

## **Self-Performing General Contractor Assessment**

1. Does your organization have a written policy outlining your formal craft workforce development program?
2. Does your organization currently have employees who are active credentialed/certified craft instructors or are employed by a Joint Apprenticeship Training Council (JATC)?
3. Does your organization currently have credentialed/certified craft employees?
4. Does your organization provide formal, documented top-down support for your craft workforce development program?
5. Does your craft training program use industry approved or recognized curriculum and/or training materials which offer portable credentials upon completion?
6. Is your primary craft training program approved or recognized by a professional organization?
7. Do you supplement your primary craft training program with in-house resources, outside vendors, or other training providers?
8. Does your organization recognize training achievements of employees?
9. Does your employee training program address leadership training for frontline managers?
10. Does your organization participate in partnerships and community activities that positively impact your community and the communities in which you work?
11. Does your organization engage in employee recruitment programs such as partnerships with local schools, referral incentives, job fairs, etc.?
12. Is your organization currently an active member of any industry organizations and/or trade associations?
13. Does your training program include a structured craft progression program for craft employees?
14. Does your organization require craft employees to hold certain certifications and/or credentials?
15. Does your craft training program support or include any of the following examples of continuing education or upgrade training for credentialed journeymen?
16. Does your organization commit financial resources for workforce development?
17. Does your organization have a documented policy for the hiring/placement of qualified potential craft personnel?
18. Does your organization maintain detailed craft employee training records?



19. Does your organization offer programs to attract and retain/develop women and minorities in the workforce?
20. Does your organization have a policy/process for evaluating the level of commitment to workforce development from your prime and/or specialty trade sub-contractors?
21. Please provide documentation of the following safety statistics for the last two full calendar years (January to December) on the group you are reporting on.
22. Has your organization received any awards from trade associations, industry, or community organizations that would demonstrate your involvement with exceptional projects in the last two calendar years (January to December)?
23. Are you able to provide three client references that are able and willing to verify the quality of and management commitment to your workforce development efforts?
24. Is there any additional information concerning the organization's workforce development program that may be important and should be considered?