

# Make Workforce Development a part of your company's culture.

<p>A simple yet comprehensive self-assessment to evaluate your current <b>workforce development program</b></p>  <p>to identify opportunities for enhancement and validate you are on the right track.</p>	<p>Prescriptive results that will assist your organization in taking the right next steps as you <b>grow</b> your <b>workforce development program.</b></p> 	<p>A <b>tool</b> to differentiate yourself from your competitors</p>  <p>and identify you as a contractor and employer of choice.</p>
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In the example below, the member company self-scored its Employer Involvement as a 1. As a result, they are now aware of the necessary steps to take (Columns 3 and/or 4) to elevate the workforce development program. Improvements may be undertaken incrementally, working on Column 3 first and Column 4 in the future.

0	1	2	3
<p>Employer is not involved in the workforce development program and demonstrates little interest in it</p> <p>Workforce development is left to supervisory personnel to handle "as needed"</p> <p>No employee responsibility or accountability for workforce development</p> <p>Little or no funding for workforce development activities</p>	<p>Employer wants and supports workforce development, but does not actively participate</p> <p>Limited employee responsibility for workforce development, with limited or no accountability</p> <p>Employer provides limited funds for workforce development</p>	<p>Members of company management participate in the workforce development program</p> <p>Employee responsibility for workforce development is expected, with limited or no accountability</p> <p>Company has workforce development program goals/objectives, but does not track progress</p> <p>Company provides resources for workforce development</p>	<p>Owner/CEO directly and actively participates in the workforce development program</p> <p>Employer instills employee responsibility for workforce development throughout the company with accountability</p> <p>Employer tracks and annually reviews goals/objectives for workforce development</p> <p>Employer solicits feedback on the workforce development program and seeks ways to improve it</p> <p>Employer commits reasonable resources (money, time, personnel, equipment, supplies, etc.) to the workforce development program to achieve goals</p> <p>Workforce development is a part of everyone's performance appraisal</p> <p>Employer integrates workforce development into other facets of company operations</p>

To access the WDMS portal use your web browser and navigate to [wdms.abc.org](http://wdms.abc.org). For more information, please contact Timothy Mongeau at [mongeau@abc.org](mailto:mongeau@abc.org).



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## Fee

There is currently no fee to use or submit the WDMS.



## Familiar Feel

The WDMS is modeled after the STEP Safety Management System and uses a similar process for self-assessment, scoring and personalized feedback. The result is a familiar and easy-to-use online tool.



## Built With Privacy in Mind

Your data and results are private, and reports developed using the aggregated data contain no company identifying information.



## Designed to Scale With Your Organization

Whether you are just starting or already have a strong workforce development program in place, the WDMS is designed to grow with your organization. If you are starting from scratch, the WDMS prescriptively provides feedback for each key component identifying where to focus your effort and assist in developing an implementation plan. If you have an existing workforce development program, the prescriptive feedback for each key component identifies opportunities for further incremental enhancement and validates that you're on the right track.



## Recognition

Once you submit your WDMS application, you will receive a digital graphic that can be used on your company website, marketing material and proposal documentation. The digital graphic identifies that your organization takes an active role in workforce development and is focused on developing your most precious resource, your employees. Continued annual participation and demonstrated improvement in at least two key components will allow you to receive the updated year's digital graphic. There are also special digital graphics for five, ten, 15, 20 and 25 years of continuous participation and improvement.

## Key Components

### Leadership

- Employer Involvement
- Workforce Development
- Written Policy
- Responsibility for Workforce Development
- Resources for Workforce Development

### Culture

- Employee Involvement
- Workforce Development Goal Setting
- Succession Planning

### Process

- Continuous Improvement
- Education Methodology
- Use of Technology
- Recordkeeping and Documentation

## Survey Structure

You would self-score each key component along a rating scale from highest (3) to lowest (0) based on your perception of your current workforce development program.

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