



# TRUCK CARE ACADEMY

## Love's Truck Care Academy – Frequently Asked Questions

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### What is Truck Care Academy?

Love's Truck Care Academy is the first-of-its-kind accelerated training program designed to grow the skill set of Love's Truck Care and Speedco team members to become diesel technicians who work independently to troubleshoot, diagnose and repair common truck issues. Truck Care Academy combines classroom instruction with hands-on learning in the shop and is the only program with extensive training geared toward beginner technicians.

### I don't currently work for Love's. How do I go to Truck Care Academy?

Truck Care Academy is open to Love's Truck Care and Speedco employees only. If you are interested, review the Truck Care and Speedco section of [jobs.loves.com](http://jobs.loves.com) and apply to be a Truck Care Diesel Technician. To be eligible for Truck Care Academy, you must be employed with Love's for at least 90 days. Truck Care/Speedco managers and/or travel stop general managers nominate high-potential employees, who are then approved by Truck Care leadership.

### I currently work for Love's. How do I get an invite to Truck Care Academy?

Talk with your manager about the opportunity to go to Truck Care Academy. Truck Care/Speedco managers and/or travel stop general managers nominate high-potential employees, who are then approved by Truck Care leadership.

### How do I know if I qualify as a high-potential candidate for Truck Care Academy?

To be nominated, you must have a strong work ethic, communicate in a professional manner, and have a willingness to learn and ask questions in an accelerated training setting. Employees must also see their long-term career path at Love's.

### What subjects do you learn in Truck Care Academy?

You will learn the following 11 subjects: information sourcing, preventative maintenance, DOT, wheel end and brakes, air systems, electrical, HVAC, JPro, Navistar, DTNA, and welding and torching. Our curriculum is based off more than 300 years of combined instructor experience.

### How long does the Truck Care Academy last?

The program lasts five weeks.

### Do I have to book my own hotel room or share a room with someone else?

No! The Truck Care Academy will handle booking hotel rooms and each academy student gets their own room.

## **How much does Truck Care Academy cost?**

Candidates nominated for Truck Care Academy pay nothing for Truck Care Academy and their travel costs are covered. The skills learned at Truck Care Academy are estimated to be worth more than \$18,000 in trade school education.

## **Will I get paid during my time at Truck Care Academy?**

Yes! You will continue to get your same rate of pay as before attending Truck Care Academy.

## **How many Truck Care Academy locations are there?**

There are currently two Truck Care Academy training facilities, located in Amarillo, Texas, and El Reno, Oklahoma, with plans for additional academies across the U.S.

## **What can I expect upon graduating Truck Care Academy?**

After you graduate, you will be promoted to diesel technician (Level 5) and be placed at a Truck Care or Speedco location, and will be qualified to independently diagnose, troubleshoot and repair issues commonly found in trucks. Diesel technicians qualify for an annual productivity bonus as well as weekly commissions on billable labor. Diesel technicians may also begin working on becoming Automotive Service Excellence (ASE) certified and a promotion to diesel mechanic (Level 6).

## **Will I have opportunities to transfer to another Truck Care or Speedco locations?**

Yes! With a coast-to-coast network of more than 430 shops, you have opportunities to stay with the company if your personal life causes you to have to relocate.

## **Do I get anything special upon graduating from Truck Care Academy?**

Yes! You will also receive a tool set valued at \$3,500 that's yours to keep after a year on the job. In addition, if you achieve an annual incentive level you can receive a \$1,200 Matco tool credit to build your tool set.

## **Why did Love's start the Truck Care Academy?**

Love's started Truck Care Academy in 2022 to accelerate the talent pipeline of diesel technicians as it continues to grow its over-the-road network of Truck Care and Speedco locations. The Truck Care Academy is a truly innovative training program and an example of Love's commitment to develop its team members to reach their full potential and career goals.

## **Are there any other diesel technician training opportunities at Love's?**

Yes! Love's also has a Diesel Technician Apprenticeship program, at no cost to the employee, which allows apprentices to earn a competitive wage while working toward becoming a diesel technician. The diesel apprenticeship typically lasts between six and nine months. Those who complete the apprenticeship also receive a tool set valued at \$3,500 that's theirs to keep after a year on the job.