

CIW 2026 PLANNING GUIDE

OPENING DOORS

FOR WORKFORCE DEVELOPMENT

Building a Workplace for Everyone

Construction[®] 2026
Inclusion Week



2026



Construction Inclusion Week

Construction Inclusion Week is a nationwide initiative to attract, support, and retain talent across the construction industry.

Now in its sixth year, the focus is on opening more doors through a hands-on approach to workforce development.

Our goal for 2026, and beyond, is *Opening Doors through Workforce Development*, ensuring everyone at every stage of life or experience, has a place, a path, and a future in construction.

Instead of a prescribed daily schedule, every firm, large or small, every role, whether in the field or the office, will have the flexibility to select resources that match its capacity and culture.

Your participation helps the entire industry attract, develop, and retain the talent we all need.

Thank you for your support, participation, and commitment to build workplaces where everyone feels valued and respected.

THIS YEAR'S UPDATES: AT A GLANCE



Flexible Format

Your Week, Your Way structure: select the curriculum and resources that align with your company's goals, interests, and capacity.



Toolbox Talk Library

Small group discussions you can leverage during a project stand-down, team/crew huddle, or lunch and learn sessions.



Construction Inclusion Week Webinar

Real voices sharing how opened doors changed their careers; share on social media or watch as a company or a team.



Creative Ideas Guide

A catalog of engagement ideas, installations, and conversation starters ready to replicate and customize for your culture.



Nationwide Workforce-Development Directory

Search programs for students, career-changing adults, and re-entry talent.



School Resources

These resources introduce students, parents, and educators to the construction industry, opening doors to the many career paths that build our world.



OPENING DOORS: WORKFORCE DEVELOPMENT

“Opening Doors” is more than a theme for Construction Inclusion Week; it’s an industry-wide call to action.

The construction industry is currently facing a major turning point, driven by an urgent need for hundreds of thousands of skilled workers.

The Opportunity: To close the construction workforce gap, the entire sector needs to create an accessible space that brings in people from every background, giving them the tools, support, and path to advance. We must act now to reshape how we recruit, welcome, engage, and retain talent.



OPENING DOORS Through Workforce Development:

AWARENESS

Increasing both attraction and visibility into the range of careers available in construction:

- Share stories that reflect our humanity
- Expose students and communities to the work we do
- Break down stereotypes and promote industry pride

ACCESS

Broadening entry points for individuals at every stage of life and career:

- Create intentional outreach to overlooked communities
- Host jobsite tours and career exploration events
- Partner with schools, nonprofits, and workforce centers

ADVANCEMENT

Ensuring all workers have the support and opportunities to succeed and lead:

- Build inclusive, respectful workplaces
- Offer mentoring, training, and leadership paths
- Recognize and retain existing talent



THE PILLARS THAT SUPPORT WORKFORCE DEVELOPMENT

To build a workplace for everyone, we must focus on what makes opportunity possible and sustainable. CIW pillars provide the structure for that work: each pillar addresses a key element in how we attract, support, and retain talent across our industry:



COMMITMENT & ACCOUNTABILITY



ATTRACT & RETAIN



ECONOMIC OPPORTUNITY



BELONGING & WORKPLACE CULTURE



COMMUNITY ENGAGEMENT

The CIW pillars provide structure for the shared initiative to build a more inclusive, resilient, and future-ready industry... **one door, one opportunity, and one person at a time.**



UNDERSTANDING THE PILLARS



Your Week, Your Way: Construction Inclusion Week's daily themes have become our **five guiding pillars** which all connect to one central purpose: Workforce Development. Whether you focus on one or all five, each pillar helps open doors, build pathways and retain talent across our industry. Construction Inclusion Week 2026 is designed so every firm, no matter its size or bandwidth, can take part. **The goal is action**, not adherence to a rigid calendar.



COMMITMENT AND ACCOUNTABILITY

Companies and leadership commit to measurable actions that create clear pathways to fulfilling careers and foster workplaces where everyone can thrive.

A single company can make significant progress; an entire industry can transform the future. When contractors, designers, suppliers, and owners are intentional about attraction, retention, and promotion, we assume collective responsibility for the talent pipeline. Through defined commitments and accountability measures, companies will make continuous progress towards building an industry that truly reflects and serves all communities.



