



GBRIA CWD Awards

Contractor Presentation Guidelines

Note: The purpose of the presentation/interview is to give nominees an opportunity to show the life and depth of your workforce development programs. The online submission provides our committee members with just one side of the equation, but the in-person portion of this awards program allows nominees to bring their program activities to life. For the items listed below, please include pictures/screenshots, physical copies/samples, or any other materials to support your presentations. Presentations should be no longer than 30 minutes in length, leaving time for Q&A and discussion. Between 1-4 committee members will be present for the presentation, with a GBRIA staff member facilitating. Please structure your presentation in the order below, to allow the GBRIA committee member(s) to seamlessly follow their scoring sheet and dedicate their attention to you. If you have elements outside of this framework that you'd like to highlight, please include it in the beginning or end of your presentation.

Program Documentation and Management

1. Describe how your workforce development efforts (training, certification, and performance verification) have improved:
 - a. safety (defined as a reduction in OSHA Recordable Incident Rate),
 - b. productivity (defined as a reduction in the number of craft hours used to complete a given quantity of work),
 - c. quality of work (defined as a reduction in the rate of rework, wastage, and off-quality product produced),
 - d. absenteeism (defined as a reduction in the rate of absence from work or duty),
 - e. turnover (defined as a reduction in the rate of craft workers being hired to replace those that have voluntarily left) or other areas.
2. Tell us the methods your company uses to solicit feedback from employees with respect to training and workforce development. (ex: copies of employee surveys, voluntary suggestion box system, employee committee enrollment to recommend workforce development policies and procedures, etc.)
3. How does your company recognize those who have made accomplishments in training or workforce development? What must employees accomplish to receive these types of recognition?

Recruitment

4. Describe your recruitment activities (*ex: partnerships with high schools, participation in career days/job fairs, etc.*) (*please give details on any activities you participated in in the last year [ex: no. of job fairs attended, names of high schools or community/technical colleges you partner or recruit with, no. of craft internships/apprenticeships/co-op, no. of scholarships and dollar amounts, etc. with documentation]*)

Assessment

5. Describe your company's assessment programs, to include if the following elements are represented:
 - a. Formal, written process used to classify all new hires to a skill level (using an application, worker history, training history, experience, interviews, etc.)

- b. Written skills assessments for all new crafts persons (or verify skill level with NCCER or Union or other nationally recognized credentials)
- c. Hands-on performance assessments (or verify skill level with NCCER, Union or other nationally recognized credentials)
- d. Skill upgrade training for identified skill deficiencies. If so, how is this encouraged?
- e. Skill or upgrade training beyond NCCER (even if the cut score was met)
- f. Whether your organization requires all craft employees to hold certain credentials or certifications? If not, which craft employees do NOT require a credential or certification?

Training

- 6. Describe how your workforce development program encourages employees to have access to formal craft training and certification for those who are eligible? (*Ex: promo fliers, emails, etc.*)
- 7. Please describe the following:
 - a. How your company facilitates employee access to formal training and certification
 - b. Whether you offer on-site training or certification
 - c. Whether you offer paid training or certification time
 - d. Whether you offer financial assistance/reimbursement for tuition or fees
 - e. Who is this training offered to?
 - i. Those seeking formal training, knowledge/written verification, performance verification, union journeymen, or other industry-recognized top-level qualification?
- 8. What rewards does your company offer for employees who enroll in training, make progress in training, or complete training? Which groups are eligible for which awards?
- 9. What rewards does your company offer to employees who have received NCCER knowledge/written verification, NCCER performance verification, NCCER Certified Plus, Union Journeyman, or other industry-recognized top-level qualifications? Which groups are eligible for which awards?

Career Path

- 10. Explain how your company communicates career path information to employees.
 - a. Are they provided with written, company-specific career paths?
 - b. Are career path opportunities discussed when conducting performance evaluations?

Retention

- 11. Describe what criteria are included in your performance evaluations of craftspeople. (Safety, productivity, quality of work, absenteeism, etc.)
- 12. Describe methods your company considers essential to the success in retaining skilled craft people and other construction professionals. (*Ex: benefit plans, recognition, education reimbursements, etc.*)
- 13. Describe whether you facilitate continuous employment from one project to another for craftspeople. If you do, please describe how. Please also describe whether you facilitate work offers near a craft person's residence and how.