

**Key Tenets for Contractor Workforce Development**

3/14/2017

We, the GBRIA member companies, recognize the value of a skilled, knowledgeable and experienced craft workforce to improve the efficiency, productivity and sustainability of our industry. We endorse the following tenets as a demonstration of our commitment to support the development of a safe, capable and motivated contract craft workforce:

1. Owners will support contractor company craft training efforts…
2. Contractor companies making craft training a priority in each contract company’s corporate structure, requiring the following:
   1. Mission and vision for initial and ongoing contractor training
   2. Included as part of a company’s values
   3. A description of the contractors overall company training program including:
      1. Details on investments made on training
      2. Information on any specific future training program improvements.
      3. Specific methods to evaluate skill proficiencies, such as skills assessment training.
3. GBRIA member companies will recognize contractors who invest in the skill development of their workforce.
4. GBRIA member companies will encourage contractors to maintain a segment of their workforce in an active skills development program e.g. apprenticeship programs, skill gap closure, leadership training, etc.
5. GBRIA member companies will support contractor efforts to increase craft certification and proficiency that will create competitive advantage for our members.
6. GBRIA member companies will support standardized training curricula, performance standards, and certification, such as the National Center for Construction, Education and Research (NCCER) initiative or equivalent national initiatives that include assessment and credentialing as recommended by the GBRIA/ABC Industrial Contractors Council Certified Craftsperson Definition document.
7. GBRIA member companies will support programs that enhance the image of careers in construction and maintenance, improve the recruitment of entry-level applicants, and increase worker retention.
8. GBRIA member companies will support the GBRIA Workforce Development Awards Program, which recognizes excellence in contractor workforce development, High school and other post-secondary training efforts. This includes recognition of individual champions who have devoted significant time and effort in the promotion of craft training.
9. GBRIA member companies will support institutional craft training efforts, such as the GBRIA/ABC Joint Taskforce or LCTCS craft training.