

Back to School 2026 · Issue 001 · United States

BACK TO SCHOOL. BACK TO REAL CAREERS.

The largest schools careers platform in the U.S., connecting students aged 14–24 with real employers — and the pathways into them. This issue recaps every partner opening doors this year.

- **No-degree pathways that actually pay**
- **Earn-while-you-learn apprenticeships, inside**
- **Real talk to share with your students**



WHO'S FEATURED



● IN THIS ISSUE

CONTENTS

01	Construction & building materials	04
02	Manufacturing & transportation	11
03	Manufacturing & engineering	16
04	Landscaping & grounds	18
05	Pest & wildlife services	22
06	Healthcare, life sciences & family care	27
07	Energy & electrical	32
08	Waste & environmental services	35
09	Semiconductors & hardware	37
10	Technology & connectivity	39
11	Professional services	41
12	Facility & property services	44
13	Everyday services & retail	46

EDITOR'S NOTE

This is our back-to-school recap of the employer partners opening real doors for young people — grouped by industry, written for the advisors who point the way. Browse it like a magazine; share it like a resource.

ALSO INSIDE

Real talk for students	02
The Career Quiz	03
The partners, by industry	04
How to share this guide	51
Feature your students	52

REAL TALK TO SHARE WITH **STUDENTS.**

Six things worth saying out loud this year — short enough to drop into a corridor conversation, true enough to change a mind.

01

DID YOU KNOW?

Many employers now weigh communication and reliability as heavily as a GPA.

02

REALITY CHECK

A lot of well-paid careers don't need a four-year degree. Skilled trades are in serious demand.

03

EMPLOYER TIP

Don't wait for graduation to build experience. Part-time work, volunteering and clubs all count.

04

DID YOU KNOW?

Some apprenticeships pay you while you learn — earning and training at the same time.

05

COUNSELLOR INSIGHT

Students can figure this out now. They just need real information and someone to point the way.

06

COUNSELLOR INSIGHT

The students who land well aren't smarter. They just started exploring earlier.

— *Share these. Print them. Drop one into your next conversation with a student.*

EXPLORE CAREERS QUIZ

FIND A CAREER THAT FITS

Answer a few honest questions and see careers, pathways, salaries and real next steps matched to you.

START THE QUIZ

8

MINUTES

20

QUESTIONS

QUESTION PREVIEW

What type of work gives you energy?

Solving practical problems

Helping people directly

● FOR YOUR STUDENTS • THE EXPLORE CAREERS QUIZ

CAREER QUIZ

America's most-used career discovery quiz — built to help your students work out which careers actually fit them, then show them the pathways, salaries and real employers that get them there.

→ **A confident starting point**

In about eight minutes, every student gets personalized career matches.

→ **More than a personality test**

A full report: matches, salary guides, pathways and live roles.

→ **Matched to real employers**

Connects students to partners actively hiring near them.

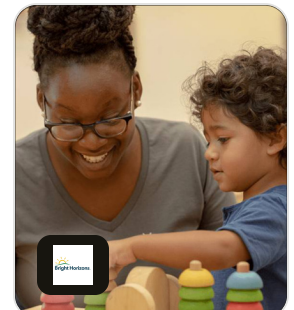
→ **Free for students & schools**

No cost, no logins — just share the link and let them explore.

Share it with your students → explorecareers.com/quiz

● THE OUTCOME

Your students get matched to real employers hiring near them — like these.



CONSTRUCTION & BUILDING MATERIALS

The people who pour the roads, raise the steel and mix the concrete the country is built on — and most are hiring straight out of school.

\$58,360 MEDIAN ANNUAL PAY	649,300 NEW OPENINGS / YEAR	No degree TYPICAL ENTRY	Paid APPRENTICESHIPS
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Pay

Trades pay above the national median from day one, and overtime pushes it higher.

Demand

The industry is short hundreds of thousands of workers — qualified people get hired fast.

Getting in

Start with on-the-job training or a paid apprenticeship. No degree, no debt.

ROLES TO START IN Laborer, Equipment operator, CDL driver, Estimator trainee, Surveying tech, Apprentice electrician

THE PARTNERS IN THIS SECTION

APAC & Cleland Site Prep

Carlisle Construction Materials

CRH

Harrison Construction Company

Midsouth Aggregates

Thompson Arthur

TECHNICAL EXCELLENCE / GROWTH OPPORTUNITIES / CONTINUOUS LEARNING



APAC & Cleland Site Prep

CONSTRUCTION & SITE PREPARATION

APAC Atlantic and Cleland Site Prep are sister companies within the Southern Atlantic Region of CRH. Both companies have been respected staples

for over 70 years from Hilton Head to Coastal Georgia. APAC offers best in class paving & asphalt sales: we specialize in projects done the right way with materials made to last.

We are proud to serve Coastal Georgia and the Low Country of South Carolina. As a staple employer in our market over the last 70 years, we are well established with excellent benefits. Help reinvent the way our world is built by joining the workforce making it happen.

We lead with the promise of safety, quality, and integrity in all that we do. Through these three principles we ensure that we are offering our customer and our coworkers the best outcome, every time. We are proud to be a part of a CRH Company, operating locally with a global impact.

AT A GLANCE

1985 FOUNDED	150+ EMPLOYEES
\$22K+ AVG STARTING PAY	100's STUDENT ROLES

SECTOR

Construction & Site Preparation

BASED

Coastal Georgia



PERFECT FOR STUDENTS WHO...

- **Hands-On Workers.** You enjoy working outdoors, using tools, and seeing the results of your work come to life.
- **Team players.** You work well as part of a crew and contribute to a positive, safety-first environment.
- **Hardworking & Reliable.** You show up, take responsibility, and can be counted on to get the job done safely and efficiently.
- **Problem-Solvers.** You can think on your feet, adapt to challenges on-site, and keep projects moving.

■ **Explore APAC & Cleland Site Prep** → explorecareers.com/employers/apac

85+ YEARS OF BUILDING PRODUCTS / 100% TUITION REIMBURSEMENT / FORTUNE 500 BACKING

Carlisle Construction Materials



CONSTRUCTION MATERIALS & BUILDING PRODUCTS

CCM is one of the largest and most successful operating companies within Carlisle Companies Incorporated, a global leader in building envelope products and innovative manufacturing solutions. Backed by

the strength and stability of a Fortune 500 organization, CCM combines the resources of a global company with the close-knit culture of a team that values innovation, collaboration, and continuous growth.

For over 85 years, CCM has manufactured industry-leading roofing, insulation, waterproofing, and specialty construction products that help protect and strengthen buildings across North America. Every day, our employees play a role in creating solutions that shape the future of construction.

Whether you are pursuing engineering, operations, supply chain, sales, finance, marketing, information technology, or business management, CCM offers exceptional opportunities for graduates to launch meaningful, long-term careers alongside industry experts.

AT A GLANCE

1917 FOUNDED	3,000+ EMPLOYEES
\$50K+ AVG STARTING PAY	12+ STUDENT ROLES

SECTOR

Construction Materials & Building Products

BASED

Carlisle, PA



If you're a curious problem solver, collaborative teammate, and someone who's ready to grow, CCM offers the foundation to build a career with purpose. As part of Carlisle Companies, employees also enjoy outstanding professional development opportunities, including 100% tuition reimbursement.

PERFECT FOR STUDENTS WHO ARE...

- **Self-Starters.** You don't wait to be told what to do.
- **Curious.** You love learning and ask great questions.
- **Team Players.** You collaborate well and bring positive energy.
- **Growth-Oriented.** You want a career, not just a job.

■ **Explore Carlisle Construction Materials** →

carlisleconstructionmaterials.com

INTERNSHIPS AVAILABLE / MULTIPLE LOCATIONS / 85,000+ EMPLOYEES



BUILDING MATERIALS & CONSTRUCTION



CRH is a global leader in building materials, helping to build, connect, and improve the world around us. With over 85,000 employees across 4,000+ locations in 29 countries, CRH plays a key role in major infrastructure, construction, and outdoor projects across

North America and Europe. From roads and utilities to commercial buildings and outdoor spaces, CRH provides the materials and solutions that keep communities running and growing.

As the #1 building materials company in its markets, CRH combines scale, innovation, and expertise to deliver high-quality, sustainable solutions. At its core, CRH is focused on reinventing how the world is built — investing in people, innovation, and long-term sustainability to create a stronger future for everyone.

AT A GLANCE

1978 FOUNDED	85,000+ EMPLOYEES
4,000 LOCATIONS	29 COUNTRIES

SECTOR

Building Materials & Construction

BASED

Multiple Locations

INTERNSHIPS

2+ offered annually



PERFECT FOR STUDENTS WHO...

- **Hands-On & Practical.** You enjoy working outdoors, using tools, and being part of real construction or infrastructure projects.
- **Self-Starters.** You take initiative, stay motivated, and are ready to get stuck into meaningful work.
- **Team players.** You collaborate well with others and contribute to a strong, safety-focused team environment.
- **Growth-oriented.** You're looking to build a long-term career in construction, materials, or infrastructure — not just a job.

■ **Explore CRH** → explorecareers.com/employers/crh

APPRENTICESHIPS AVAILABLE / ENTRY-LEVEL JOBS / CAREER GROWTH



Harrison Construction Company

CONSTRUCTION & ENGINEERING

Harrison Construction Company is proud to be a premier supplier and contractor in Tennessee. With quarries, asphalt plants, and ready mix concrete located throughout our markets we are vertically integrated for construction and development projects of all kinds. We

lead with the promise of safety, quality, and integrity in all that we do. Through these three principles we ensure that we are offering our customer and our coworkers the best outcome, every time.

