

Case Study

Trane Technologies



Trane Technologies' Apprenticeship Program Addresses Workforce Sustainability and Skills Gap



Trane Technologies, a \$17 billion climate innovator with 40,000 employees globally, specializes in delivering efficient and sustainable climate solutions through its brands Trane® and Thermo King®. To meet the rising demand for service technicians, Trane Technologies recognized the need to build new talent pipelines for these critical roles.

CHALLENGE

Addressing the skilled labor shortage

Trane Technologies identified a growing need for commercial HVAC service technicians within its Trane Commercial business. Facing a high-demand labor market, the company needed a structured approach to attract and develop new talent.

“Our Trane Commercial business is the largest we have as an organization and commercial HVAC service technicians are critical to our organization,” says Amy Volz, Director of Workforce Innovation at Trane Technologies.

SOLUTION

A strategic apprenticeship program

Volz, serving on the executive board of the Women in Manufacturing Association (WiM), learned of WiM's partnership with Jobs for the Future (JFF). This collaboration provided Trane Technologies with guidance on establishing a registered apprenticeship program.

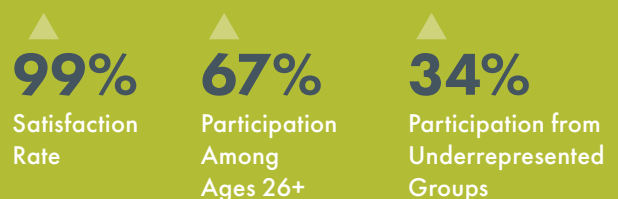
In February 2023, the Train Apprenticeship Program (TAP) launched as a four-year, U.S. Department of Labor-registered program that combines related technical instruction with on-the-job training and provides mentorship from senior service technicians. The program quickly expanded, with the second cohort in August 2023 tripling in size to 60 apprentices. Today, the program supports approximately 190 apprentices nationwide.

“JFF was instrumental in helping us structure and launch the Trane Apprenticeship Program at a national level,” says Volz. With JFF's expertise, Trane Technologies successfully built a program that supports apprentices across 31 U.S. states.

RESULTS

- Participant satisfaction
- Application growth
- Increased talent pool

The TAP boasts a 99% satisfaction rate among apprentices and represents a pathway into lucrative, purpose-driven roles without requiring a four-year college degree. The program also attracts a large talent pool, including military veterans and career changers – and nearly two-thirds of participants are above the age of 25. As of early 2025, 34% of apprentices were from underrepresented groups, including 3% women.



CONCLUSION

Trane Technologies' apprenticeship program serves as a benchmark for the industry, demonstrating how a well-structured, strategic and scalable initiative can address workforce shortages while fostering career growth. By leveraging the WiM and JFF partnership and prioritizing accessibility, Trane Technologies has set a new standard for workforce sustainability.