



Transition to the Trades

How Construction Can Find New Employees Among Those Entering the Civilian Workforce



When workers are scarce, there are only so many levers a company can press to find more. This includes recruiting people out of high school, trade school or college. It could also mean enticing them away from other types of work. Immigrants and foreign workers may also fill some of the need.

But what if you could tap into a group of people well-suited to construction who are always looking for work?



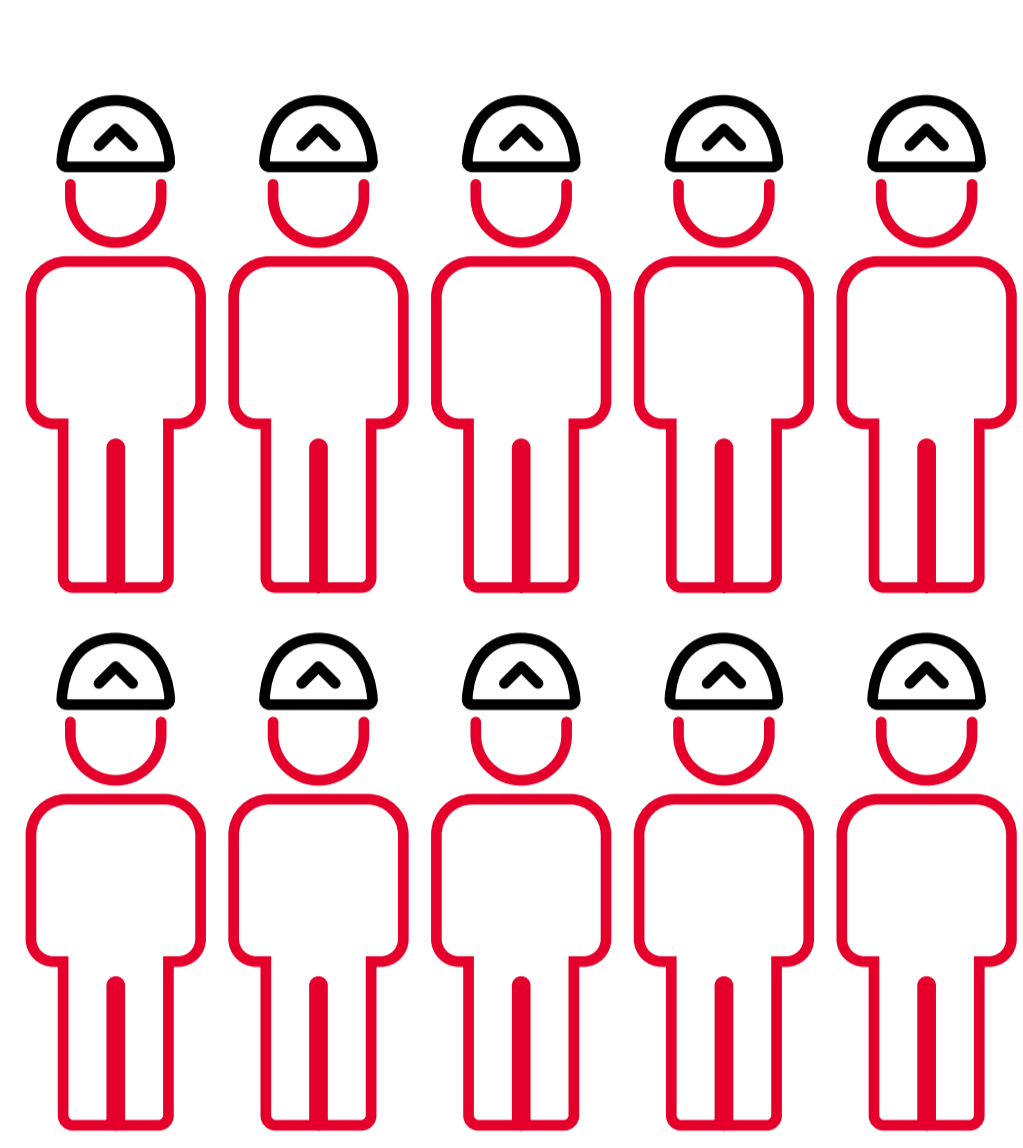
We're talking about people transitioning to civilian life, either from the military or from the criminal justice system.

Of course, not every person undergoing re-entry is going to be a great construction candidate. However, if enough of them are, and companies are willing to hire them, it could help address the dearth of skilled and unskilled labor.

Let's take a quick look at the possibilities available with veterans who are re-entering the workforce.

Veterans Re-Entering the Workforce

There are many people in the military who will return to civilian life at some point.