AT A GLANCE

1928 FOUNDED	300+ EMPLOYEES
\$22-\$28/hr AVG STARTING PAY	6+ STUDENT ROLES

SECTOR

Construction & Engineering

BASED

Knoxville, Tennessee



PERFECT FOR STUDENTS WHO...

- **Operations Builders.** You're drawn to hands-on work where you can see the direct impact of your efforts.
- **Growth Minded.** You want to start your career with a local company that thinks big—backed by a Fortune 500 parent (CRH)
- **Safety Champions.** You care deeply about doing things the right way, with zero shortcuts.
- **Systems Thinkers.** You're fascinated by how vertically integrated operations work—from raw materials in the ground to finished projects.

■ **Explore Harrison Construction Company** → explorecareers.com/employers/harrison

ENTRY-LEVEL OPPORTUNITIES / HANDS-ON WORK / ON-THE-JOB TRAINING

MidSouth Aggregates

CONSTRUCTION MATERIALS & MINING



MidSouth Aggregates is proud to be a premier aggregate supplier across Central Georgia and Tennessee. Our expansive area allows us to produce a variety of aggregate products for a variety of

construction projections. Regardless of if you're working on a backyard DIY project or working within the reigns of DOT specs- MidSouth Aggregates can support your end goal.

Help reinvent the way our world is built by joining the workforce making it happen. We lead with the promise of safety, quality, and integrity in all that we do. Through these three principles we ensure that we are offering our customer and our coworkers the best outcome, every time.

We are proud to be a part of a CRH Company, operating locally with a global impact. CRH is a Fortune 500 company located in Ireland, and the #1 Building Materials company in both North America and Europe. CRH employs 75,800 people worldwide, across 29 countries.

AT A GLANCE

2003 FOUNDED	85k+ EMPLOYEES
\$22K+ AVG STARTING PAY	6+ STUDENT ROLES

SECTOR

Construction Materials & Mining

BASED

Northern Atlanta



PERFECT FOR STUDENTS WHO...

- **Hands-On Builders.** You want a career where you can see the tangible impact of your work
- **Growth-Minded Locals.** You're from Central Georgia or Tennessee and want to build your career close to home while working for a global company with local roots.
- **Operations Thinkers.** You're drawn to supply chain, logistics, and process optimization, and you want to launch your career with a Fortune 500 company
- **Values-Driven Professionals.** You're committed to integrity, safety, and excellence.

■ **Explore MidSouth Aggregates** → explorecareers.com/employers/midsouth-aggregates

NO COLLEGE DEGREE NEEDED / LEARN ON THE JOB / INTERNSHIPS AVAILABLE

Thompson Arthur



BUILDING, CONSTRUCTION & ENGINEERING

Since 1951, the Thompson-Arthur team has worked hard to be the preferred source of hot mix asphalt, asphalt paving services, stone base construction, bridge construction, design-build construction, and sand

products. We are proud to have not only created, but continued to foster the foundation for success that this company has been able to achieve.

Thompson Arthur specializes in major highway projects, private and commercial paving projects, and has the expertise to manage projects from start to finish.

AT A GLANCE

1951 FOUNDED	350+ EMPLOYEES
\$60K+ AVG SALARY	1M+ TONS OF ASPHALT EACH YEAR

SECTOR

Building, Construction & Engineering

BASED

North Carolina



PERFECT FOR STUDENTS WHO...

- **Project Builders.** You love seeing things through from blueprint to finished product and want a career where your impact is visible on highways and bridges across the country.
- **Values-Driven Leaders.** You believe in safety, quality, and integrity over shortcuts.
- **Engineering Minded.** You're drawn to technical challenges in construction, materials science, or civil engineering and want to work for a company that's been perfecting its craft since 1951.
- **Global Ambition, Local Focus.** You want to start your career with a Fortune 500 company operating in 29 countries.

■ **Explore Thompson Arthur** → explorecareers.com/employers/thompson-arthur

MANUFACTURING & TRANSPORTATION

From railcars to soda cans, these are the plants and lines that make the physical stuff of everyday life, and keep it moving.

\$45,960 PRODUCTION MEDIAN PAY	\$42,740 TRANSPORT & MOVING PAY	No degree TYPICAL ENTRY	Funded CERTS & TRAINING
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Pay

Steady pay with shift premiums and clear, regular raises as you skill up.

Demand

Reshoring and a wave of retirements mean openings across the next decade.

Getting in

Start as an operator or trainee — many employers fund your certifications.

ROLES TO START IN Machine operator, Maintenance tech, Quality inspector, CDL driver, Welder, Logistics coordinator

THE PARTNERS IN THIS SECTION

Amsted Rail

Harley-Davidson

B&G Foods

DCI

Pay & growth: U.S. Bureau of Labor Statistics, 2024. National medians — actual pay varies by role, employer & location.

CAREER STABILITY, NOT JUST A JOB / EMPLOYEE-OWNED = YOU WIN TOO / ENTRY LEVEL JOBS AVAILABLE



Amsted Rail

MANUFACTURING & TRANSPORTATION

02

MANUFACTURING & TRANSPORTATION

At Amsted Rail, we build the tough, high-tech parts that keep trains rolling—undercarriages, end-of-car systems, and more. You'll find our work on railcars around the world, with over 40 facilities

across 6 continents. We're not stuck in the past—we use cutting-edge manufacturing tech to set new standards in performance and reliability. Our parts are built to last, and so are the careers we offer.

When you join our team, you're not just punching a clock—you're part of a crew that's serious about working hard, learning skills, and building a future. As an employee-owned company, we all share in the success we create. That means when the company wins, you win. We've got opportunities for people who like working with their hands, solving problems, and making things that matter. Whether you're in the shop, on the line, or behind the scenes, everyone works together to deliver top-quality products. If you want to be part of shaping the future of the rail industry—and start a solid career in the process—we want to hear from you.

AT A GLANCE

1894 FOUNDED	7,500+ EMPLOYEES
40+ LOCATIONS	12+ ENTRY-LEVEL ROLES

SECTOR

Manufacturing & Transportation

BASED

40+ Locations



PERFECT FOR STUDENTS WHO...

- **Hands-On Builders.** You enjoy working with tools, machinery, and seeing real, physical results from your work.
- **Reliable & Hardworking.** You show up ready to work, take responsibility, and follow safety procedures.
- **Mechanical Thinkers.** You like understanding how things work and solving practical, real-world problems.
- **Career-Focused.** You're looking to build a long-term career in manufacturing, engineering, or skilled trades.

Explore Amsted Rail → explorecareers.com/employers/amsted-rail

RIDE WITH US / BUILD ICONIC MACHINES / DESIGN · ENGINEERING · MANUFACTURING

Harley-Davidson

We Ride With You



02

MANUFACTURING & TRANSPORTATION

In 1903, out of a small shed in Milwaukee, Wisconsin, four young men lit a cultural wildfire that would grow and spread across geographies and generations. Their innovation and imagination for what was possible on two wheels sparked a transportation revolution that would make Harley-Davidson the most desirable motorcycle brand in the world. Today, we continue to define motorcycle culture, evoking soul-stirring emotion reflected in every product and experience we deliver –

like we have for well over a century and will for generations to come.

We build machines that earn their place on the road. Every motorcycle we build is engineered with purpose, shaped by a century of riding, and tuned for real miles and timeless style. The result is a motorcycle that feels alive beneath you, is made to last, and impossible to mistake for anything else.

AT A GLANCE

WHAT WE MAKE THE WORLD'S BEST MOTORCYCLES. PERIOD.	WHO WE SERVE MOTORCYCLE RIDERS WORLDWIDE.
WHY WE DO IT TO PROTECT AND GROW MOTORCYCLE CULTURE.	WHAT WE STAND FOR LIFE, LIBERTY AND THE PURSUIT OF HAPPINESS.

FOUNDED

1903 · Milwaukee, Wisconsin

RIDERS SERVED

Around the world



WE RIDE WITH YOU – OUR PROMISES

- Be authentic.** Harley-Davidson was forged on authenticity. Integrity isn't optional. It's who we are.
- Be bold.** Change doesn't scare us. It fuels us.
- Enjoy the ride.** We get to work on one of the most iconic brands on the planet, with talented people and passionate riders. We bring that energy to work every day.
- Respect each other.** We listen first. We respect the person across from us, even when we don't agree.
- Win as one Team.** We ride as one team. When the goal is clear, we focus, commit, and hold ourselves and each other accountable.

BIG BRANDS YOU KNOW / ENTRY-LEVEL OPPORTUNITIES / INTERNSHIPS AVAILABLE

B&G Foods

FOOD & BEVERAGE MANUFACTURING



B&G Foods, Inc.

02

MANUFACTURING & TRANSPORTATION

For over 125 years, B&G Foods has been bringing delicious, high-quality foods to families across the country. From our humble beginnings to becoming a multibillion-dollar company with over 50 well-loved brands, our mission has remained the same: delivering great-tasting food that people trust and enjoy. Our

Purpose We're passionate about growing and revitalizing iconic food brands to keep them relevant for today's consumers. While our company continues to evolve, one thing never changes—our dedication to delivering delicious food from our family to yours.

Our Culture At B&G Foods, we love what we do and take pride in the brands we bring to families nationwide. We foster a collaborative and supportive environment where every employee has a voice. Our open-door policy encourages new ideas, teamwork, and innovation. With 2,500+ employees and a growing portfolio of brands, B&G Foods is an exciting place to start and build a career in the food industry. Join us and be part of something bigger!

