

CONSTRUCTION MANAGEMENT TALENT PIPELINE PROGRAM

HUB Operations in partnership with the College of Technology- Construction Management (CM) Department and National Association of Minority Contractors (NAMC) are working together to create a construction management talent pipeline program. The purpose of this initiative is to help increase the construction industry talent pool and provide Historically Underutilized Businesses (HUB)--minority, women and disabled veteran owned small businesses with knowledge to help them to be more competitive as prime contractors for construction work, including UH construction projects.



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The Historically Underutilized Business (HUB) Operations mission is to promote the inclusion of HUB vendors in university procurements. The HUB Program assists UH departments in locating HUB vendors, offers HUBs assistance to facilitate access and contracting opportunities. And ensures UH's compliance with state HUB laws. HUB operations uses data to identify gaps in services and innovative responses to help increase HUB participation. For example, according to the Bureau of Labor Statistics (BLS), there are nearly 256,000 construction job vacancies (<https://www.bls.gov/news.release/jolts.t01.htm>) as of April 2020--- ranking as one of the business categories most in need of labor within the private sector. The labor shortage within the construction field impacts both HUBs and Non-HUBs of all sizes. HUB Operations also recognizes there are HUB firms interested in transitioning from being a subcontractor to a prime contractor on UH construction projects. In response to these needs, HUB Operations proposed the creation of a UH construction management talent pipeline program. Recognizing substantive change cannot be made alone, a meeting between representatives from HUB Operations, National Association of Minority Contractors (NAMC), and the College of Technology –Construction Management (CM) Department led to the following:

- (1) NAMC will provide internship opportunities to CM students. Completion of an internship is a CM program graduation requirement. The timing of NAMC's internships come at a great time since some businesses have suspended their internship programs due to the economic recession.
- (2) The CM department will develop a training program to provide HUBs with knowledge and professional credentials required to be a prime contractor.

HUB Operations Making A Difference-----Through Listening, Learning and Partnership