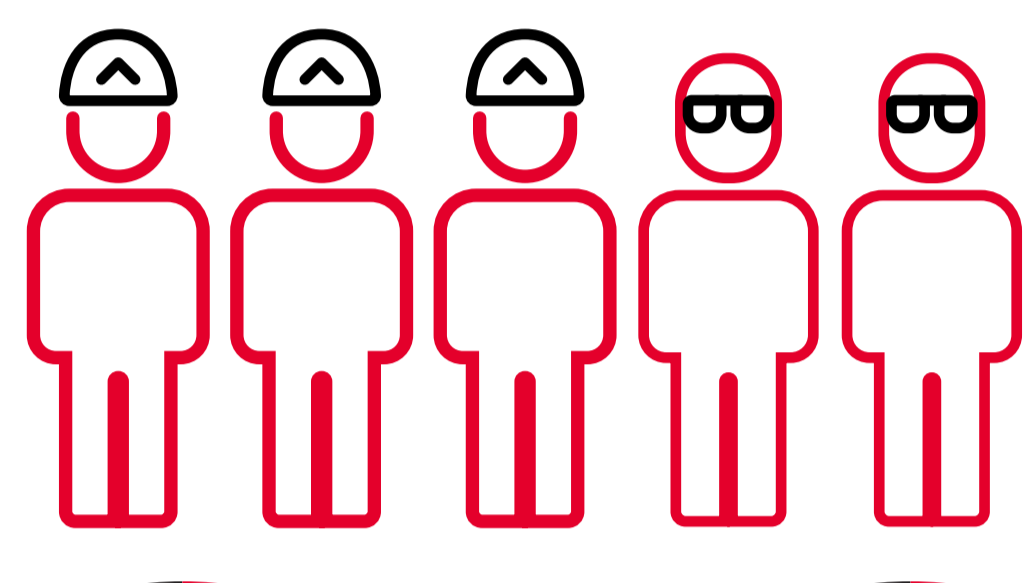


Number of active duty military:

1.3 Million

usafacts.org

Veterans participate in the workforce at a higher rate than others.



Veterans:

76.5%

usafacts.org



Non-veterans:

63.3%

bls.gov

Vets are already working in construction, but there's room for more great hires.

Percentage of veterans working in construction



Men: **6.2%**

Statista



Women: **0.7%**



Number of veterans **Helmet to Hardhat** has helped transition into construction trades:

400K

Now, let's turn to those who were formerly incarcerated.

People Involved with the Criminal Justice System Re-Entering the Workforce

Each year a significant number of people return from incarceration in the US.



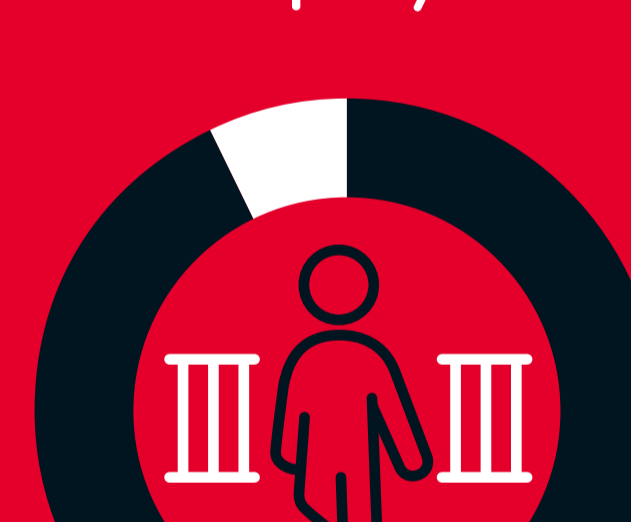
People released from state and federal prison annually:

610K

[Prison Policy Initiative](http://PrisonPolicyInitiative)

They work or look for work at a higher rate than others.

Employed or actively looking:



93.3%

of those formerly incarcerated



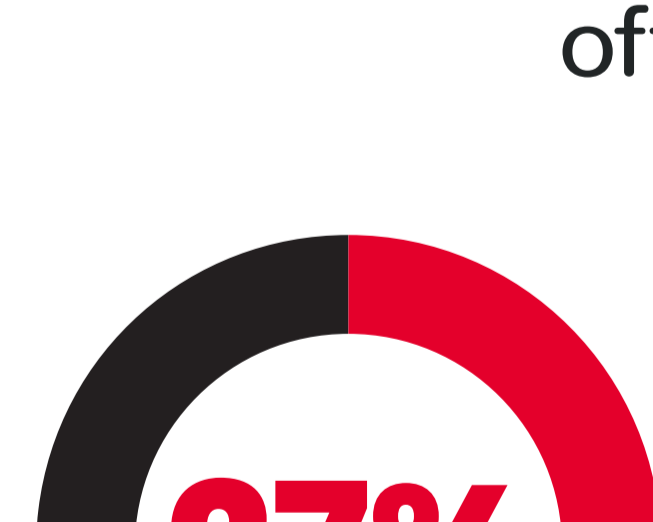
83.8%

of the general population

(Among those 25-44 years old)

[Prison Policy Initiative](http://PrisonPolicyInitiative)

Even though they want to work, those who are formerly incarcerated often have a difficult time finding a job.



Unemployment rate among those formerly incarcerated

prisonpolicy.org



Recidivism among those not enrolled in program



Recidivism among those enrolled in program



Thinking Differently Can Get Results

When recruiting for new employees, companies may not immediately think about veterans or justice-involved people needing to transition to civilian life. But there are many ways to access the potential of these populations, including programs that provide training and job placement.

It makes good business sense to look for talent in new and different places, even if you haven't considered these populations before.

Want to learn more about how other companies are successfully reaching out to veterans and the formerly incarcerated?



AGC's [2022 National Construction Industry Workforce Summit](#) report shares insights and results from key stakeholders across the industry about how to address the challenges faced by construction. This includes some of the challenges and considerations when recruiting, hiring and managing people re-entering the civilian workforce.