AT A GLANCE

1889 FOUNDED	2,500+ EMPLOYEES
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SECTOR

Food & Beverage Manufacturing

BASED

Parsippany, New Jersey



PERFECT FOR STUDENTS WHO...

- **Hands-On Workers.** You enjoy working with equipment, being active, and seeing products made from start to finish.
- **Team players.** You collaborate well and bring positive energy.
- **Reliable & Hardworking.** You take pride in showing up, staying focused, and getting the job done right.
- **Growth-oriented.** You're looking to build a long-term career in manufacturing, operations, or the food industry.

 **Explore B&G Foods** → explorecareers.com/employers/bg-foods

ENTRY-LEVEL ROLES / SKILLED TRADES



SUPPLY CHAIN & LOGISTICS TECHNOLOGY



02

MANUFACTURING & TRANSPORTATION

At DCI, you're not just clocking in for a job — you're stepping into a career that can take you places. We're a global leader in tank container services, which means we help keep products moving safely around the world by cleaning, maintaining, storing, and transporting them.

DCI was built from three industry pioneers — Quala, Boasso Global, and PSC — and now operates at more than 190 locations worldwide. That means when you join us, you're part of a team with decades of experience and a future that's wide open. You don't need years of experience to get started at DCI. Many of our team members began in entry-level positions right out of high school, such as:

Yard Technician – Move containers, help organize the yard, and learn how our operations work from the ground up.

Tank Cleaner – Use specialized equipment to clean tanks safely and efficiently.

Warehouse Associate – Handle tools, parts, and supplies that keep our depots running smoothly.

Apprentice Technician – Assist experienced mechanics in repairing and maintaining equipment. Basic mechanic aptitude skillset.

Driver Assistant – Support licensed CDL drivers and gain hands-on industry experience.

AT A GLANCE

1985 FOUNDED	5000 TEAM MEMBERS
190 LOCATIONS	7 COUNTRIES

SECTOR

Supply Chain & Logistics Technology

BASED

Tampa, Florida



PERFECT FOR STUDENTS WHO...

- Don't want to go to college right away? Start earning and learning on the job.
- Interested in tech or logistics? We've got career paths there too.
- Like working with your hands? Our tank and trailer maintenance, yard, and tank cleaning roles put you in the action.

Explore DCI → explorecareers.com/employers/dci

MANUFACTURING & ENGINEERING

Welding, machining and engineering the equipment that keeps hospitals, data centers and factories running.

\$51,000 WELDER MEDIAN PAY	45,600 WELDER OPENINGS / YEAR	No degree TYPICAL ENTRY	Paid TRAINING
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Pay

Skilled trades pay above the national median, and certifications push it higher.

Demand

Retirements keep openings coming every year for welders and production workers.

Getting in

Start as a trainee or apprentice. Many employers help fund further study.

ROLES TO START IN Welder, Machine operator, Assembler, Production technician, Maintenance technician, Engineering intern

THE PARTNERS IN THIS SECTION

BAC

Pay & growth: U.S. Bureau of Labor Statistics, 2024. National medians — actual pay varies by role, employer & location.

BUILD MORE THAN COOLING! / BE AN EMPLOYEE-OWNER! / WELD, ENGINEER, INVENT!

BAC

SUSTAINABLE COOLING & INDUSTRIAL MANUFACTURING



03

MANUFACTURING & ENGINEERING

At BAC, we build more than just cooling equipment — we build up our people to have lasting, impactful careers. From fresh starts to seasoned professionals,

we have opportunities to match wherever you are in your career.

What Does BAC Do? BAC is the world's cooling partner. We create sustainable comfort cooling, process cooling, and refrigeration solutions for the most essential and demanding environments on earth. It started with one hand-built cooling coil in a garage in 1938 — today our employee-owners work on nearly every continent.

What Are The Jobs Like? Three broad career areas: Production & Skilled Trades (welders, technicians, machine operators, manufacturing management), Professional, Technical & Management (engineering, sales, marketing, finance, HR), and Students & Recent Graduates for those just starting out.

AT A GLANCE

1938 FOUNDED	2,000+ GLOBAL TEAM MEMBERS
16 COUNTRIES WORLDWIDE	100% COMPANY-FUNDED ESOP

SECTOR

Sustainable Cooling, Refrigeration & Manufacturing

BASED

Global HQ in Jessup, Maryland, with plants in Milford DE, Madera CA, Dayton TN and 16 countries worldwide



PERFECT FOR STUDENTS WHO...

- **Like building real things.** Welding, machining and assembly turn raw metal into equipment that cools hospitals, data centres and factories.
- **Drive innovation.** You challenge the status quo, collaborate to create, and learn from mistakes.
- **Show courage.** You welcome challenges, work through difficulties and give direct, useful feedback.
- **Care about the planet.** BAC engineers resource-saving equipment and uses resources wisely, by design.

STUDENTS & RECENT GRADUATES

BAC hires talented, ambitious high school, college and recent-graduate students each year, and supports further study through its Education Assistance Program.

■ **Explore BAC** → explorecareers.online/employers/baltimore-aircoil-company-careers



LANDSCAPING & GROUNDS

Outdoor work with something to show for it: crews who design, build and care for the spaces communities actually use.

\$38,480 MEDIAN ANNUAL PAY	+4% PROJECTED GROWTH	No degree TYPICAL ENTRY	Fast ROUTE TO CREW LEAD
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Pay Competitive pay, and crew leads and managers earn well — many start their own firm.	Demand Demand grows every year, and seasonal roles often turn into full-time careers.	Getting in Show up ready to work — training is on the job and promotion comes fast.
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ROLES TO START IN Crew member, Equipment operator, Irrigation tech, Spray technician, Crew leader, Account manager

THE PARTNERS IN THIS SECTION

BrightView	Yellowstone Landscape
TruGreen	

Pay & growth: U.S. Bureau of Labor Statistics, 2024. National medians — actual pay varies by role, employer & location.

NORTH AMERICA'S LEADING LANDSCAPING COMPANY / BIG COMPANY, SMALL TEAM
FEEL

BrightView

LANDSCAPING & FACILITY SERVICES



With roots dating back to 1939, see the evolution of Brickman and ValleyCrest into BrightView, North America's industry leader in commercial landscaping. At BrightView, we're a tight-knit crew who are as passionate about caring for our clients as we are about each other. Though we're the nation's leading landscape company, we maintain a small company feel

and supportive environment that makes our team members feel at home.

If you're looking to join a crew of talented go-getters who tackle big vision projects other companies could only dream of, you might just have found your match. With our range of services, including landscape design, development, maintenance and enhancements, there's no limit to what we can do, and what you can achieve.

AT A GLANCE

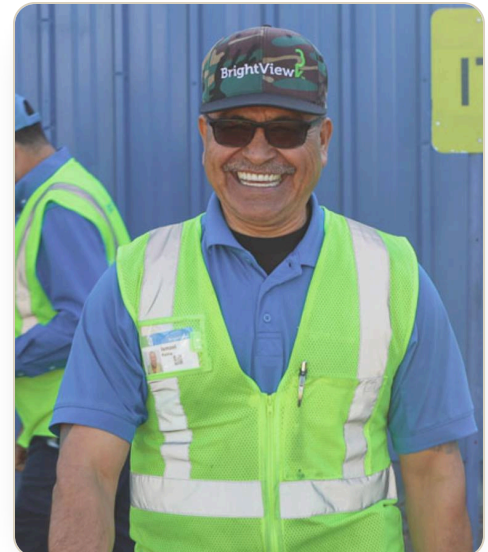
1939 FOUNDED	20,000+ EMPLOYEES
\$28K-\$35K AVG STARTING PAY	6+ STUDENT ROLES

SECTOR

Landscaping & Facility Services

BASED

Columbus, Ohio



PERFECT FOR STUDENTS WHO...

- **Enjoy the Outdoors.** You like being active, working outside, and not being stuck behind a desk all day.
- **Team players.** You thrive in a crew environment and enjoy working alongside others to get the job done.
- **Hardworking & Reliable.** You show up ready to work, take pride in what you do, and follow through.
- **Hands-On Learners.** You prefer learning by doing — building skills through real projects and on-the-job experience.

Explore BrightView → explorecareers.com/employers/brightview

AMERICA'S LARGEST LAWN CARE COMPANY / REAL CAREERS THAT START ENTRY-LEVEL / GET PAID TO LEARN & GROW

TruGreen

LAWN CARE



TruGreen® is the nation's largest lawn care company, serving more than 2.3 million residential and commercial customers across the United States with lawn, tree, and shrub care. TruGreen believes more life

should be lived outside and is committed to providing a beautiful lawn to serve as the foundation for outside experiences and lifelong memories.

We believe everyone deserves a great lawn, but we can't achieve that goal without the right team. We're looking for team members who are good listeners willing to put customers first, care about the community, and aren't afraid to roll up their sleeves and get a little dirty.

TruGreen associates are passionate, curious, and solution-oriented. They're eager to learn and driven to deliver best-in-class service. Of course, having a green thumb doesn't hurt, either.

AT A GLANCE

1973 FOUNDED	10,000+ EMPLOYEES
40+ YEARS	15+ STUDENT-FRIENDLY ROLES

SECTOR

Lawn Care

BASED

Memphis, Tennessee



PERFECT FOR STUDENTS WHO...

