HAUGLAND GROUP

BUILDING INFRASTRUCTURE.
CREATING CAREER OPPORTUNITIES.

FROM CLASSROOM TO CAREER

BUILDING HG'S FLEET AND SHARED SERVICES TALENT PIPELINE

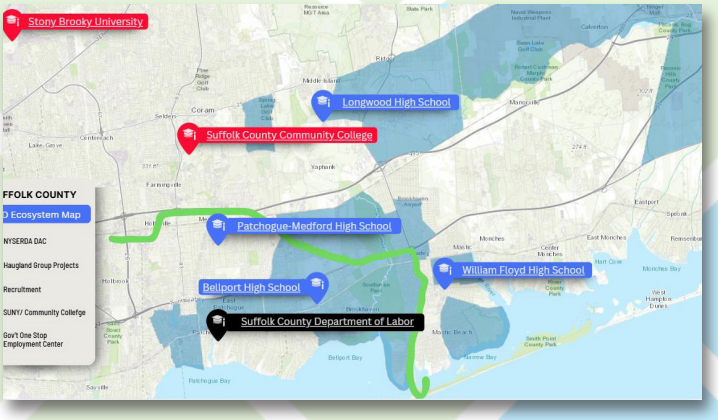
BUILDING INFRASTRUCTURE STARTS WITH INVESTING IN PEOPLE.

Haugland Group's Fleet and Shared Services Talent Pipeline Program connects local students and emerging talent with hands-on experience, experienced mentors and opportunities to explore careers supporting essential infrastructure.

THE OPPORTUNITY

Helping students move from the classroom into the workforce takes more than introducing them to a job. It requires opportunities to apply their knowledge, build confidence and understand how their skills contribute to a working team. Through its engagement with William Floyd High School's Career and Technical Education program, HG connects students with the people, skills and workplace experiences that help them take that next step.

OUR APPROACH



The program combines career awareness, structured learning and supervised work experience across HG's fleet and shared services operations.

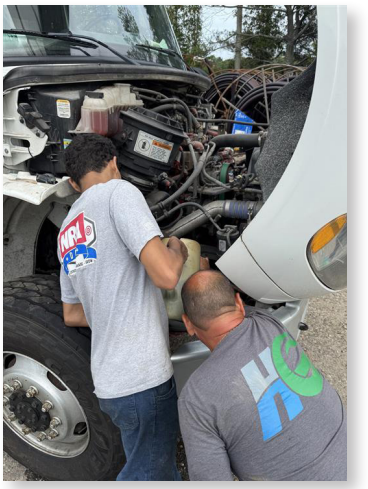
Career visits and an information session with Human Resources, Safety and Shared Services introduce students to potential career paths and workplace expectations. Participants then build practical skills through a structured learning guide and hands-on experience.

In fleet operations, that experience includes preventive maintenance, brake replacement, tire installation, electrical diagnostics, trailer wiring and equipment inspections. Exposure to parts procurement, invoicing, vehicle coordination and fleet management software helps participants understand the business functions that support field operations.

Together, these experiences show participants how different roles connect and where their own interests and strengths may lead.

FLEET AND SHARED SERVICES TALENT PIPELINE PROGRAM

EARLY RESULTS



- **Three active participants** from the Patchogue Shop and Melville Office.
- **358 combined training and work hours completed.**
- **100% reported safety compliance** across all submissions.
- **Jason (1 of the 3 participants) was formally hired as a Jr Mechanic.**

Participants also demonstrated growing confidence working on larger trucks and more advanced maintenance tasks.

A PARTICIPANT'S EXPERIENCE

Rob, a 2026 graduate of William Floyd High School's Career and Technical Education program, put his classroom learning into practice through HG's Shared Services Rotation.

Working alongside team members across multiple functions, he contributed to workplace projects, developed adaptability, and gained a broader understanding of the operations that support HG's businesses.

BUILDING THE TALENT PIPELINE

These early results demonstrate how partnerships between employers and educators can turn career interest into practical experience.

By connecting structured learning with mentorship and hands-on work, HG is helping local talent build skills for future careers while developing the workforce needed to build and maintain essential infrastructure.

BUILDING INFRASTRUCTURE. CREATING CAREER OPPORTUNITIES.