ATTRACT & RETAIN

Cultivate a construction industry that draws people in and motivates them to stay by offering meaningful work, accessible pathways to entry, and clear opportunities for advancement.

As the demand for skilled team members continues to rise, we must expand how and where we look for talent, and ensure those who join our workforce see a future for themselves. Attracting workers requires broadening outreach and access, while retention depends on day-to-day experiences that foster trust, growth, and purpose. Organizations that invest in both sides of this equation build teams that are stronger, more stable, and better prepared for long-term success.



ECONOMIC OPPORTUNITY

Create an opportunity-rich supply chain that mirrors the communities we build in.

Every subcontract or purchase order is a chance to expand economic opportunity. Broadening access to bidding lanes for a variety of contractors and service providers invites innovation, fosters competitive pricing, and supports economic growth that extends beyond a single jobsite. A well-rounded contractor ecosystem brings a mix of experiences and approaches that improve problem-solving, increase adaptability, and help keep projects on schedule.



BELONGING & WORKPLACE CULTURE

Seek & activate partnerships that open construction career pathways for students, career changers, and re-entry talent wherever our projects are.

No amount of top-tier safety equipment can fix a jobsite where disrespect is tolerated. Respect changes the dynamic from simple rule-following to active protection: people watch each other's backs because they share a purpose that goes far beyond completing a project number. When crew members know they are valued, field safety transitions from an enforced protocol to an automatic standard.



COMMUNITY ENGAGEMENT

Seek & activate partnerships that open construction career pathways for students, career changers, and re-entry talent wherever our projects are.

Our industry faces a skills gap that can't be solved from inside the gate. By collaborating with schools, workforce organizations, and nonprofits, we can tap into overlooked talent pools and prove that high-wage, high-dignity jobs are available and attainable.

Community engagement earns public trust, diversifies the applicant pipeline, and demonstrates that our work delivers shared prosperity to every community: locally, regionally, and nationwide.



AVAILABLE CONTENT & CURRICULUM

Construction Inclusion Week materials and resources will roll out over the next few weeks. Expect the following resources coming your way:

TOOLBOX TALKS: CONTENT/SUBJECT MATTER

- Opening Doors through Mentorship
- Sparking Early Interest in Trades
- Respect and Inclusion on the Jobsite
- Second-Chance Pathways to Careers
- Every Role Counts: Building an Inclusive Site Culture
- Mental Health In Construction
- Small Actions, Big Impact
- Pivot & Build: Life After Athletics
- From Service to Site: Construction Careers for Veterans
- Different Minds, Same Mission: Embracing Disability and Neurodivergence
- Economic Opportunity: Leveraging a broad source of suppliers

CREATIVE IDEAS GUIDE

This Creative Ideas Guide serves as a practical repository of workforce development ideas aimed at helping construction companies of all sizes support Construction Inclusion Week and strengthen their teams year-round. Organized around key themes: Retain, Develop, Recruit, Inspire, and Engage.

The guide offers a flexible collection of scalable initiatives ranging from quick, daily actions to long-term organizational programs. It helps organizations address critical industry priorities such as employee well-being, career advancement, continuous learning, and community outreach through collated ideas.

By providing actionable concepts for every stage of workforce growth, this year's Creative Ideas Guide empowers organizations to build upon their existing efforts and open doors to construction careers.

CIW 2026 WORKFORCE DEVELOPMENT DIRECTORY

The Construction Inclusion Week Workforce Directory acts as a central national hub connecting students, job seekers, and community members with workforce development and career-building initiatives across the construction industry.

Serving as a living database, this first-in-its-kind resource compiles pre-apprenticeships, trade training centers, university partnerships, and specialized craft education programs nationwide. It streamlines access to real-world opportunities in essential disciplines such as electrical, carpentry, HVAC, plumbing, and pipefitting, making construction career pathways clear and accessible.

For construction firms, trade associations, and educational organizations, the directory provides a platform to showcase their training programs, recruit top talent, and demonstrate an active commitment to workforce investment.