- **Customer-First Problem Solvers.** I love listening to what people actually need and figuring out creative solutions that make them genuinely happy.
- **Curious Learners.** I'm fascinated by how things work—whether that's lawn science, plant health, or building a sustainable business—and I'm eager to keep growing.
- **Hands-On Doers.** I'd rather roll up my sleeves and get the job done right than sit on the sidelines, and I'm not afraid to get a little dirty in the process.
- **Community-Minded Leaders.** I care about making my community better and building meaningful relationships with the people around me every single day.

■ **Explore TruGreen** → explorecareers.com/employers/trugreen

FROM COAST TO COAST / WORK THAT MAKES AN IMPACT / NO EXPERIENCE? NO PROBLEM!

Yellowstone Landscape



LANDSCAPE & GROUNDS MAINTENANCE

Yellowstone Landscape is dedicated to excellence in commercial landscaping. As the largest privately-owned commercial landscaping company in the

nation, we offer exciting career opportunities for Landscape Professionals across the United States.

Our services include: landscape maintenance, landscape installation, landscape enhancements, commercial tree care, irrigation and water management, snow and ice removal, sports fields maintenance, and interiorscapes design.

Graduates can also join our Manager in Development Program, a post-graduate pathway that builds the field and business skills to step into branch management.

AT A GLANCE

2008 FOUNDED	6,500+ EMPLOYEES
24 STATES	6+ STUDENT ROLES

SECTOR

Landscape Management & Grounds Maintenance

BASED

20+ locations across the US



PERFECT FOR STUDENTS WHO...

- **Outdoor Builders.** You love getting your hands dirty and seeing immediate, tangible results—turning bare ground into thriving landscapes is your idea of a perfect day.
- **Growth Minded.** You want to start at ground level and climb fast—the Manager in Development Program and Yellowstone's national reach mean real opportunities to move into management and leadership roles.
- **Problem Solvers.** You're drawn to technical challenges like irrigation systems, weather logistics, and maintaining diverse landscapes across multiple seasons and regions.
- **Vision Creators.** You're interested in landscape design, enhancements, and the creative side of grounds management—transforming spaces into beautiful, functional environments.

■ **Explore Yellowstone Landscape** → explorecareers.com/employers/yellowstone-landscape

PEST & WILDLIFE SERVICES

Part science, part fieldwork, part adventure — protecting homes and habitats from the things that creep, crawl and fly.

\$44,730 MEDIAN ANNUAL PAY	+5% PROJECTED GROWTH	No degree TYPICAL ENTRY	Truck + tools PROVIDED
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Pay Solid base pay plus commission, with a company truck and benefits common.	Demand People always need pest control, so the work stays steady in any economy.	Getting in Employers train and license you from scratch — no experience needed.
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ROLES TO START IN Service technician, Wildlife specialist, Mosquito tech, Route manager, Sales rep, Branch supervisor

THE PARTNERS IN THIS SECTION

Critter Control HomeTeam Pest Defense	Missquito Trutech
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Pay & growth: U.S. Bureau of Labor Statistics, 2024. National medians — actual pay varies by role, employer & location.

NATION'S LEADING WILDLIFE CONTROL / DIVERSE CAREER PATHS / HANDS-ON ADVENTURE



Critter Control

WILDLIFE CONTROL & PEST MANAGEMENT

Critter Control is the nation's leading wildlife control company. We provide animal control and animal removal services for homeowners and businesses. We handle animals large and small, with a focus on vertebrate pests such as squirrels, raccoons, bats, and a variety of birds. The services focus on getting rid

of animals, preventing them from causing damage and/or repairing the damage they have already caused.

We don't just build a team—we build leaders. If you're driven, aligned with our values, and relentless in your pursuit of excellence, success isn't just possible—it's inevitable. Join us and grow with a brand that backs ambition.

AT A GLANCE

1983 FOUNDED	500+ EMPLOYEES
80 LOCATIONS	40+ YEARS IN OPERATION

SECTOR

Wildlife Control & Pest Management

BASED

Marietta, Georgia



PERFECT FOR STUDENTS WHO...

- **Outdoor Enthusiasts.** Ideal for those who enjoy working outside in all conditions and prefer active, hands-on work over desk jobs.
- **Animal Lovers with a Purpose.** Perfect for those who care about animals and want to handle wildlife safely while protecting homes and businesses.
- **Problem-Solvers.** Great for individuals who like tackling challenges and figuring out practical solutions in real-world situations.
- **Physically Active.** Suited for those comfortable with physical work, including climbing ladders, working at heights, and using tools.

Explore Critter Control → explorecareers.com/employers/critter-control

WE PROTECT HOMES ACROSS AMERICA / BUILT FOR HANDS-ON LEARNERS / NO COLLEGE DEGREE REQUIRED



HomeTeam Pest Defense

PEST CONTROL & PEST MANAGEMENT SERVICES

Join HomeTeam Pest Defense and launch your career in a growing industry that keeps homes and businesses safe. We're looking for passionate students ready to make an impact.

HomeTeam Pest Defense was established in 1996 with headquarters in Dallas, Texas. We are the #1 pest management company working with homebuilders and perform more than 2.5 million services per year.

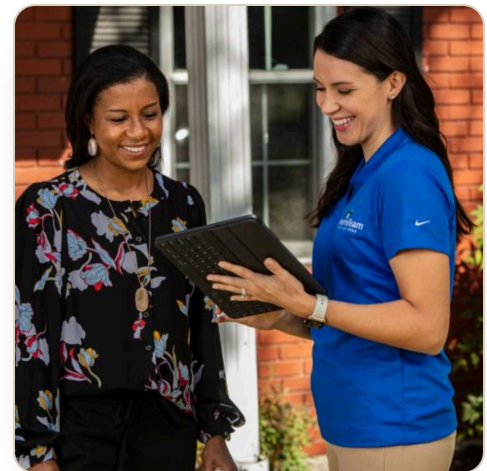
As a growing company, we invest in our team members and offer excellent opportunities for students to gain real-world experience, develop technical skills, and advance into leadership roles. Whether you're interested in field work, customer service, or operations, we have a path for your career.

AT A GLANCE

1996 FOUNDED	2,200+ EMPLOYEES
50+ BRANCHES	2.5M+ SERVICES PERFORMED ANNUALLY

SECTOR
Pest Control & Pest Management Services

BASED
United States



PERFECT FOR STUDENTS WHO...

- **Hands-On Builders.** I want to learn technical skills, work with innovative systems like Taexx®, and see the direct impact of my work every single day.
- **People Connectors.** I thrive on customer relationships and solving real problems for homeowners and builders in a company with a genuinely engaged culture.
- **Growth Hungry.** I'm ready to start somewhere and grow fast—HomeTeam promotes from within and actually invests in developing their people into leaders.
- **Operations Optimizers.** I'm excited about working in a growing company managing 2.5 million annual services across 50+ branches and building systems that scale.

Explore HomeTeam Pest Defense → explorecareers.com/employers/hometeam-pest-defense

WOMEN-LED INNOVATION / ECO-FRIENDLY TECH / FLEXIBLE CAREERS

Missquito

PEST CONTROL & ENVIRONMENTAL SERVICES



At Missquito, we're not just another mosquito control company. We're on a mission to make a real difference in the fight against disease-carrying mosquitoes. Our journey began in 2020 with a vision to revolutionize the mosquito control industry while empowering women to thrive as leaders and entrepreneurs. Led by a team of passionate women, we're dedicated to

providing top-notch mosquito services to our communities. But it's not just about getting rid of pests; it's about doing it in a way that's gentle on the environment, that's why we've ditched harsh chemicals and embraced eco-friendly practices like paperless billing and driving environmentally friendly service vehicles.

AT A GLANCE

2020 FOUNDED	150+ EMPLOYEES
3 STATES	6+ STUDENT ROLES

SECTOR

Pest Control & Environmental Services

BASED

Atlanta, Georgia



PERFECT FOR STUDENTS WHO...

- **Sustainability Champions.** I want my career to actually mean something for the planet, not just my paycheck.
- **Community Builders.** I thrive when I'm helping neighbors feel safer and healthier in their own homes.
- **Future Female Leaders.** I'm inspired by companies led by women who lift other women up as they climb.
- **Problem Solvers.** I love finding creative, ethical solutions to real problems that actually improve people's lives.

■ **Explore Missquito** → explorecareers.com/employers/missquito

ADVENTURE AWAITS / NO EXPERIENCE NEEDED / COMPETITIVE PAY & PERKS

Trutech

WILDLIFE CONTROL & ENVIRONMENTAL SERVICES



Trutech Wildlife Service established in 1984, is one of the largest wildlife control and removal companies in the U.S. We help protect our customers from the hazards of wildlife in their homes and businesses while ensuring animals are removed in a humane

and ethical manner. At our core, we're committed to supporting and empowering our team. If you're a motivated professional who aligns with our values and strives for excellence, you'll find the opportunity to grow and thrive within our organization!

What's the Work Environment Like? We go where the wildlife goes – and that means no two days look the same. This role is hands-on, active, and outdoorsy, perfect for someone who doesn't want to be stuck behind a desk.

AT A GLANCE

1984 FOUNDED	500+ EMPLOYEES
40+ Years INDUSTRY EXPERIENCE	12+ STUDENT ROLES

SECTOR

Wildlife Control & Environmental Services

BASED

Multiple Locations



PERFECT FOR STUDENTS WHO...

- **Active Adventurers.** You'd rather be outside climbing, exploring, and moving through different environments than sitting at a desk all day.
- **Independent Operators.** You're self-motivated, reliable, and confident working solo across different locations while staying connected with your team.
- **Problem Solvers.** You love figuring out how things work and tackling tricky, hands-on challenges that require real skill and quick thinking.
- **Ethical Advocates.** You care about doing things the right way—protecting both people and animals while building trust with communities you serve.

