

Your Partnership Guide

You don't have to choose between supporting school facility management and supporting student success—you need a partner to manage your onsite facilities maintenance team. Let ABM help you navigate this daunting task with feasible solutions and a proven roadmap to success.

1 DEFINE PROJECT GOALS

Our local Director of Education Solutions conduct a strategy session with your team to outline what you want to achieve through outsourcing. They'll expertly answer any questions, help you better understand realistic outcomes for your project, and assist in shaping the appropriate scope for your outsourcing.

2 BUILD THE MODEL

Next, the ABM team will present a drafted solution model covering staffing, technology, and specific features of your organization to discuss and refine together, ensuring it meets expectations and aligns precisely with your needs. Lastly, we'll review financial terms to ensure we meet budget goals.

3 ENGAGE THE UNION

Once there is a plan, ABM will work with your team to approach the union. We can address any concerns and facilitate discussions to ensure everyone is on the same page. During these conversations, we'll discuss proposed wage rates and benefits to ensure a smooth transition.

4 COMMUNICATE THE PLAN

You must communicate the plan with transitioning employees once cleared with the union. Employees must understand they will not be terminated and be informed of the onboarding process. We recommend holding town hall meetings to talk through the plan and allow ABM to address any questions.

5 ASSIGN DEDICATED RESOURCES

A dedicated ABM transition team made up of HR, technical SMEs, client engagement resources, and project leadership will arrive locally to ensure every facet of the transition is covered and that the appropriate level of support is on-site to address any needs that may arise.

6 START TRANSITION

With a plan and team in place, it's time to start your new program. Our team will begin drafting contracts, onboarding personnel, ordering equipment, and working on other critical tasks. Thorough and ongoing communication will take place directly with ABM to the district team as the program is implemented.

FAQ

Q: My current facilities team is like family. What will happen to these employees if we outsource?

A: ABM promises to transition all qualified employees, who will most likely receive a salary raise, matched benefits, and possibly a signing bonus to further incentivize a smooth transition.

Q: What career benefits do transitioning employees receive by working at ABM?

A: ABM puts people first and we nurture their goals. Your employees will gain access to career growth across the nation and training programs to prepare them to take the following steps in their careers.

Q: If I can't find people to work, how can ABM find the staff needed?

A: ABM is an extensive provider of facilities services, so we have a plethora of internal candidates across many industries and a dedicated recruiting department that knows where to look and how to source talent.

Q: If I outsource my facilities program, will the local union picket my schools?

A: ABM is one of the largest union employers in the country. We are a signatory to agreements with many major unions and will work to quickly reach a fair and responsible agreement. ABM has a long track record of maintaining labor peace and entering into collective bargaining agreements that best protect our clients' interests. Additionally, we have a dedicated team focused on union relationships to guide you through the process.

ABM provides facility staffing solutions for efficiency. Find out how we can make it possible for you by calling **866.624.1520** or visiting **ABM.com/education**.



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