By bridging the gap between talent and opportunity, this resource helps organizations expand their recruitment pipelines while empowering candidates to connect with employers, find mentors, and launch long-term careers in the built environment.

[VIEW THE DIRECTORY](#)





PLANNING PATHWAYS

YOURWEEK, YOURWAY: For 2025, Construction Inclusion Week is shifting away from daily themes. Instead, firms have the flexibility to design their week in a way that makes sense for their teams, projects, and communities. To help you get started, here are three structured approaches:

OPTION A	OPTION B	OPTION C												
1x1x1 Approach	5 Pillars in 5 Days	Pillar Deep Dive												
Ideal for: Subcontractors, first-time participants, or small project teams.	Ideal for: Firms with existing CIW momentum and/or those who prefer daily touchpoints.	Ideal for: Firms that want to go deep on one workforce priority.												
> Pick one pillar that ties directly to a business priority: e.g., “Belonging & Workplace Culture” to reinforce respectful-site expectations. > Plan one signature activity (a Toolbox Talk, site walk, or lunch-and-learn) that fits a 15- to 60-minute window. > Set one measurable objective: example: attendance target, feedback score, or action item logged on the JHA. > Share the story internally and on social media with #ConstructionInclusionWeek to inspire others.	<table><tr><th>DAY/PILLAR</th><th>SAMPLE ACTIVATION</th></tr><tr><td>Mon Commitment & Accountability</td><td>Example: share hiring goals; post job-site dashboard.</td></tr><tr><td>Tue Belonging & Workplace Culture</td><td>20-min guided Toolbox Talk on psychological safety.</td></tr><tr><td>Wed Economic Opportunity</td><td>Virtual meet-and-greet with vendors and suppliers.</td></tr><tr><td>Thu Attract & Retain</td><td>Respectful worksite walk-through with leadership.</td></tr><tr><td>Fri Community Engagement</td><td>Hardhat tour for local students; promote workforce directory link</td></tr></table>	DAY/PILLAR	SAMPLE ACTIVATION	Mon Commitment & Accountability	Example: share hiring goals; post job-site dashboard.	Tue Belonging & Workplace Culture	20-min guided Toolbox Talk on psychological safety.	Wed Economic Opportunity	Virtual meet-and-greet with vendors and suppliers.	Thu Attract & Retain	Respectful worksite walk-through with leadership.	Fri Community Engagement	Hardhat tour for local students; promote workforce directory link	> Pick a pillar that ties directly to a business priority: e.g., “Attract & Retain” to focus on recruiting and retention. > Use the Toolbox Talks aligned to that pillar for daily discussions > Pair each day’s Toolbox Talk with an activity from the Creative Ideas Guide. > Share your efforts and takeaways internally and on social using #ConstructionInclusionWeek to inspire others.
DAY/PILLAR	SAMPLE ACTIVATION													
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Not every firm will fit neatly into Option A, B, or C; and that’s the point. Construction Inclusion Week is designed to be adaptable. Think of it as a buffet: take what works for your team, leave the rest. Other ways to participate include:

- **One & Done:** Host a single Toolbox Talk or activity to show support.
- **All Five All Week:** Cover a pillar a day for full engagement.
- **Hybrid:** Mix and match approaches across jobsites, offices, or project teams.
- **Single Pillar Focus:** Dedicate your week to one priority that matters most.

Construction Inclusion Week provides the framework and resources: you decide what works best for your workforce.



COUNTDOWN TO CIW 2026

Use this checklist to stay on track and assign responsibilities in the weeks leading up to Construction Inclusion Week. **Each step is simple, scalable, and adaptable, whether you're planning one activity or a full week of programming.**

ONE MONTH OUT (SEPTEMBER 14-18)

✓	KEY ACTIVITIES/ASSIGNMENTS	ASSIGNED TO (INTERNAL)
	Confirm registration on CIW site and Form CIW planning team or identify point person	
	Submit hosted workforce development events to the Public Events Calendar	
	Review Toolbox Talks, Creative Ideas Guide, Outreach Toolkits	
	Submit training programs to the Workforce Development Directory	

THREE WEEKS OUT (SEPTEMBER 21-25)

	Finalize your Construction Inclusion Week Schedule (Toolbox Talks, activities, and events)	
	Confirm logistics with facilitators and leaders (locations, times, materials).	
	Begin promoting CIW internally (posters, emails, intranet updates, team announcements).	
	Share CIW externally (social media save-the-dates, client/partner updates, website highlights).	