■ **Explore Trutech** → explorecareers.com/employers/trutech

HEALTHCARE, LIFE SCIENCES & FAMILY CARE

Caring for patients, children and communities — and a surprising number of these roles don't need a four-year degree to start.

\$37,180 ENTRY-ROLE MEDIAN PAY	1.9M OPENINGS / YEAR	Cert OFTEN ENOUGH TO START	Fastest GROWING FIELD
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Pay

Many roles pay well after a short certification, with room to specialize upward.

Demand

The largest and fastest-growing field in the country — jobs everywhere.

Getting in

Plenty of roles need only a certificate; employers often fund further study.

ROLES TO START IN Nursing assistant, Medical assistant, Lab technician, Phlebotomist, Pharmacy tech, Childcare educator

THE PARTNERS IN THIS SECTION

LHC Group

Salina Regional Health

Charles River Laboratories

Bright Horizons

Pay & growth: U.S. Bureau of Labor Statistics, 2024. National medians — actual pay varies by role, employer & location.

NATIONWIDE REACH / FOR MANY ROLES, A DEGREE ISN'T REQUIRED / VARIETY OF ROLES



LHC Group

HEALTH CARE & HOME CARE SERVICES

LHC Group provides high-quality, cost-effective health care for our patients in the preferred setting – their home or place of residence. At more than 850 locations around the nation, we provide home health, hospice, and personal care services in a mission to reach more patients and families with effective and efficient care at home. Our employees are our greatest asset, and LHC Group is focused on nurturing a culture that provides great

career and growth opportunities. Employees can explore growth within our company in the clinical field – including caregiving, nursing, and therapy – as well as administrative and other support roles. LHC Group offers opportunities that match what today's aspiring professionals want in a career – work-life balance, genuine care, a sense of belonging, and a team built on trust. LHC Group is united by a single shared purpose: It's all about helping more people.

AT A GLANCE

1994 FOUNDED	25,000+ EMPLOYEES
38 STATES	12+ STUDENT ROLES

SECTOR

BASED

Health Care & Home Care Services Lafayette, Louisiana



PERFECT FOR STUDENTS WHO ARE...

- **Clinical Caregivers.** You're a recent graduate interested in nursing or therapy who wants to make a direct impact on patients' lives while building an impactful career with mentorship.
- **Systems Thinkers.** You're drawn to solving operational challenges across multiple locations and want to grow into leadership roles where your efficiency improvements actually improve patient outcomes.
- **People People.** You thrive on building relationships and creating belonging — whether in patient care or administrative roles — and you want to work for a company that genuinely values human connection.
- **Mission-Driven Professionals.** You're graduating and you want to help people, and you're looking for a company whose values align with yours.

■ **Explore LHC Group** → explorecareers.com/employers/lhc-group

HEALTHCARE HUB IN RURAL KANSAS / SCHOLARSHIPS TO KICKSTART YOUR CAREER / INTERNSHIPS AVAILABLE



Salina Regional Health

HEALTHCARE

Thinking about a career in healthcare? Salina Regional Health Center (SRHC) is a great place to start. Based in Salina, Kansas, SRHC is a leading healthcare system

focused on improving lives while helping you build a meaningful career.

SRHC is more than just a hospital — it's a major healthcare hub serving Central Kansas, offering everything from emergency care and surgery to cancer treatment and maternity services. With multiple hospitals and clinics, they bring high-quality care to local and rural communities.

It's also a teaching hospital, meaning you can learn on the job alongside experienced professionals. Whether you're interested in becoming a nurse, technician, or medical professional, SRHC offers training, scholarships, and real career pathways to help you get there.

AT A GLANCE

1995 FOUNDED	2,500+ EMPLOYEES
Multiple STUDENT OPPORTUNITIES	Teaching HOSPITAL

SECTOR

Healthcare

BASED

Salina, KS



PERFECT FOR STUDENTS WHO...

- **Mission-Driven Healers.** You're drawn to healthcare because you genuinely want to improve people's lives in your community, not just land a job.
- **Builders & Team Players.** You're excited to help build something bigger than yourself across multiple hospitals and clinics serving rural and underserved communities.
- **Hands-On Learners.** You thrive when you can learn by doing—a teaching hospital where experienced professionals mentor you is your ideal classroom.
- **Ambitious Pathway Seekers.** You want training, scholarships, and real career advancement—not just an entry-level gig—and you're ready to grow with a major regional healthcare system.

■ **Explore Salina Regional Health** → explorecareers.com/employers/salina-regional-health-center

SCIENCE ISN'T THE ONLY CAREER PATH HERE / DISCOVER WHERE YOUR INTERESTS COULD TAKE YOU



Charles River Laboratories

LIFE SCIENCES & DRUG DEVELOPMENT

At Charles River Laboratories, you'll contribute to work that helps advance life-changing medicines and therapies. Having supported 80% of FDA-approved drugs over the last five years, we offer students the chance to make a real impact on global health. With 130+ locations worldwide, we provide hands-on experience, industry collaboration, and career paths across research, lab sciences, operations, and business.

Through our entry-level roles and early career programs, you'll develop real-world skills, expand your professional network, and help shape the future of human and animal health.

This is your moment to explore what's possible.

AT A GLANCE

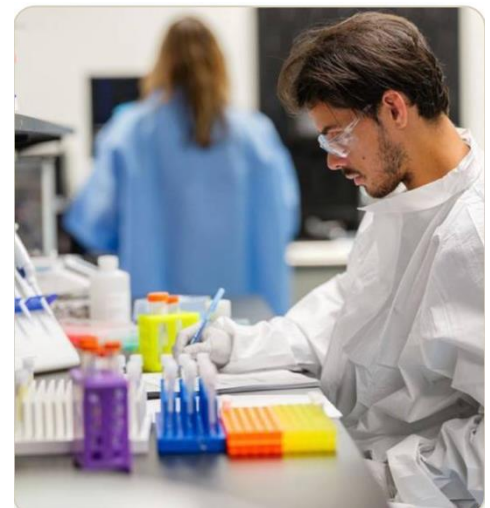
1947 FOUNDED	18,000+ EMPLOYEES
\$45K+ AVG STARTING PAY	Dozens OF STUDENT ROLES

SECTOR

Contract Research Organization (CRO) / Life Sciences

BASED

Operating across more than 20 countries worldwide



PERFECT FOR STUDENTS WHO ARE...

- **Interested in Science & Research.** You enjoy subjects like biology, chemistry, or health sciences and want to apply them in real-world settings.
- **Curious & Analytical.** You ask questions, think critically, and enjoy solving complex problems.
- **Detail-Oriented.** You understand that accuracy matters and take pride in doing things carefully and correctly.
- **Purpose-Driven.** You want your work to make a real impact — helping to develop treatments and improve lives around the world.

■ Explore Charles River Laboratories



explorecareers.com/employers/charles-river

FREE COLLEGE DEGREE? YES, PLEASE! / START HERE, GROW ANYWHERE! / LEARN WHILE YOU EARN!

Bright Horizons

EARLY CHILDHOOD EDUCATION & FAMILY SERVICES



Are you thinking about a career that's fun, meaningful, and lets you make a real difference? If you love working with kids, Bright Horizons, a leader in early

childhood education, could be your perfect starting point. Get started now, straight out of high school!

What Is Early Childhood Education? Early childhood education is all about working with young kids, from babies to preschoolers (ages 0-5), to help them grow, learn, and explore the world. As an educator at Bright Horizons, you'll create a safe, fun environment where kids can spark their curiosity, build social skills, and develop a love for learning.

What's the Job Like? You'll work in one of two types of child care centers: Traditional Centers, where kids attend on a regular schedule, and Back-Up Centers, where families come for occasional care. Your day might include leading activities, reading to kids, helping with crafts, or guiding playtime.

AT A GLANCE

1986 FOUNDED	10,000+ EMPLOYEES
1,100 LOCATIONS	12+ STUDENT ROLES

SECTOR

Early Childhood Education & Family Services

BASED

United States, Puerto Rico, United Kingdom, the Netherlands, Australia and India



PERFECT FOR STUDENTS WHO...

- **Caring & Compassionate.** You enjoy supporting others and making a positive impact in children's lives.
- **Team players.** You work well with others and contribute to a warm, supportive environment.
- **Curious & Engaged.** You love learning and helping others learn, asking questions and staying involved.
- **Strong Communicators.** You're interested in building a meaningful, long-term career in education and childcare.

FREE DEGREE PROGRAM

Earn your degree at no cost through Horizons Teacher Degree — careers.brighthouse.com/us/en/horizons-teacher-degree

■ **Explore Bright Horizons** → explorecareers.com/employers/bright-horizons

ENERGY & ELECTRICAL

Powering homes and cities and leading the shift to cleaner energy, with apprenticeships that pay while you learn.

\$62,350 ELECTRICIAN MEDIAN PAY	+9% PROJECTED GROWTH	81,000 NEW OPENINGS / YEAR	Paid APPRENTICESHIP
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Pay

Among the highest-paid trades you can enter without a degree.

Demand

Electrification, data centers and renewables are driving a hiring boom.

Getting in

Earn while you learn through an apprenticeship — full pay, no tuition.

