

Implementation & Partnerships Workgroup

Facilities Trades Workforce Pipeline Strategy (Add-On)

This framework proposes a districtwide Facilities Trades Workforce Pipeline Strategy that aligns deferred maintenance needs with workforce development, student career pathways, and community stability. The objective is to use facility-related projects as structured training opportunities to both reduce maintenance backlogs and expand access to high-wage trades careers for students and families.

Rationale

Shelby County faces workforce shortages in skilled trades such as HVAC, electrical, plumbing, carpentry, building systems automation, and physical plant operations. At the same time, the District is managing a significant backlog of deferred maintenance needs. This strategy aligns these challenges to produce mutual benefit.

Core Strategy Components

- Student Pre-Apprenticeship Track (Grades 9–12): On-campus labs, OSHA-10 safety, NCCER Core curriculum, work-based learning hours during summer and after-school.
- Family and Community Apprenticeship On-Ramps: Evening and weekend training hosted at District facilities, coordinated with local workforce boards and community partners.
- Vendor Participation Expectations: District prioritizes vendors who agree to serve as training hosts, support apprenticeships, and hire from local student and community cohorts.
- Facilities as Training Sites: Selected facilities undergoing renovation or modernization serve as hands-on learning labs, scheduled to align with project timelines and safety controls.

Expected Outcomes

- Reduced deferred maintenance backlog through planned, supervised training-based project participation.
- Increased student graduation-to-employment pathways in high-wage sectors.
- Increased household income stability for families participating in apprenticeship programs.
- Stronger neighborhood identity around schools as employment and training anchors.