suits or actions of any kind whatsoever for liability, damages, compensation or otherwise brought by Releasor or anyone on Releasor's behalf, including attorney's fees and any related costs, if litigation arises pursuant to any claims made by Releasor me or by anyone else acting on my behalf. If Releasees incur any of these types of expenses, Releasor(s) agree to reimburse the Releasees for same.

Releasor acknowledges that TAPHCC and its directors, officers, volunteers, representatives and agents are not responsible for errors, omissions, acts or failures to act of any party or entity conducting a specific event or activity on behalf of TAPHCC.

In the event that any provision contained within the Release of Liability shall be deemed to be severable or invalid, or if any term, condition, phrase or portion of this agreement shall be determined to be unlawful or otherwise unenforceable, the remainder of this agreement shall remain in full force and effect, so long as the clause severed does not affect the intent of the parties.

I HAVE READ THE FOREGOING WAIVER OF CLAIMS AND RELEASE OF LIABILITY, AND UNDERSTAND THAT BY EXECUTING THIS DOCUMENT, I AM WAIVING LEGAL RIGHTS WHICH MIGHT OTHERWISE INURE TO MY BENEFIT, AND ASSUMING OBLIGATIONS TOWARD THE RELEASEES IN THE EVENT OF A CLAIM.

Participant Releasor's Name: _____

Parent/Guardian Releasor's Name: _____

Signature: _____ Date: _____