

STRATEGIC PLAN 2024-2027

DELIBERATE EXPANSION



Three years ago, TIP focused a strategic plan around strengthening the organization and launching a carpentry program. In the three-year time frame, TIP exceeded the goals. The latest strategic plan is about looking outward. Its purpose is to offer even greater support to more students with barriers to employment and expand TIP's reach.

In 2023, TIP again worked with JCA Consulting, LLC for six months to prepare, create, and implement this three-year plan. Interviews with stakeholders (employers, community partners, funders) and focus groups (students, alumni, staff, board) informed the goals and strategies.



The 2024-2027 Strategic Plan aims to expand TIP's reach through multiple dimensions while staying aligned with TIP's vision and mission. The plan's five goals offer new initiatives and bold ideas to connect more men and women to living-wage careers. Each goal has a series of strategies, each with action steps. The action steps are tied to a timeline and assigned to relevant staff member(s) for accountability.

OUR MISSION is to empower men and women with significant barriers to employment through skill building and career opportunities.

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STRATEGIC PLAN GOALS



1 GOAL 1 Touch More Lives

Increase the number of students TIP enrolls and graduates by 25% annually in the masonry and carpentry programs to reach more men and women with barriers to employment

STRATEGY 1

Determine the demand for workforce development programs within Southwestern Pennsylvania

STRATEGY 2

Assess the capacity required to serve more students

STRATEGY 3

Target additional populations with significant barriers

STRATEGY 4

Establish a plan to increase students by 25% annually

2 GOAL 2 Address Barriers That Persist After Graduation

Ensure all graduates are prepared for a successful and sustainable career using our support team (case managers, therapist, driving instructor, life coach, and job developer)

STRATEGY 1

Develop a transitional jobs model

STRATEGY 2

Refine the retention model

STRATEGY 3

Define, develop, and launch a mentoring program

STRATEGY 4

Develop a workforce transportation model

3 GOAL 3 EXPAND THE RANGE OF CAREER PATHS FOR TIP STUDENTS

Increase the career options for TIP students post-graduation while providing a workforce pipeline to a variety of industries

STRATEGY 1

Design a Hybrid Training Model for collaborative training

STRATEGY 2

Create a rubric to determine if additional career training opportunities should be offered at TIP

4 GOAL 4 MAKE TIP'S CORE COMPETENCIES AVAILABLE TO PARTNER ORGANIZATIONS

Help eliminate barriers to employment for a larger population beyond TIP students by supporting partner organizations in the community

STRATEGY 1

Identify TIP's core competencies

STRATEGY 2

Create a business plan for sharing TIP's core competencies

5 GOAL 5 EXPLORE OPTIMAL WAYS TO REPLICATE TIP'S SUCCESS

Discover the potential for expanding the TIP model to different locations - near and far. TIP is making a difference, and our model is needed in other cities and locations

STRATEGY 1

Identify TIP's core competencies

STRATEGY 2

Create a business plan for sharing TIP's core competencies

For more information about our strategic plan goals or process, please contact us at 412 243 2970 or info@tipgh.org.