

Building Up, Mobilizing and Retaining the “Seven-Percenter” While Investing in Custodial Leadership



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Apprenticeship Training Program for Custodial Technicians – A partnership between Newport News Public Schools (NNPS), Thomas Nelson Community College, and the Commonwealth of Virginia

Purpose

Ensure the professional development of the Custodial Services employees by providing relevant education and on-the-job training

Benefits to Custodial Staff

- ✓ Advanced knowledge and skills
- ✓ On-the-job training
- ✓ Industry certification
- ✓ Increased pay for higher level of skills
- ✓ Potential for career advancement

How it Works for Maximum Results

Incorporates classroom and field Instruction, performance monitoring, and financial incentives

- ✓ 144 hours of classroom training per each certificate course – conducted at the local community college, a vocational technical center, or at a NNPS facility
- ✓ 2,000 hours of on-the-job training with a highly skilled mentor
- ✓ Recommendation from a Senior Custodian, Lead Custodian II, and Custodial Area Supervisor
- ✓ Satisfactory performance evaluation
- ✓ 3.5% salary increase and a title of Custodial Technician I (with a Certificate of Completion) for successful completion of Year 1 program
- ✓ An additional 3.5% salary increase and a title of Custodial Technician II (with a Certificate of Completion) for successful completion of Year 2 program

When schools invest in a sound learning culture and standardized training becomes embedded, it fosters continuous improvement, personal and professional development for all team members, and **improved facility outcomes**. Investment in the custodial workforce improves service and is a key ingredient of making **school facilities cleaner, safer, and healthier**.

[Read full blog.](#)

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