



Journeyman & Apprentice

Denron Hall paid out over \$1 million in performance-based bonuses in 2023! We offer paid vacation/personal days after just 90 days! Join our top talent and become part of the Denron Hall family. We have dozens of employees with decades of service and welcome more. Explore your options with us. Denron Hall is an Equal Opportunity Employer.

A **journeyman** is a person that is able to conduct quality, code compliant, work by themselves with minimal instruction. A journeyman is expected to install with efficiency and accuracy. They must be able to communicate any needs they may have before it hinders work progress. This individual will be responsible for ensuring their own safety, without exception. They will also assist with observing other's safety to help protect fellow co-workers. When working with apprentices, they are expected to ensure proper training is performed to promote growth, understanding, especially for new and inexperienced apprentices. The journeyman must assist in proper material inventory management and informing the foreman of any material needs. The journeyman must know their daily goals, and if not told, must ask their leadership for their expectations.

An **apprentice** learns and applies trade skills to become a journeyman. An apprentice is expected to listen and ask questions. They are expected to constantly absorb knowledge about the trade and find ways to apply it to everyday tasks. This typically involves attending an apprentice program at a trade school. This individual will be responsible for ensuring their own safety, without exception. They will also assist with observing other's safety to help protect fellow co-workers. The apprentice must know their daily goals/tasks and efforts must be made to clarify any uncertainty.

DENRON Plumbing & HVAC, LLC will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40-years old or older. DENRON Plumbing & HVAC, LLC will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under **Title 29 of the Code of Federal Regulations, part 30.**

Job Description/Duties:

- Adhere to the safety policy and immediately correct any non-compliance
- Positively represent Denron Hall in your daily communications
- Effectively listen to leadership's direction
- Immediately report all work-related injuries and complete required report
- Expected to work well with others and embrace change

Journeyman Specific:

- Able to work independently with little instruction
- Be aware and plan ahead for any materials needed for assigned tasks
- Able to work one on one with apprentices, teaching and guiding them along their on-the-job-training
- Maintain journeyman status

Apprentice Specific:

- Must dedicate their focus in balancing speed with quality
- Constantly trying to look ahead for the needs of themselves and their coworkers
- Expected to work well with others and embrace change

Skills & Competencies:

- High school diploma or equivalent
- Valid driver's license
- OSHA 10 (will provide training if necessary)
- Ability to be a part of a team and work cohesively
- Receptive to new ideas and questions

Journeyman Specific:

- Trade experience with 4+ years preferred (licensed if available for relative trade)
- Understanding of related trade codes
- Efficient and accurate
- Be able to address and manage minimal levels of stress

Apprentice Specific:

- Ability to obtain an apprentice card
- Inclined to work with hands
- Reliable
- Enthusiasm for learning the trade

Physical Requirements:

- Ability to lift & carry 50 pounds
- Prolonged periods of standing/walking
- Often squatting, reaching and working overhead
- Capacity to climb stairs
- Work at varying heights while on a ladder
- Ability to work in all indoor and outdoor climates

Supplemental Pay:

- Pay for Performance bonus potential