



Virginia Chamber of Commerce Work-Based Learning Spotlight

Company Name:

Harbor Group Management

Please provide a brief overview about your company:

Harbor Group Management is an award-winning property management company known for its expertise in skillful management of multifamily and commercial properties. Harbor Group Management is a respected industry leader with an ongoing commitment to providing honest, personal, and exceptional service.

Please provide a brief summary about your company's internship/apprenticeship/returnship program(s):

The objectives of this Maintenance Technician Apprenticeship are as follows:

1. To provide a rigorous training program to early career staff to grow and develop our maintenance technician employee population.
2. To provide a structured career path program for individuals that are looking for long term growth and stability in the workplace.

What is something that is interesting or innovative about your internship/apprenticeship/returnship program that you would want colleges/high school students to know about?

The new maintenance staff will be trained and assigned to different technical areas within the multi-family business, including HVAC, plumbing, electrical, boiler repair and maintenance, soldering and brazing, and refrigerant recovery/charging. The program allows for participants to acquire amazing industry certifications that will boost their career to the next level

What kinds of work assignments are interns/apprentices responsible for at your company?

The new maintenance staff will start at a 3-day Kick-off meeting in Ohio and go to their designated property to start the 10-week training with the Maintenance Supervisor. Assignments would include refrigeration repair, electrical component repair, HVAC repair, appliance repair and numerous other general maintenance duties.

If another company wanted to start an internship/apprenticeship/returnship program, what words of advice would you share with them?

Ensure that the program is ran by a single point of contact. “Buy in” is needed at all levels of the organization. Ensure that the program has multiple check ins and touchpoints and participants are not just going to sign up for something that does not operate well.

Contact person (for those who want to reach out to you to talk about your program):

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