

Ms. Lubby Navarro, Board Member

Co-Sponsors: Ms. Perla Tabares Hantman, Chair
Dr. Dorothy Bendross-Mindingall, Board Member
Ms. Susie V. Castillo, Board Member
Dr. Steve Gallon III, Board Member
Dr. Marta Pérez, Board Member
Ms. Maria Teresa Rojas, Board Member

SUBJECT: TRADES PROGRAM

COMMITTEE: FISCAL ACCOUNTABILITY AND GOVERNMENT RELATIONS

LINK TO STRATEGIC BLUEPRINT: INFORMED, ENGAGED AND EMPOWERED STAKEHOLDERS

Since the 1950's, Miami-Dade County Public Schools (M-DCPS) has had a long-standing partnership with Registered Apprenticeship Program Sponsors in the trades industry such as: air conditioning and refrigeration, asbestos, electricians, plumbers and sheet metal. These programs enable employers to develop and apply industry standards to training programs for registered apprentices that can improve the quality of the workforce. Apprentices who complete registered apprenticeship programs are accepted by the industry as highly qualified industry professionals. The certifications earned through registered apprenticeship programs are recognized nationwide.

In addition, on September 5, 2018 the School Board approved agenda item E-141 approving a contract for several companies in the trade industry for the 2018-2019 school year. The companies have been under contract with M-DCPS since 2003, training post-secondary students to enter the local workforce. By providing on-the-job training, related classroom instruction, and guaranteed wage structures, employers who sponsor apprentices provide incentives to attract and retain more highly qualified employees and improve productivity.

On September 4, 2018 the Miami Herald featured an article entitled "\$75,000 a year with benefits; no college needed; yet local employers can't fill jobs" in its business Monday section, which expressed a critical shortage of tradesmen in the trades industry in Miami. As Miami continues to expand, job opportunities in construction, plumbing and electrical continue to grow; however there are not enough applicants available with the necessary skills and expertise to be hired for these and other related trades jobs.

**Revised²
H-7**

Currently, M-DCPS has a plethora of recruitment initiatives for apprenticeships such as: radio and talk show initiatives, newspaper ads, motor vehicle promotional wraps and bus bench wraps, community outreach, job fairs and more. Therefore, this item seeks to explore the feasibility of strengthening the Districts community engagement platform by expanding the current recruitment initiatives, and explore expansion of program options in order to engage and encourage high school and post-secondary students, to enter apprenticeship programs in the trade industries.

R
E
V
I
S
E
D

This agenda Item has been reviewed and approved by the School Board Attorney's office as to form and legal sufficiency.

**ACTION PROPOSED BY
LUBBY NAVARRO:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent to explore the feasibility of strengthening the Districts community engagement platform by expanding the current recruitment initiatives, in order to engage and encourage high school and post-secondary students, to enter apprenticeship programs in the trade industries.