TWO WEEKS OUT (SEPTEMBER 28-OCTOBER 2)

	Finalize activity list	
	Distribute printables, resources and other materials	
	Provide facilitators with Toolbox Talks & Mental Health Guide	



COUNTDOWN TO CIW 2026

ONE WEEK OUT (OCTOBER 5-9)

✓	KEY ACTIVITIES/ASSIGNMENTS	ASSIGNED TO (INTERNAL)
	Share leadership talking points and reminders	
	Post “Coming Soon” messages internally	
	Highlight CIW in newsletters/project updates	

WEEK OF CONSTRUCTION INCLUSION WEEK (OCTOBER 12-16)

	Host Toolbox Talks, activities, and events	
	Share reflections with hashtags: #ConstructionInclusionWeek #CIWOpeningDoors	
	Track participation and collect feedback	

AFTER CONSTRUCTION INCLUSION WEEK

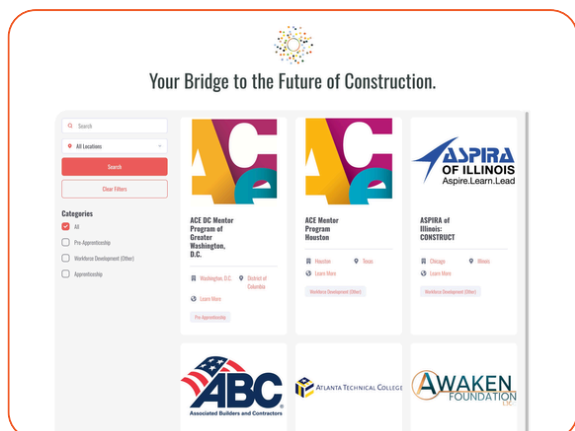
	Complete CIW impact survey	
	Submit success stories for the 2027 Best-Practices Guide	
	Debrief internally and log lessons learned	
	Continue to leverage and use the resources	
	Continue to share Workforce Development opportunities within your locality or community.	



RESOURCES AT A GLANCE

RESOURCES AVAILABLE NOW:

CIW WORKFORCE DEVELOPMENT DIRECTORY



Editable Social Media Toolkit with Pre-Populated Templates



Ready to Use Digital Assets
(Social Media, Zoom Backgrounds and More)

CIW CREATIVE IDEAS GUIDE DIRECTORY



Ready to Print Banners and Posters



Editable Banners and Posters

[Visit our Downloads page to access the items above.](#)

UPCOMING RESOURCES:



Toolbox Talks



CIW 2026 Webinar



School Resources

Sponsoring Construction Inclusion Week
positions your firm as a champion of progress and a builder of workplaces where people are respected, supported, and empowered to succeed. Align your brand with industry-wide momentum and demonstrate your commitment to a culture that welcomes talent, innovation, and opportunity for all.

SPONSORSHIP

			
Access to participate in CIW executive roundtable	✓		
Access to invite- only dinner with CIW founding firm leadership	✓		
Access to participate in CIW advisory planning committee	✓		
Recognition at CIW sponsored events	✓		
Link from CIW site to firm created content speaking to why you support CIW	✓	✓	
Logo included in CIW wrap-up piece	✓	✓	
Link from CIW site to firm created content speaking to why you support CIW	✓	✓	
Individual sponsor spotlight on social media	✓	✓	
Website, social media, and email badge for 2026	CO-BRANDED	CO-BRANDED	✓
Access to order hardhat stickers from CIW	UP TO 500	UP TO 500	ARTWORK ONLY
Company name listed included on sponsor feature page on CIW site	LINKED LOGO	LOGO ONLY	NAME ONLY
Access to all content	✓	✓	✓



Building the
WORKFORCE
of the Future!

REGISTER AS SPONSOR:

www.constructioninclusionweek.com/sign-up