ROLES TO START IN Apprentice electrician, Lineworker, Solar installer, Controls tech, Energy technician, Field engineer

THE PARTNERS IN THIS SECTION

Schneider Electric

MasTec Industrial

GLOBAL REACH, LOCAL IMPACT / NO DEGREE? NO PROBLEM / PAID TO LEARN

Schneider Electric



ELECTRICAL EQUIPMENT & ENERGY MANAGEMENT

A At Schneider Electric, you don't just work on equipment, you work on what keeps the world running. From powering hospitals and factories to supporting data centers and smart buildings, your skills help deliver reliable, efficient, and sustainable energy every day. If you enjoy hands-on work, solving real-world problems, and building things

that matter, there's a place for you here. We're looking for the next generation of technicians, electricians, and skilled trades professionals to help shape how energy is distributed, controlled, and used. Whether you're in a technical program, trade school, or just starting your career, we offer opportunities to learn on the job, grow your skills, and build a long-term career.

AT A GLANCE

1836 FOUNDED	166,000+ EMPLOYEES
100+ COUNTRIES	12+ STUDENT ROLES

SECTOR

Electrical Equipment & Energy Management

BASED

Boston, MA



PERFECT FOR STUDENTS WHO...

- **Future Engineers.** You love building things that actually work and can't resist diving into how systems connect—Schneider's hands-on apprenticeships and tech platforms are your playground.
- **Tech & AI Enthusiasts.** You're excited about AI, data, and smart automation, and want to work on innovation that impacts real cities and industries—Schneider's digital ecosystem is calling your name.
- **Sustainability Changemakers.** You care deeply about climate and energy solutions, and you want your first job to matter—here, you'll literally help power the green energy revolution.
- **Global Problem Solvers.** You think big about access and equity, enjoy collaborating across cultures, and want a career that makes a difference in 100+ countries—this is your launchpad.

Explore Schneider Electric → explorecareers.com/employers/schneider-electric

BUILD THE FUTURE / EARN WHILE YOU LEARN / SKILLED TRADES & ENGINEERING

MasTec Industrial

INDUSTRIAL CONSTRUCTION & ENERGY



The future needs people who can build it. For students who like to build, fix, solve, and see the results of their work, industrial construction can be a powerful path to a good living and a future with real opportunity. This is work that matters.

Our teams help build the power plants, mining and industrial projects that keep communities moving, families supported and the country growing. At MasTec Industrial and Phoenix Industrial, we are looking for builders, problem solvers, and future leaders who take pride in their work and want to keep learning.

AT A GLANCE

95+ Years INDUSTRY EXPERIENCE	Fortune 500 COMPANY
Top 50 DOMESTIC HEAVY CONTRACTORS	36,000 EMPLOYEES ACROSS NORTH AMERICA

SECTOR

Industrial Construction & Energy

BASED

Multiple Locations, North America



PERFECT FOR STUDENTS WHO ARE...

- **Hands-On Builders.** You like building real projects that power communities.
- **Ready to Learn and Lead.** You want a career path with room to grow.
- **Problem Solvers.** You like finding better ways to get things done.
- **Curious About the Trades.** You want to learn hands-on skills and keep growing.
- **Safety-Focused Teammates.** You take pride in doing the job right and looking out for others.

POTENTIAL CAREER EXAMPLES

Electrician

Field Engineer

Ironworker

Pipefitter

Project Controls

Project Engineer

Project Manager

Quality Professional

Safety Professional

Welder

If you are looking for a future where your work matters, your effort is recognized, and your path can keep growing, this could be the place where you start building it. Whatever you enjoy and wherever you are starting from, industrial construction offers a place to learn, grow, and make a real impact. We invest in great people and support respectful, inclusive workplaces where employees can build skills, contribute ideas and grow into future leaders.

■ **Explore MasTec Industrial** → explorecareers.com/employers/mastec-industrial

WASTE & ENVIRONMENTAL SERVICES

Turning waste into resources and keeping communities running — essential work with fast, clear routes to a CDL and a career.

\$40,620 COLLECTOR MEDIAN PAY	Always-on RECESSION-PROOF	No degree TYPICAL ENTRY	Paid CDL TRAINING
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Pay

Strong pay with benefits, and CDL training is often fully funded.

Demand

Waste never stops — these are some of the most secure jobs around.

Getting in

Start as a helper or trainee; employers pay for your CDL and tickets.

ROLES TO START IN Route driver, Equipment operator, Helper / loader, Diesel mechanic, Dispatcher, Site supervisor

THE PARTNERS IN THIS SECTION

Republic Services

Pay & growth: U.S. Bureau of Labor Statistics, 2024. National medians — actual pay varies by role, employer & location.

GET PAID TO GET YOUR CDL / EARN WHILE YOU LEARN (DIESEL TECH PATHWAY) / REAL CAREERS, NOT JUST JOBS



Sustainability in Action

Republic Services

WASTE MANAGEMENT & ENVIRONMENTAL SERVICES

Republic Services provides the most complete set of recycling, waste and environmental solutions from a single-source provider. We partner with customers to help them achieve their sustainability goals, driving both environmental and economic sustainability. We offer advanced recycling; solid waste,

special waste and hazardous waste treatment and disposal; field and industrial services; 24/7 emergency response; and equipment rental and cleaning. We use our expertise to find new opportunities to reduce waste and promote circularity.

AT A GLANCE

1998 FOUNDED	42,000+ EMPLOYEES
180+ LOCATIONS ACROSS THE US	21+ FOR CDL ROLES

SECTOR

Waste Management & Environmental Services

BASED

Phoenix, Arizona



PERFECT FOR STUDENTS WHO...

- **Impact Driven.** You're motivated by work that actually matters—turning waste into renewable energy and helping companies reach their sustainability goals feels like purpose, not just a paycheck.
- **Growth Oriented.** You want to grow fast with a company that's scaled to 42,000 employees—where your early contributions can launch a real career across multiple business lines.
- **Problem Solvers.** You love tackling complex challenges across operations, logistics, and technology to find new ways to reduce waste and promote circularity.
- **Team Players.** You work best in collaborative environments where you're partnering with customers and colleagues to deliver sustainable solutions that drive measurable results.

Explore Republic Services → explorecareers.com/employers/republic-services



SEMICONDUCTORS & HARDWARE

The chips behind every phone, server and car, and the teams designing the hardware the digital world quietly runs on.

\$51,180 TECHNICIAN MEDIAN PAY	+11% PROJECTED GROWTH	\$52.7B CHIPS ACT FUNDING	2-yr / cert TO START
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Pay

Technician pay sits well above the national median and rises fast with skill.

Demand

New U.S. fabs are creating tens of thousands of technician jobs.

Getting in

A short certificate or two-year program gets you in the door.

ROLES TO START IN Manufacturing tech, Equipment technician, Process operator, Cleanroom operator, Quality tech, Test technician

THE PARTNERS IN THIS SECTION

Marvell Technology

Pay & growth: U.S. Bureau of Labor Statistics, 2024. National medians — actual pay varies by role, employer & location.

INNOVATION IS THE LIFEBLOOD / A MISSION TO ENABLE WORLD-CHANGING IDEAS

Marvell Technology



SEMICONDUCTOR & DATA INFRASTRUCTURE

Innovation is the lifeblood of what we do. We create custom semiconductor solutions that move, process, store, and secure data faster and more reliably than anyone else. We also strive to provide an innovative culture to work by constantly updating, improving, and supporting the programs and services that benefit our employees and their families. Join us and help make world-changing innovation possible. We believe infrastructure powers

progress and that better collaboration builds better technology. Our leading technology solutions start with the many talented individuals who make up the global Marvell team. At Marvell, you won't just share in the success of the company, you'll also be the key force behind it. We are dedicated to providing our community with a healthy, productive, and prosperous culture of industry leadership and strong ethics.

AT A GLANCE

1995 FOUNDED	~8,300 EMPLOYEES
3 MAIN MARKETS	54 GLOBAL LOCATIONS
SECTOR Semiconductor & Data Infrastructure	BASED Santa Clara, California



PERFECT FOR STUDENTS WHO...

- **Hardware Innovators.** You geek out over chip design, signal processing, and pushing the boundaries of what semiconductors can do—and you want your work powering the world's data infrastructure.
- **Security-Minded Engineers.** You're obsessed with building systems that protect data at scale and understand that security isn't an afterthought—it's foundational to everything we do.
- **Systems Thinkers.** You see the big picture of how data moves, processes, and gets stored across global infrastructure, and you want to optimize every piece of that puzzle.
- **Culture Contributors.** You're not just technically talented—you believe in building a collaborative, ethical, and supportive workplace where innovation and people thrive together.

■ **Explore Marvell Technology** → explorecareers.com/employers/marvell-technology

TECHNOLOGY & CONNECTIVITY

The networks that keep homes, schools and businesses online, and the field, store and service teams behind them.

\$64,310 TELECOM TECH MEDIAN PAY	23,200 TECH OPENINGS / YEAR	No degree TYPICAL ENTRY	Paid TRAINING
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Pay

Technician pay sits well above the national median. Sales roles add commission on top of base pay.

Demand

Experienced techs retiring or moving on create thousands of openings every year.

Getting in

A high school diploma is typically enough to start. Training happens on the job.

ROLES TO START IN Field technician, Installer, Customer service rep, Retail sales associate, Sales rep, Call center associate

THE PARTNERS IN THIS SECTION

Spectrum

Pay & growth: U.S. Bureau of Labor Statistics, 2024. National medians — actual pay varies by role, employer & location.

EARN WHILE YOU LEARN / PAID TRAINING / REAL CAREER GROWTH

Kick-start Your Career With America's Connectivity Company®



You'll get hands-on experience and build real skills that open doors to your future. With training, support and opportunities to grow, we'll help you keep moving forward.

