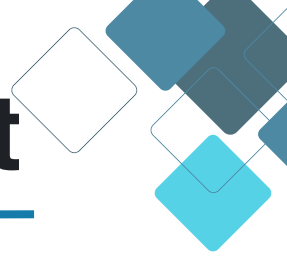


Untapped Talent Checklist



1. Inclusive Recruitment Practices

- Partner with organizations connecting with underrepresented communities.
- Use unbiased, welcoming language in job descriptions.
- Host career fairs and workshops in diverse neighborhoods.
- Leverage recruitment software to eliminate bias

2. Build an Inclusive Workplace Culture

- Conduct anonymous surveys and focus groups to assess inclusion barriers.
- Review workplace policies for biases and systemic barriers.
- Provide leadership training on cultural competency and allyship.
- Foster psychological safety through transparent

3. Retention Through Career Pathways

- Launch mentorship programs pairing employees with senior leaders.
- Provide transparent career maps showing growth opportunities.
- Develop leadership training programs tailored for diverse talent.
- Set measurable goals for diversity in leadership

4. Upskilling and Reskilling Programs

- Partner with community colleges to offer technical certifications.
- Create paid apprenticeships and internships for hands-on experience.
- Provide accessible training with flexible schedules and support resources.
- Offer online learning platforms for convenient

5. Building Talent Pipelines Through Community Engagement

- Support STEM programs in local schools.
- Host open houses to showcase manufacturing career opportunities.
- Establish scholarships for underrepresented students pursuing technical degrees.
- Advocate for equitable policies that expand access to education and training.

6. Employee Well-being and Recognition

- Join Employer Resource Networks.
- Provide mental health resources and Employee Assistance Programs (EAPs).
- Ensure competitive compensation and benefits packages.
- Establish recognition programs celebrating employee contributions.
- Foster work-life balance with flexible schedules and remote options where possible.

7. Promote Continuous Feedback Loops

- Conduct stay interviews to understand employee needs and reduce turnover.
- Use regular feedback channels to assess satisfaction and engagement.
- Apply data analytics to track trends and adjust strategies proactively.

