### Building the Business Case for Opportunity Youth Talent Pipelines

#### Recruiting Efficiency
- Interview costs & pre-screening
- Trial hiring period from internships and apprenticeships
- Skill assessment

#### Onboarding & Training
- Pre-employment training
- Ongoing immersive training
- Support for supervisors post-hire

#### Diversity
- Access to diverse candidates
- Employees mirror community/customers
- Productivity, collaboration, and innovation from diversity

#### Retention & Employee Productivity
- Turnover costs
- Productivity from longevity
- Employee engagement
- Employee leadership development

#### Labor Costs
- Wages, other compensation and benefits differentials
- Government workforce incentives

#### Goodwill & Community Benefits
- Goodwill
- Value of reputation/PR
- Reduced tax burdens
- Reduced social costs