WHY CHOOSE SPECTRUM?

■ Starting pay at \$20/hr* and paid training — earn while you learn
■ Comprehensive health & insurance benefits
■ 401(k) with 100% company match up to 6%
■ Tuition-free degrees & ongoing career development
■ Free and discounted Spectrum services
■ Employee Stock Purchase Plan with company match



EXPLORE FRONTLINE ROLES

Field Operations

Connect customers to our network and you'll have opportunities to earn more as you level up in your career.

Retail

You'll help customers in your community and get paid training plus commissions.

Call Centers

Build your customer service and sales skills—with opportunities to grow.

Sales

Whether you're in a store, call center or going door-to-door, you'll build communication skills and earn commission with every sale you make.

IN THEIR OWN WORDS

"There are so many paths here. I started as a Field Technician carrying ladders, then grew through training and skill-building."

— Jacqueline M., Senior Director, National Field Support

"I doubled my income in just two years by pursuing growth and education."

— Jakolby B., Field Technician VI

UNLOCK YOUR POTENTIAL AND BUILD YOUR FUTURE

Discover what a future at Spectrum could look like — explorecareers.com/employers/spectrum

*Sales roles may start at \$18+ per hour with opportunities to exceed \$20 per hour through commissions and incentives. Starting pay varies by role and location.

■ **Explore Spectrum Careers** → explorecareers.com/employers/spectrum

PROFESSIONAL SERVICES

Tax, advisory and consulting firms where early responsibility, real mentoring and global reach come as standard.

\$80,920 FIELD MEDIAN PAY	No-degree APPRENTICE ROUTES	Strong TALENT DEMAND	Clear PROMOTION PATH
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Pay Good starting salaries with rapid, structured progression.	Demand Firms need talent in tax, audit, tech and consulting.	Getting in Apprenticeships pay a salary and a qualification — no student debt.
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ROLES TO START IN Audit apprentice, Tax apprentice, Business analyst, Tech apprentice, Client coordinator, Junior consultant

THE PARTNERS IN THIS SECTION

Andersen	EY
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Pay & growth: U.S. Bureau of Labor Statistics, 2024. National medians — actual pay varies by role, employer & location.

CAREER VARIETY / ACCESS TO LEADERSHIP / ASPIRE PROGRAM FOR FIRST-YEAR COLLEGE STUDENTS

Andersen

PROFESSIONAL SERVICES



At Andersen, we don't just offer a career; we offer you the opportunity to dive into the world of tax, valuation, consulting, and business advisory. We are looking for bright, innovative minds who are eager to jumpstart their careers and make a real impact, offering opportunities to get involved at every stage of your college career.

We are one of the fastest growing independent, multidisciplinary professional services firms in the world. Our core value of stewardship drives us to strengthen the firm for future generations by cultivating an environment where each individual can achieve their potential through training, mentoring, and other firm resources.

Andersen believes outstanding client service is a byproduct of quality professionals supported by best-in-class training. Combining industry knowledge with trends and best practices,

AT A GLANCE

2002 FOUNDED	2,200+ EMPLOYEES
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SECTOR

Professional Services

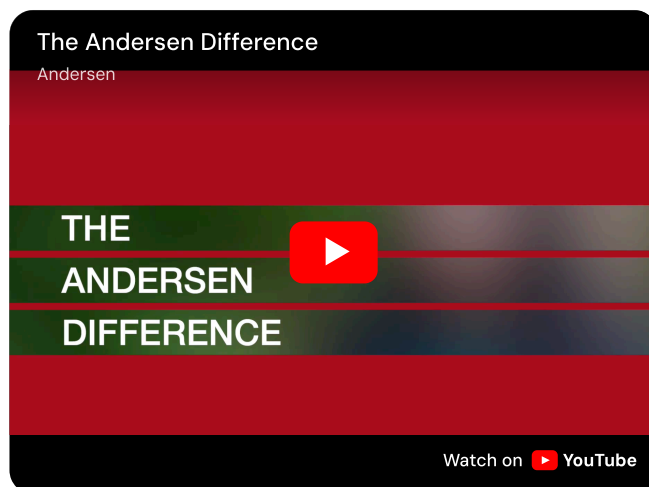
BASED

27 offices nationwide

Andersen provides a multi-faceted approach to the learning and development of its professionals, from formal programs to on-the-job training.

Joining our team means becoming part of a culture where your unique experiences, talents, and ideas are not just welcomed—they are celebrated.

If you're ready to learn, grow, and help shape the future of one of the fastest-growing, independent tax firms, join us and be part of the next generation at Andersen. Bring your ambition, your entrepreneurial spirit, and your burning desire to be the best. Your future mirrors the limitless possibilities of our future. Join us at Andersen, and together, let's write the story of your success!



PERFECT FOR STUDENTS WHO ARE...

- **Team-First Minded.** You work well with others and thrive in a collaborative, team-focused culture with open communication.
- **Growth-Oriented.** You're looking to build a long-term career in a professional services environment, not just a job.
- **Curious & Analytical Thinkers.** You enjoy solving problems, asking questions, and applying what you learn to real-world challenges.
- **Professional & Structured.** You're comfortable in an in-person office setting and enjoy working in a structured, fast-paced environment.

Explore Andersen → explorecareers.com/employers/andersen

BIG GLOBAL CREW / INTERNSHIPS AVAILABLE



PROFESSIONAL SERVICES & CONSULTING



Who we are People who demonstrate integrity, respect, teaming and inclusiveness. People with energy, enthusiasm and the courage to lead. People who build relationships based on doing the right thing. What we do At EY, our purpose is Building a better working world. The insights and quality services we provide help build trust and confidence in capital markets and economies worldwide. We develop outstanding leaders who deliver on our promises to our people, clients and communities.

In a fast-changing world, our purpose is our 'North Star' for 300,000+ people. We help solve complex challenges — from data security and government finance to medical innovation and financial trust — working with businesses, entrepreneurs and governments globally. Through our service lines — Assurance, Consulting, Strategy and Transactions, and Tax — we help clients seize opportunities, manage risk and drive responsible growth. We believe in a world where growth is sustainable and inclusive. By investing in our people and innovation, and working with our clients and partners, we help create lasting, positive change.

AT A GLANCE

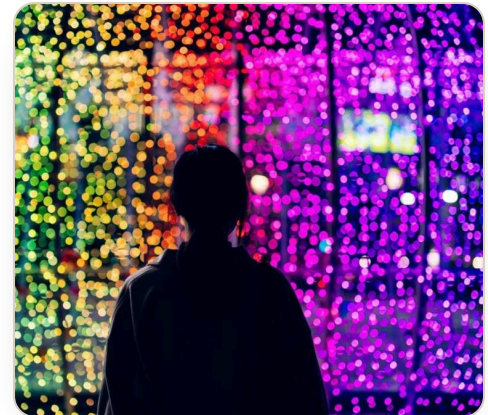
1989 FOUNDED	312,000+ GLOBAL EMPLOYEES
Competitive STARTING SALARY	Multiple EARLY CAREER PROGRAMS

SECTOR

Professional Services & Consulting

BASED

Multiple Locations, USA



PERFECT FOR STUDENTS WHO...

- **Complex Problem Solver.** You get energized untangling messy, multifaceted challenges—from data security to financial systems—and turning them into actionable solutions.
- **Impact-Focused Changemaker.** You're not just chasing a paycheck—you want your work to create lasting, positive change for businesses, governments, and communities worldwide.
- **Values-Driven Leader.** You believe doing the right thing builds real relationships, and you're ready to lead with integrity from day one, no matter your title.
- **Energized Team Player.** You bring genuine enthusiasm and curiosity to every project, thrive in collaborative environments, and genuinely want to lift others up as you grow.

FACILITY & PROPERTY SERVICES

Keeping schools, campuses and homes running — first jobs that turn into skilled trades, management and more.

\$48,620 MAINTENANCE MEDIAN PAY	\$66,700 PROPERTY MANAGER PAY	No degree TYPICAL ENTRY	Fast MANAGER TRACK
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Pay

Reliable pay with benefits, overtime and a clear route into management.

Demand

Every office, campus and community needs facilities teams.

Getting in

Start frontline and move up fast — training is on the job.

ROLES TO START IN Facilities tech, Maintenance technician, Groundskeeper, Leasing associate, Property assistant, Team supervisor

THE PARTNERS IN THIS SECTION

Greystar

Pay & growth: U.S. Bureau of Labor Statistics, 2024. National medians — actual pay varies by role, employer & location.

LEASING JOBS / MAINTENANCE ROLES / CONSTRUCTION GIGS

Greystar

REAL ESTATE & PROPERTY MANAGEMENT

GREYSTAR

In 1993, when Founder, Chairman, and CEO Bob Faith set out to build Greystar, he envisioned the need for a rental housing industry leader — a blue-chip company that operated with the highest integrity and character in delivering world-class services to residents, property owners, and investors. With a winning strategy and a focus on people, Greystar continues to meet that need, guided by the Mission of enriching the lives we

touch by doing things the right way. Over the years, Greystar has learned what's important to people when it comes to a place to call home. That's why we continually strive to provide beautiful living environments and innovative services that enhance the living experience. We take pride in knowing that our homes are inviting places for residents to celebrate life's important moments.

AT A GLANCE

1993 FOUNDED	29,000+ EMPLOYEES
19 COUNTRIES	6+ STUDENT ROLES

SECTOR

Real Estate & Property Management

BASED

Charleston, South Carolina



PERFECT FOR STUDENTS WHO...

