

LEARN MORE

If you are interested in learning more about the Regional Engineering Pipeline Collaborative or exploring sponsorship opportunities, we would welcome the conversation.

ABOUT THE OASIS GROUP

The OASIS Group is a consulting firm dedicated to helping organizations scale their ability to prepare students and professionals for success in STEMM fields.

Our work focuses on strengthening partnerships across education, industry, and community organizations in order to create pathways that lead to meaningful careers.

With more than 30 years of experience, our team supports initiatives that aim to build stronger systems of opportunity for students, professionals, and communities.

SCAN CODE TO CONNECT:



BUILDING PATHWAYS FOR THE FUTURE ENGINEERING WORKFORCE



THE OPPORTUNITY



New Jersey's construction industry is experiencing significant growth. In 2024 alone, construction expenditures increased by approximately 6%, reaching nearly \$14 billion, with a project pipeline valued at more than \$100 billion anticipated in the coming years.

However, workforce development has not kept pace with this growth. Despite strong investment in infrastructure, job expansion in the sector has been modest and inconsistent, and the construction unemployment rate remains among the highest in the country.

This disconnect highlights the need for a coordinated regional approach to strengthening the engineering and construction talent pipeline.

THE CHALLENGE

New Jersey is one of the most diverse states in the nation, yet significant gaps persist in representation across the construction industry.

Studies indicate that:

- Only 3.78% of construction prime contracts were awarded to minority-owned businesses.
- 9.08% went to women-owned businesses.
- Minority-owned firms received 10.28% of subcontracts, while women-owned firms accounted for 29.81%.

At the same time, there is a growing need to prepare a larger and more diverse engineering workforce capable of supporting the state's expanding infrastructure needs.

THE VISION

The Regional Engineering Pipeline Collaborative seeks to bring together organizations across New Jersey to create coordinated pathways for students pursuing engineering careers connected to infrastructure and construction.

The collaborative will connect:

- Industry leaders
- Higher education institutions
- K-12 education programs
- Nonprofit organizations
- Government agencies
- Workforce development partners

Together, these stakeholders will work to strengthen pathways that prepare the next generation of engineers and construction professionals.

HOW THE COLLABORATIVE WILL WORK

The initiative will focus on:

- Aligning programs and institutions around a shared agenda
- Establishing common measurement metrics
- Building communities of practice across organizations
- Supporting knowledge exchange and shared learning
- Developing systems that track student progression and workforce outcomes

Through this approach, the collaborative aims to strengthen the engineering pipeline while expanding opportunities for students across the region.

THE ROLE OF THE OASIS GROUP

The OASIS Group will support the initiative by helping convene stakeholders and design the collaborative structure.

Support may include:

- Designing and facilitating convenings
- Identifying partners, speakers, and participants
- Supporting coalition-building using collective impact approaches
- Synthesizing insights into actionable plans

This work will help translate shared goals into coordinated regional action.