

SMART Local Union: _____

SMACNA Chapter: _____

The purpose of this worksheet is to provide labor and management an opportunity to openly discuss and evaluate their workforce, both its current makeup as well as needs in the future. It is not necessary for labor and management to agree on all of the answers; responses may reflect the differences in views where those exist. Respondents are encouraged to be as detailed and honest as possible in their answers in order to get the most out of the exercise.

Questions:

1) What are the current demographics of your workforce?

What percentage of your workforce is under 30? _____% Over 50? _____%

How diverse is your workforce?

What percentage is a racial minority? _____% Female? _____%

2) How many years of trade experience does your workforce currently have?

3) What percentage of your workforce is expected to retire in the next five years? _____%

In the next ten years? _____%

4) What specific skills are most needed by sheet metal workers in your local area?

5) For each specific skill identified in response to question 4 above, what percentage of your workforce are currently proficient in each of those skills?

6) What is the current number of active journeypersons in the workforce today?

How does this compare to five years ago?

How does this compare to ten years ago?

7) How many hours on average did a journeyperson work in 2018? _____ hours

Is that up or down from five years ago?

8) What is your current number of apprentices? _____

What is the percentage of apprentice by year in the program?

First Year _____%

Second Year _____%

Third Year _____%

Fourth Year _____%

Fifth Year _____%

Labor Representative

Print name

Signature

Date

Management Representative

Print name

Signature

Date