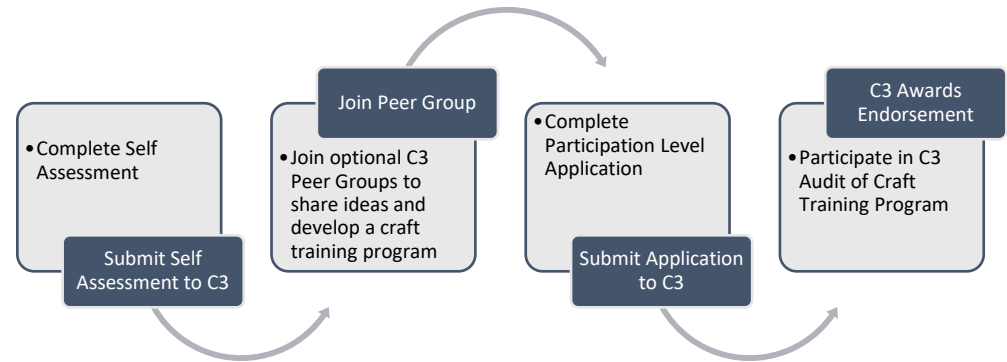




Craft Training Endorsement Program

Participation Level	Description
Pre-program	No Existing Program
Recognized	All of the following: Complete Self - Assessment Questionnaire Offer Craft (skills) training Track Craft (skills) training
Leader	"Recognized" plus defined career path for all craft positions And 2 of the following 3: • Offers a structured training program • Offers industry standard credentials for employees (if relevant) • Provides ongoing training for existing workforce
Champion	"Leader" plus 2 of the following 3: Learning and development programs link to performance management of workforce, company goals and/or metrics Culture of people development, broad reach of development throughout all levels of craft workforce Support industry-wide workforce development



C3 Optional Peer Groups

