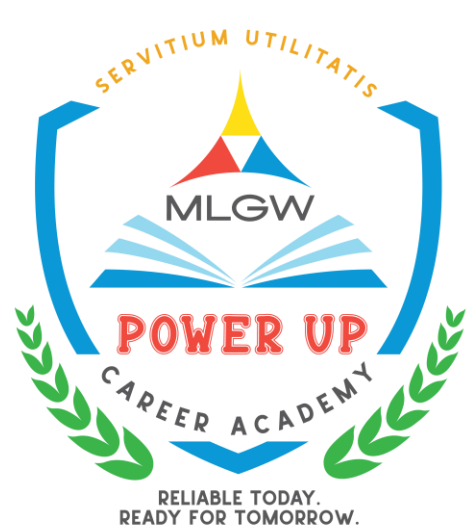




**RELIABLE TODAY.
READY FOR TOMORROW.**

MLGW Career Academy

Memphis City Council,
MLGW Committee Meeting
Tuesday, June 9, 2026



Automotive Bootcamp

Introduces students to automotive maintenance, diagnostics and fleet career pathways through hands-on learning experiences.

Utility Bootcamp

Trains participants in electric, gas and water operations while building awareness of skilled trade opportunities at MLGW.



- 2026 marks the fourth year of both bootcamps, programs run June 1 – 18
- Provides direct exposure to skilled trades, industry knowledge and professional development
- Paid work-based learning for 10th – 12th graders
- About 30 participants per cycle



IT NextGen Bootcamp

Newest addition in 2026 that serves to expand opportunities into technology and digital career pathways.

- Runs June 1 – July 16 with 20 students from 9 schools
- Paid workforce development bootcamp for 10th – 12th graders



Power Up Academy

Workforce development bootcamp started in 2025 that provides paid work-based learning experiences, professional development, career exposure and mentorship.

- Paid workforce development bootcamp for 10th – 12th graders
- Program runs June 8 – July 16
- 16 high school past-participants selected for 2026 Summer Internships at MLGW



Customer Experience and Energy Services

Residential Call Center

One-time academy in 2025 to recruit and onboard high school graduates to become Call Agents for MLGW's Residential Care Center.

- Out of 20 participants, 12 were hired full-time

Billing

A 2026 new addition to address the workforce gap in billing operations.

- Targets community college students with accounting coursework and backgrounds
- 10 or more new hires in each program cycle

Both programs have a 60% conversion from participant to employee.



College Internship/Co-op Program

Develops future energy leaders with real-world contribution to MLGW operations.

- Started in 1980, SVP Alonzo Weaver was in the inaugural class.
- This year, 40 college interns serve in a variety of career paths; 10 of the 40 are returning for the second year.
- MLGW had 7 hires from the 2024 class, and 11 hires from the 2025 class.



Teacher Externship

Provides educators with knowledge about the STEM related career opportunities available at MLGW.



STEM Program

Targets 3rd – 5th graders with 75 students attending annual STEM Conference.

- Introduces pathways to future careers in utilities and skilled trades
- Helps students enter the workforce better prepared to succeed

Adopt - a - School

MLGW's partnership with Craigmont Middle School supports student academics, enrichment activities, and recognition programs designed to strengthen student achievement and engagement.



2026 High Schools

Arlington High School
Collierville High School
Cordova High School
Craigmont High School
East High School
Fairley High School
Germantown High School
Houston High School
Kingsbury High School
Medical District High School
Millington High School
PURE Academy
Trezevant High School
Westwood High School
Whitehaven High School

2026 Colleges & Universities

Hendrix College
Jackson State University
Johns Hopkins University
Louisiana State University
Middle Tennessee State University
Mississippi State University
Pearl River Community College (PRCC Rhodes College)
TCAT/ Tennessee Applied of Technology
Tennessee State University
University of Arkansas, Fayetteville
University of Arkansas, Little Rock
University of Memphis
University of Tennessee, Knoxville (UTK)



Why are we doing this?



To create a pipeline of local students interested in developing science and technology-based skills and to provide the specific talent that MLGW needs to meet its strategic goals over the next 15 to 20 years.

At this point in time, we need automotive, utility, IT and engineering talent to meet the demands of the utility sector.

We also anticipate a boom in growth of clean energy and will need to meet demands caused by the necessary integration of those power sources with our grid.

Total students hired in the last year: 32



TBR Chancellor's Award for Excellence in Philanthropy (2026)

MLGW was nominated by Southwest Tennessee Community College and selected by the Tennessee Board of Regents (TBR) for the 2026 Chancellor's Award for Excellence in Philanthropy which recognizes decades-long partnership supporting student success and workforce development.

Key Contributions

- 30+ years of support for Southwest Tennessee Community College
- Financial contributions, equipment donations and in-kind support
- Strengthening high-demand training and instructional capacity

Workforce Development Impact

- MLGW employees serve as instructors, mentors and industry experts
- Supports utility career boot camps and the CEES Career Academy
- Builds direct pathways from education to employment

Overall Impact

- Enhances student access, affordability, and success
- Strengthens Tennessee's workforce pipeline
- Advances TBR's mission of student achievement and degree completion





Questions?