

For Immediate Release

Building Tomorrow's Workforce: How Work-Based Learning and Continuing Education Elevate Skilled Trades

RICHMOND, VIRGINIA, March 18, 2026 – Thalhimer Multifamily (TMF) is strengthening the future of the skilled trades through a workforce initiative that combines high school Work-Based Learning, adult continuing education, and hands-on property maintenance training at community sites throughout Central Virginia.

As employers nationwide face tightening labor markets, maintenance and repair roles remain consistently in demand. In the Richmond metropolitan area, installation and repair occupations represent a meaningful segment of the workforce, with wages commonly ranging from approximately \$18 to \$29 per hour depending on experience and specialization. National projections indicate hundreds of thousands of annual openings in installation and repair occupations over the next decade due to growth and turnover, reinforcing the need for sustained workforce pipeline development.

Expanding Opportunities Through Work-Based Learning

In partnership with Henrico County Public Schools, and Chesterfield County Public Schools' Work-Based Learning Programs, TMF introduces high school students to careers in carpentry, electrical, HVAC, and plumbing - offering a practical career pathway at a time when traditional post-secondary options are increasingly expensive.

Students begin by building foundational skills at their home schools and completing OSHA 10 certification. After workplace readiness training and a job shadowing experience at a TMF-managed community, students transition into part-time maintenance roles with structured onsite mentorship.

Within his first two weeks, one student installed a dishwasher motor, replaced a dryer belt, and repaired a kitchen faucet - meaningful contributions that reflect the program's hands-on approach.

Katy Stokes, Coordinator of Work Based Learning, Career and Technical Education, Chesterfield County Public Schools, comments, "Over the past five years, the partnership between Chesterfield County Public Schools and Thalhimer Multifamily has truly flourished. Thalhimer has been a steadfast supporter of our Work-Based Learning program, creating meaningful opportunities for students to explore careers in property management and maintenance. From guest speaking in middle and high school classrooms to providing job shadowing experiences for students and teachers and offering paid internships for high school students, their team consistently provides valuable touchpoints that build career awareness, exploration, and preparedness. This partnership has given our students hands-on exposure to the industry, and we're especially proud that some graduates have gone on to begin their careers with Thalhimer and are thriving in these pathways."

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Randy Herold, a preventative maintenance specialist, Thalhimer Multifamily, comments “The work-based learning program was a great steppingstone for me to get my foot in the door financial wise. It gave me the experience I needed to enter the professional world outside of food service, and it’s been a big help in essentially kick starting my young adult life. If you’re a high schooler with no concrete plan of what you’re going to do after you graduate or when, I highly recommend getting the jump on life by entering the work-based learning program.”

Since its launch in late 2022 with one student participant, the partnership has grown to employ several exceptional high school students across Hanover and Chesterfield counties.

Supporting Adult Education at Regency

In addition to high school partnerships, TMF collaborates with Henrico County Adult Education to support continuing trade instruction for adult learners.

Classes are held at Regency, a Thalhimer Realty Partners / Rebkee-owned property, providing a convenient and accessible location for classroom learning. Instruction is complemented by hands-on training at Regency’s apartment communities. At The Rise, Regency’s first 320-unit building of its planned mixed-use apartment community, Regency has dedicated an entire apartment unit to Henrico County Continuing Education’s Regency campus, at no cost, for a student maintenance laboratory to apply newly learned skills in a real-world apartment environment.

This approach creates opportunities for both emerging and mid-career individuals seeking stable, skill-based employment while strengthening the local maintenance workforce.

In the Richmond region, entry-level maintenance roles offer competitive wages and long-term growth potential - creating viable career pathways without the burden of significant student loan debt.

Mac R. Beaton, Director of Workforce and Career Development, Henrico County Public Schools, comments, Henrico County Adult Education offers an Apartment Maintenance Technician program designed to prepare students for careers in the residential property industry. The program provides hands-on training in key skills such as electrical, HVAC, plumbing, appliance repair, and general property maintenance, along with professional practices like safety, work order management, and communication.

Through this short-term, career-focused course, participants gain the practical knowledge needed to maintain and repair apartments and multi-unit housing, helping them enter or advance in the growing property maintenance field. We are fortunate enough to partner with Thalhimer to provide this unique opportunity where participants actually learn the hands-on skills in one of the apartments they will be maintaining.”

Leadership Driving Impact

These programs are spearheaded by **Charles Weaver, CAMT, CPO**, Regional Service Manager of Thalhimer Multifamily, who brings 44 years of apartment industry experience and 15 years of teaching apartment maintenance trades to the initiative.

Weaver has been instrumental in shaping and expanding the program since 2022. His commitment to mentoring and workforce development has earned him significant recognition, including:

- 2024 Central Virginia Apartment Association (CVAA) Volunteer of the Year and the 2024 Gloria D. Jacobs State Volunteer Award
- Chesterfield County Public Schools 5820 Award (for “Going the Extra Mile”) for three consecutive years: 2022–2023, 2023–2024, and 2024–2025

“These students serve as a remarkable reminder of the reasons that initially inspired me to enter this field,” said Weaver. “Witnessing their growth, teaching them, and learning from them has been an incredibly fulfilling experience. This program gives me tremendous confidence in the future of the maintenance industry.”

Investing in Sustainable Workforce Solutions

Through mentorship, school partnerships, and applied field training, Thalhimer Multifamily is helping strengthen the regional skilled trades pipeline.

By integrating workforce development into daily operations, TMF supports long-term solutions that connect education, employment, and community needs.



About Thalhimer Multifamily

Thalhimer Multifamily is a fully-integrated property management firm with expertise in acquisitions, dispositions, troubled asset turnaround, property operations, and related services. Our areas of expertise include conventional lease-up, value-add, LIHTC, and student housing. In addition, we manage communities ranging from urban high-rise to open garden style. Our team has been trained to pay close attention to the resident experience and to look for ways to continuously improve. Thalhimer Multifamily has a proven, long-term track record of value creation. With nearly 13,000 units under management in Virginia and North Carolina, we offer a talented and dedicated management team focused on delivering results. We are a performance-oriented organization attuned to each owner's goals and objectives. To learn more, visit thalhimermultifamily.com

About Cushman & Wakefield | Thalhimer

Thalhimer was founded in 1913 and currently has offices in Richmond, Newport News, Virginia Beach, Fredericksburg, Roanoke, Charlottesville, and Lynchburg, Virginia. The company has nearly 100 broker professionals and employs approximately 545 associates. Thalhimer represents, on behalf of its clients, a property portfolio of 56 million leasable square



feet, management of more than 21 million square feet of commercial property, and nearly 13,000 multifamily units. In 2025, Thalhimer completed over 1,880 transactions with a transactional volume of more than \$2.04 billion. Thalhimer is the region's leading provider of comprehensive commercial real estate services, including corporate services, investment sales, tenant representation, project management, asset management, and the sale and leasing of office, industrial and retail properties. To learn more, visit www.thalhimer.com.

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