

SOFT SKILLS BUILD HOUSING CAREERS.

PASOS WORKFORCE DEVELOPMENT PILOT



THE GAP: GETTING IN IS NOT THE SAME AS STAYING IN.

Construction and housing careers need new talent, but early pathway attrition is real. For many participants, the first barrier is not only tool knowledge. It is jobsite communication, reliability, asking for help, safety mindset, conflict resolution, and confidence.

40.1 %

of U.S. construction apprentices in one
RAPIDS study canceled their programs.

RAPIDS 2012-2013

20.3 %

canceled during the first year of the
apprenticeship pathway.

RAPIDS

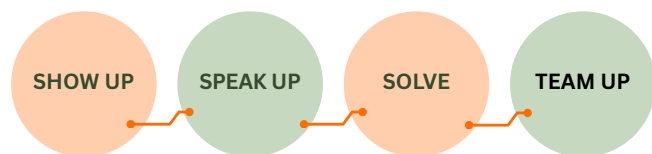
92%

of construction firms reported difficulty
hiring for positions.

AGC/NCCER 2025

SOFT SKILLS ARE TRANSFERABLE

The same human skills that help someone stay on a jobsite also help them succeed in housing, lending, customer service, project coordination, and community work.



- **Communication** - listen to directions, ask better questions, and serve clients clearly.
- **Reliability** - attendance, punctuality, safety habits, and deadline discipline.
- **Problem solving** - adjust when plans, materials, or field conditions change.
- **Teamwork** - work with crews, inspectors, lenders, counselors, and employers.

WHY NPHS ENGAGED

NPHS works where housing, people, and capital meet. The organization connects community lending, homebuyer education, housing development partnerships, and resident-serving programs. PASOS was created because the housing crisis is also a workforce pipeline issue.

723,000

**Estimated construction hires
needed each year, while
residential construction
represents 3.3M payroll jobs.**

PARTICIPANT BENEFITS

- Housing and factory-built construction career exposure
- Industry professionals, guest speakers, and employers
- Contractor licensing and housing development insight
- HUD-certified homebuyer education and financial resources

A SPONSORED, NO COST COMMUNITY-BASED ON-RAMP PILOT TO HOUSING INDUSTRY PATHWAYS

INVITE YOUR MEMBERS TO PARTICIPATE

PASOS gives students, job seekers, and community members a supported, beginner-friendly way to explore housing careers while building the transferable soft skills employers consistently look for.

WHAT YOUR MEMBERS GAIN



Career exposure

Housing careers, factory-built construction, and contractor licensing.



Soft skills practice

Communication, teamwork, professionalism, and problem solving.



Financial readiness

HUD-certified homebuyer education and financial resources.



Industry connections

Guest speakers, employers, and local housing leaders.

TRANSFERABLE SKILLS MAP

Soft skills are portable. They help participants move between jobs, sectors, and stages of life.

SOFT SKILL	IN HOUSING CONSTRUCTION	TRANSFERABLE BEYOND THE JOBSITE
Communication	directions, safety, scope, client needs	customer service, counseling, lending, case management
Teamwork	crews, inspectors, suppliers, schedules	project coordination, operations, community programs
Problem solving	field conditions and material changes	planning, judgment, follow-through, leadership
Professionalism	ready, respectful, accountable, on time	interviews, internships, employer networks
Financial confidence	income, budgets, homeownership readiness	family stability, coaching, long-term planning

OPEN TO STUDENTS, JOB SEEKERS, AND COMMUNITY MEMBERS

HOW ORGANIZATIONS CAN HELP

- 1 Share the flyer and QR code with members.
- 2 Refer students, job seekers, emerging workers, and career changers.
- 3 Invite NPHS to present or connect PASOS with employer and training partners.

PILOT DATES

July 24 information session
July 31, August 7,
August 21, August 28

SCAN TO LEARN MORE



nphsinc.org/pasos-program