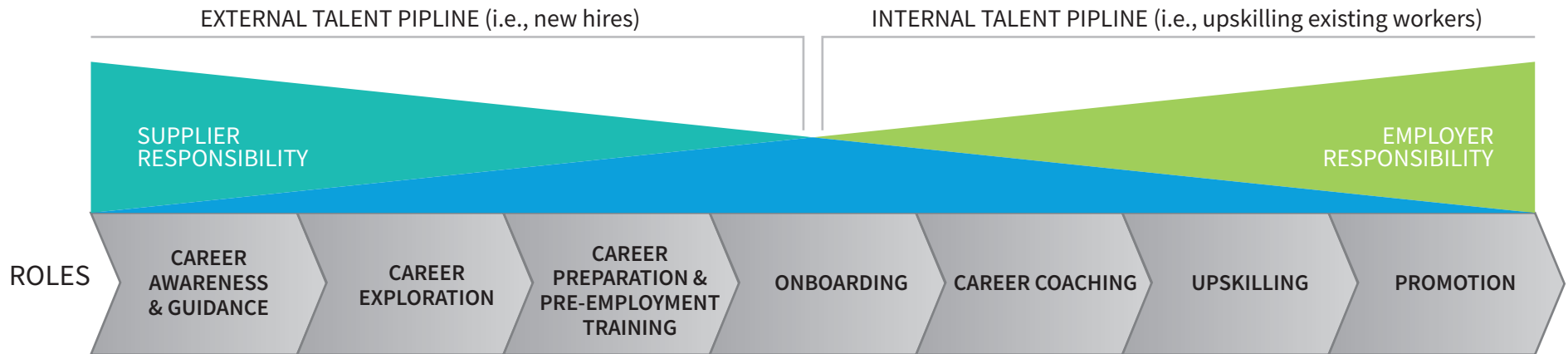


Building the Talent Pipeline }

Collaborate for Better Outcomes

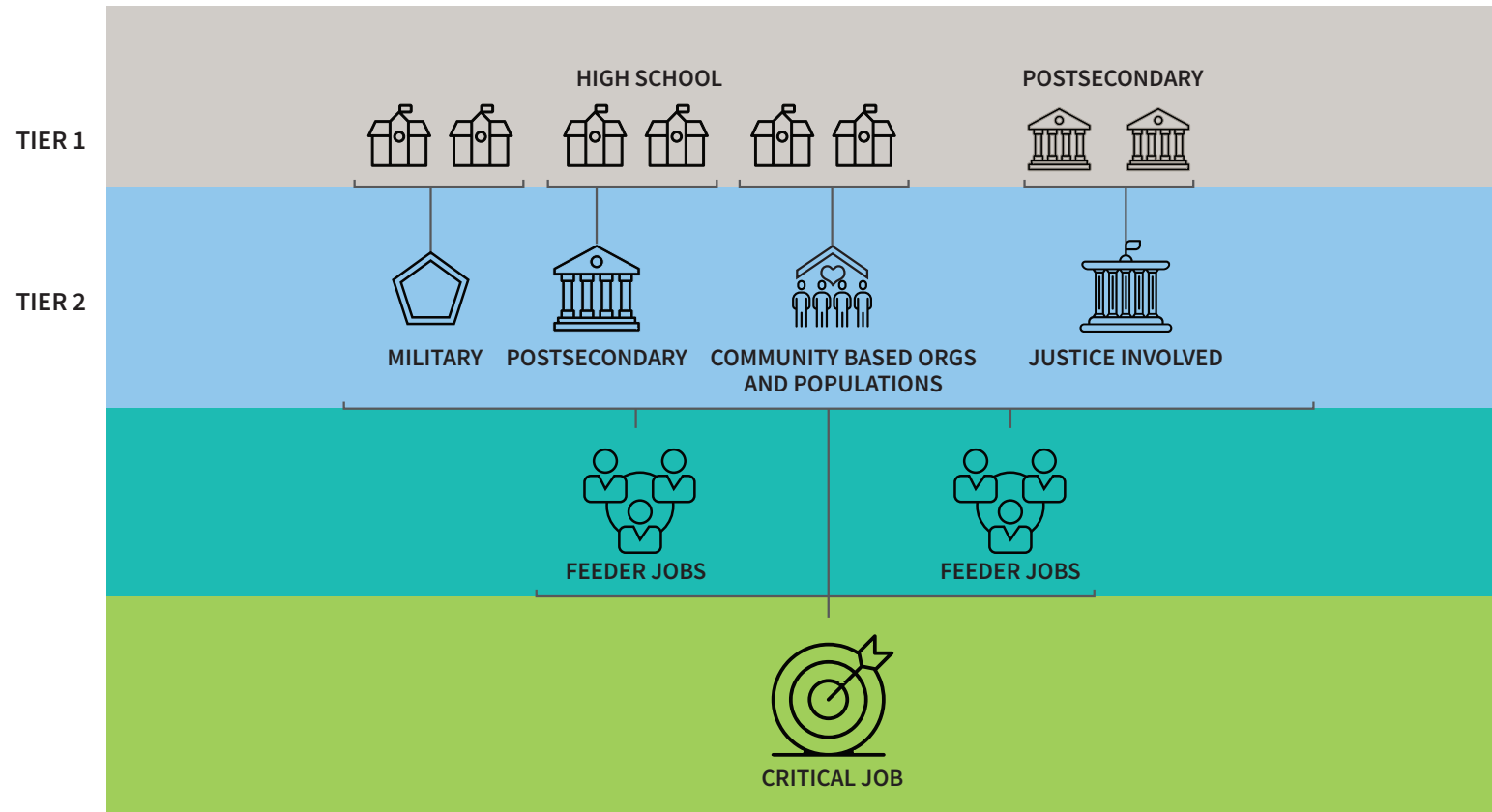
Suppliers and employers can help build a thriving construction ecosystem. Collaborate with your team to determine who you want to partner with on this journey. Partnerships invest in talent today for a more robust workforce tomorrow.



*This image has been adapted from the U.S. Chamber of Commerce Foundation's Talent Pipeline Management® TPM Academy® curriculum.

Building the Talent Pipeline }

Talent Pipeline Tiers



*This image has been adapted from the U.S. Chamber of Commerce Foundation's Talent Pipeline Management® TPM Academy® curriculum.

Identify Talent Sources

It is critical to prioritize a pool of talent to target. Industry shortages are at record levels, with an aging workforce and little gender diversity. Develop a long-term plan that creates opportunities for diverse and underrepresented populations.

Youth

- High school graduates
- CTE high school graduates
- Skills USA graduates
- After school programs: Boys & Girls Clubs of America, YMCA/YWCA, Boy Scouts of America/Girl Scouts of America, Urban League, Afterschool Alliance, Salvation Army, Afterschool All Stars

Post Secondary

- Technical schools
- Academies
- Community colleges
- Colleges and universities
- AmeriCorps

Department of Labor Programs

- YouthBuild
- Jobs Corps

Other Populations

- Minority communities
- Immigrants

Military

- Veterans
- ROTC

Community Based Organizations

- Chamber of Commerce
- Economic Development Council
- Staffing agency
- Vocational rehabilitation
- America Works

Justice Involved

- Prisons
- Formerly drug and alcohol dependent
- Formerly incarcerated