

BUILD Inc. 2024-2029 Strategic Plan

Vision

A prosperous community, healthy families and employed individuals

Mission Statement

BUILD hires, trains, empowers, and launches individuals facing barriers into long, meaningful careers.

Strategic Plan

Strategic Goal 1: Increase Program Opportunities: Expand training and employment programs to create more job opportunities

Strategic Objectives:

- Explore program growth opportunities and revenue to ensure sustainability
- Explore new service offerings aligned with market demand
- Develop effective ways to tell BUILD's story
- Foster and grow strategic partnerships with key stakeholders

Strategic Drivers:

- To provide more employment opportunities for those who want jobs and training
- To align with market and industry demand for construction workers
- To facilitate economic growth and stability for BUILD stakeholders and partners
- To support families and the community through the prosperity brought by employment
- To facilitate strong, valuable, and enduring connections and partnerships with key stakeholders

Strategic Goal 2: Improve Program Success: Understand participants leave and work to ensure a higher program completion rate

Strategic Objectives:

- Implement strategies to address program incompleteness due to housing, mental health, and addictions struggles

- Ensure strong and strengthening supports for participants including Elder support
- Create a data strategy to better understand program drop-off

Strategic Drivers:

- To get more people fully trained and ready for employment
- To increase success rates and ongoing relationships with participants
- To enhance the already strong and supportive culture of BUILD
- To facilitate stable and sustainable funding

Strategic Goal 3: Improve Business Metrics and Efficiency: Better measure success and seek opportunities to optimize overall quality, efficiency, and return on investment

Strategic Objectives:

- Develop and implement key performance indicators and a measurement framework
- Explore costing, forecasting, and profitability improvements
- Enhance overall business practices with a focus on safety, quality, and social benefit

Strategic Drivers:

- To better measure success
- To contribute to financial stability
- To align with industry standards and expectations

Strategic Goal 4: Advocate for Systems Change: Engage in efforts to influence social procurement, criminal justice reform, social enterprise market development, and economic Reconciliation

Strategic Objectives:

- Advocate for social procurement policies
- Collaborate with stakeholders and use BUILD's voice for criminal justice reform
- Support the growth of social enterprises with aligned goals

Strategic Drivers:

- To drive equity in our communities
- To minimize barriers and challenges to employment