



# CONSTRUCTION WORKFORCE SOLUTIONS PARTNER

A full-service construction workforce and safety partner, providing talent acquisition, HR support, project coordinators, safety technicians, QA/QC techs, and environmental & sedimentation control services for contractors and developers.



# Transform your hiring with AI-powered talent solutions



We help construction and engineering companies end staffing shortages and eliminate agency costs with a continuous pipeline of vetted talent for one flat monthly fee. A Joy and Grace partnership means you have the confidence to bid projects, expand your business and increase revenue.

**Who are we:**

**Founded in 2018**

by industry expert  
Jennifer Brentzel Morgan

**10 team members**

with a combined 75 years  
in construction &  
engineering

**25 Days to Fill  
open reqs**

**95% Success Rate**

of delivering exceptional  
talent matches to  
position openings

Our niche focus across  
the United States has  
positioned us as a trusted  
recruitment partner for  
leading EPC firms seeking  
exceptional talent.

Working with Joy  
and Grace allows  
you to gain a  
powerful strategic  
growth partner.



# Vision *and* Mission

## Mission Statement

I'm Jennifer Brentzel Morgan, President of Joy and Grace, an AI Talent Partner. At our core, we're a talent acquisition company for the energy and construction sectors... we partner with clients on things like workforce planning and employer branding. But what that *\*really\** means is we've transitioned entire construction divisions to in-house tech models, hired 95 specialized engineers in just three months for a critical project, and helped our clients get named "Best Place to Work." My focus now is on securing a construction client in an underserved region to drive local economic revitalization and create quality jobs for the community. Ultimately, the goal is to be a catalyst for sustainable development across the United States, partnering with clients to not just build infrastructure, but to empower local talent, revitalize economies, and leave a lasting impact on the places that need it most.





# The recruitment industry is changing



## 75% AI Adoption

**"75% of companies will use AI-driven recruitment automation by 2027"**

**According to Gartner research, the recruitment landscape is experiencing a fundamental shift. Traditional recruitment methods are proving to be slow, expensive, and increasingly inefficient in today's competitive talent market. The companies that adapt first will gain the competitive advantage in securing top talent.**

# The staffing crisis is hitting construction

Joy and Grace



## Reality #1

Staffing agencies juggle multiple clients, charge exorbitant per-hire fees, all while treating you as just another client in their portfolio.

## Reality #2

In-house recruiters are overwhelmed, drowning in admin tasks and inbound applicants, missing the best talent in the market.

## Reality #3

Revenue impact is imploding. Understaffed projects lose revenue and damage your reputation while existing teams burn out from overwork.



# Your AI Talent Partner: The Complete Solution

**For one flat fee, we deliver a continuous flow of pre-vetted construction and engineering candidates every month. You pay for the pipeline, not the placement – saving thousands compared to traditional agencies.**

**20–50 Qualified Candidates Monthly**  
Pre-vetted construction and engineering professionals delivered to your pipeline consistently.

**Dedicated AI Talent Partner**  
Your personal AI system working 24/7 to source the best talent in the construction industry.

**AI-Powered Sourcing & Vetting**  
Advanced algorithms identify and screen candidates before they reach you.

**Full Interview Coordination**  
Complete scheduling and coordination so you focus on selecting, not searching.

## **BONUS: Unlimited Monthly Hires**

Complete elimination of per-hire fees. Fill as many positions as needed without additional costs.



# Traditional vs. AI Talent Partner

Factor	Traditional Agency	AI Talent Partner
Cost per hire	\$12,000 – \$25,000	Flat \$10,000/month
Time to Fill	60+ days	14–30 days
Candidate Pipeline	Agency Controlled	You own it
Scalability	Limited Capacity	Unlimited Hiring

The choice is clear: predictable costs, faster results, complete control



**Joy and Grace**

## **Traditional agencies**

Fee: 20% of first year salary or more

Unpredictable costs

Limited placements

Agency is not vested in the success of the client

Relationships with internal team members of the client are limited.



## **Joy and Grace flat fee model**

One time \$5,000 implementation fee

Monthly fee of \$10,000

Unlimited Hires

Dedicated sourcer

Dedicated interview coordinator

**For a flat \$10,000 monthly investment, you get unlimited access to vetted candidates and eliminate the financial unpredictability of per-hire fees. Most clients save 60-80% on their recruitment costs while dramatically improving hire quality and speed.**

# Your timeline for success:

## **Week One: System Setup**

AI system configuration and candidate sourcing begins immediately for your specific project needs.

## **Week Three to Four: Optimization**

Consistent candidate flow established with continuous optimization based on your hiring patterns.



## **Week Two: Active Engagement**

First round of qualified candidates presented with interviews scheduled and coordinated.

**Our Guarantee: We will deliver 20 interview ready candidates in the first 30 days or we will work for free until we do.**

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# Thank You For Your Time

Next Steps...

**\*\*Secure Your Partnership Slot.\*\***

If you are ready to build your A-team with a strategic partner and a predictable, cost-effective model, your next step is simple.

**\*\*Book a 15-minute "Talent Strategy Call" with our founder.\*\***

On this call, we will map out your hiring needs for the next 12 months and determine if a partnership is the right fit.

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