Herc Rentals offers a comprehensive Early Career Development Program as a way to introduce you to the world of construction and equipment rentals. During this rigorous eight-month program, you’ll learn about Herc Rentals from the ground up. Starting out at the counter, participants get critical exposure to the systems, tools, processes and the gear we rent. Throughout the process, you’ll meet Herc Rental’s senior leaders, receive three weeks of classroom training, participate in webinars and other activities, gain on-the-job field experience and more.

The best part? Once it’s over, you’ll slide right into a full-time job*. 

*DISCLAIMER: Job placement at program’s completion is subject to availability. Program graduates may be required to relocate.
EIGHT MONTH EARLY CAREER PROGRAM

1. KICK OFF SESSION
   Includes leadership perspective, tutorials on serving the customer, product and process knowledge, project details, closing the deal and more. This 5-day kick-off event ends with a fun team building exercise.

2. WEBINAR ONE
   In this session, students will learn the Herc Rentals business model and understand the importance of our branches.

3. WEBINAR TWO
   During this Growing The Business session, new recruits will come to understand product mix and the local market.

4. GUEST BRANCH ROTATION BEGINS
   In this session, students will learn the Herc Rentals business model and understand the importance of our branches.

5. MIDPOINT SESSION
   Our recruits will reconvene for more training, attend meetings with Herc’s regional vice presidents, get the lowdown on various projects, undergo sales skills training and work on their presentation skills. There will also be a seminar on Understanding the Market & Fleet Mix and conclude with a team dinner and networking event.

6. WEBINAR THREE
   In this session, new sales trainees will learn the Herc Way, striving for operational excellence and driving profitability.

7. WEBINAR FOUR
   Participants Choice.

8. FINAL SESSION
   It’s the finals! In this last session, our trainees will receive additional sales training, project out-briefs and begin their Field Support Center rotations at Herc Rentals headquarters in Bonita Springs, Florida.

GRADUATION AT PROEXPO
Date and location? To be decided. Upon the program’s completion, trainees will have the opportunity to become an Outside Sales Representative in one of our 275+ locations.