- **Relationship Builders.** You genuinely care about connecting with people and believe strong relationships are the foundation of everything—that's exactly how Greystar operates.
- **Detail Obsessives.** You sweat the small stuff because you know that beautiful, innovative living environments come from caring about every detail.
- **Purpose-Driven.** You want your career to matter and feel good about enriching people's lives through quality housing and service—Greystar's mission is your mission.
- **Culture Champions.** You thrive in companies where values aren't just words on a website—you want to work somewhere that puts people first, every single day.

Explore Greystar → explorecareers.com/employers/greystar

EVERYDAY SERVICES & RETAIL

The brands students already know, hiring for real first jobs with training, flexible hours and genuine room to grow.

\$34,570 RETAIL MEDIAN PAY	\$31,030 FOOD-SERVICE PAY	No experience TO START	Months TO SHIFT LEAD
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Pay

Hours and tips add up, and shift leads and managers move onto salaried pay.

Demand

These brands hire year-round and value attitude over experience.

Getting in

No experience needed — prove yourself and promotion comes in months.

ROLES TO START IN Team member, Shift leader, Customer advisor, Technician, Assistant manager, Store manager

THE PARTNERS IN THIS SECTION

Valvoline Instant Oil Change

NCS Wash

Camping World

Burger King

Pay & growth: U.S. Bureau of Labor Statistics, 2024. National medians — actual pay varies by role, employer & location.

START AS A TECHNICIAN / GET PAID TO LEARN / UNIFORMS PROVIDED

Valvoline Instant Oil Change

AUTOMOTIVE LUBRICANTS & SERVICES



ALL
ROADS
LEAD TO
VALVOLINE.

Valvoline Instant Oil ChangeSM (VIOC) is a fast-growing company and a great place to work! We're looking for friendly, helpful people who want to join a team that has their back in a fast-paced retail environment. At VIOC, no experience is required to apply if you're new to the automotive industry. Our team

members will provide you with hands-on training to help you every step of the way. We are committed to the growth and success of our team members in all they aspire to achieve now and in the future – that's why we offer terrific benefits and perks like healthcare, college tuition assistance, and flexible schedules.

AT A GLANCE

1866 FOUNDED	11,000+ EMPLOYEES
41 STATES	2,000+ SERVICE CENTERS IN THE U.S. AND CANADA

SECTOR
Automotive Lubricants & Services

BASED
41 states



PERFECT FOR STUDENTS WHO...

- **Career Starters.** I want to jump into a real job with zero automotive experience and get paid to learn from day one.
- **Fast-Paced Performers.** I thrive on staying busy with hands-on work where I can see the direct impact of what I do every single day.
- **People People.** I love being helpful and making customers feel taken care of in a friendly, team-focused environment.
- **Future-Focused Learners.** I'm looking for an employer who invests in my growth with tuition assistance, flexible schedules, and real development opportunities.

Explore Valvoline Instant Oil Change → explorecareers.com/employers/valvoline

50+ YEARS OF INNOVATION / WIDE CAREER PATHWAYS / BUILT FOR GROWTH

NCS Wash

CAR WASH & CLEANING SERVICES



National Carwash Solutions (NCS) is North America's leading carwash provider. Starting as Ryko Manufacturing in 1973, we've grown to lead the

A lot has changed since 1973, but our core values remain the same. NCS will always be committed to hard work, quality, and innovation. We provide opportunities in various fields such as Vacuums, Water Treatment, Chemistry, Doors, Tunnels, and In-Bay.

industry in carwash equipment, full-spectrum service and sustainable chemistry.

For 50 years NCS has steadily grown organically and through acquisitions. Today we're North America's leading carwash equipment, service and cleaning solutions provider!

“Let's Make Life Better Through Carwashing”

AT A GLANCE

1973 FOUNDED	1000+ EMPLOYEES
9 BRANDS	50+ YEARS IN BUSINESS

SECTOR

Car Wash & Cleaning Services

BASED

Grimes, IA



PERFECT FOR STUDENTS WHO...

- **Hands-On Learners.** You'd rather solve real problems on the job than sit through endless training, and NCS's equipment-focused roles in water treatment, chemistry, and mechanics are exactly your speed.
- **Sustainability-Focused.** You care about environmental impact, and NCS's 50-year commitment to sustainable chemistry and innovation means your work actually aligns with your values.
- **Future Leaders.** You're ambitious about climbing the ladder fast—and NCS proves it's possible when many of today's managers started exactly where you would.
- **Flexible Schedulers.** You're juggling school, side projects, or other commitments—NCS gets it and actually works around your class schedule instead of against it.

■ **Explore NCS Wash** → explorecareers.com/employers/ncs

AMERICA'S LARGEST RV & OUTDOOR RETAILER / 44 STATES, NATIONWIDE OPPORTUNITIES



Camping World

RETAIL & RV SALES

At Camping World, adventure isn't just something our customers experience — it's what we live every day. As America's largest retailer of RVs and outdoor gear, we've been helping families explore the open road since 1966. With dealerships, service centers, contact centers, and distribution hubs across 42 states, we're a nationwide team built on teamwork, innovation, and a passion for the outdoors.

For students leaving high school, Camping World is the perfect place to launch your career. Why? Because here you don't just get a job — you get the chance to learn valuable skills, earn while you learn, and grow with a company that's been an industry leader for nearly 60 years. From customer service and sales to hands-on technical training, we provide pathways that prepare you for long-term success in any career you choose.

AT A GLANCE

1966 FOUNDED	11,000+ EMPLOYEES
44 STATES	200+ DEALERSHIPS

SECTOR
Retail & RV Sales

BASED
Nationwide, USA



PERFECT FOR STUDENTS WHO...

- **Hands-On & Practical.** You enjoy fixing things, working with tools, or learning technical skills like mechanics, electrical, or repairs.
- **Motivated Self-Starters.** You take initiative, are eager to learn, and don't wait to be told what to do.
- **Team players.** You work well with others and contribute to a positive, supportive team environment.
- **People-Focused.** You're comfortable talking to customers, helping others, and building strong communication skills.

Explore Camping World → explorecareers.com/employers/camping-world

NATIONWIDE PRESENCE / REAL CAREER GROWTH OPPORTUNITIES / PAID TRAINING & CERTIFICATIONS



Burger King

QUICK SERVICE RESTAURANT / FOOD SERVICE

Carrolls LLC plays a key role in bringing the Burger King experience to communities across the country.

Operating more than 1,000 Burger King restaurants across 23 states, our team of over 30,000 employees is dedicated to delivering the quality, consistency, and service that Burger King is known for.

Every day, our focus is on creating great guest experiences, serving iconic menu items, and upholding the standards that define the Burger King brand.

From leadership through to restaurant teams, there is a shared commitment to excellence, clear goals, and a strong vision for continued growth.

At the heart of it all are our people — the driving force behind every great Burger King experience.

AT A GLANCE

1960 FOUNDED	30,000+ EMPLOYEES
\$16-\$18/hr ENTRY LEVEL PAY	100's STUDENT ROLES

SECTOR

Quick Service Restaurant / Food Service

BASED

Syracuse, New York



PERFECT FOR STUDENTS WHO...

- **Enjoy Working with People.** If you like interacting with customers, helping others, and creating a positive experience, this role puts you front and center.
- **Like Being Part of a Team.** You'll work closely with others every shift, making teamwork and communication key to success.
- **Thrive in Fast-Paced Environments.** Perfect for students who enjoy staying busy, being on their feet, and working in a high-energy setting.
- **Are Looking for a Strong First Job.** A great starting point to build confidence, responsibility, and transferable skills for any future career.

■ **Explore Burger King** → explorecareers.com/employers/burgerking

SHARE IT. USE IT.

This guide works hardest when it travels. Here are six quick ways to get it in front of the people who need it — your students, their parents and your colleagues.

01**Save & share the file**

Download the PDF and drop it into Google Drive, SharePoint or Teams so every advisor and teacher can reach it any time.

02**Print & pin it up**

Print the pages that suit your students for the careers board, the library, the staff room or parents' evening.

03**Add it to your channels**

Share the link in your careers newsletter, Google Classroom, school app or student portal.

04**Send it home**

Forward it to parents and carers — families have the biggest influence on the choices young people make.

05**Use it in conversations**

Open an industry page in a one-to-one, tutor time or assembly to spark a real careers chat.

06**Point them to the quiz**

Finish by sharing the Career Quiz, so students turn browsing into a confident next step.

IT'S YOURS TO SHARE. Copy it, forward it, print it, pin it up — there's no limit and no cost. The more young people who see real options, the better.

HOSTING A CAREERS EVENT *THIS YEAR?*

Register your fair and we'll connect the employer partners in this issue with your students — at the exact moment they're choosing a path.

THREE WAYS TO BRING THIS TO YOUR SCHOOL

01 Register a career fair

Tell us the date and we line up employers who fit your students.

02 Request employer info

Get profiles and pathways for any partner in this issue.

03 Share the guide

Send this issue to students and colleagues — it's built to pass on.

EXPLORECAREERS.COM · HELLO@EXPLORECAREERS.COM

● THAT'S A WRAP

BACK TO SCHOOL. BACK TO REAL CAREERS.

Every door in this guide is a real one. Share it widely, point your students through it — and let's get them started.

FOR ADVISORS

Register a careers fair, request employer info and get involved at explorecareers.com.

THE CAREER QUIZ

Send students to the quiz — personalized matches in about eight minutes, free to take.

THIS ISSUE

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