



AIA North Carolina

A Chapter of The American Institute of Architects



CarolinasAGC
Building Your Business

JCR-62

Sub-Bidder Prequalification, Workforce Adequacy/Training for Private Work

October 2008

Recommendations:

In an effort to obtain the quality of craftsmanship and ultimate building value represented by the owners' investment, the architect and general contractor should promote the utilization of trade contractors who can demonstrate an adequate workforce commensurate with the level of challenge reflected in the design of the facility. Recommended methods by which this can be determined include:

- A. Workforce skill levels within recognized trades (concrete construction, steel framing, glazing, electrical, plumbing, HVAC and others) as verified through certifiable training and assessment programs.
- B. A corporate policy stating the company's commitment to craft training and a consistent history of internal initiatives to recruit, employ and train craft workers, including upgrade programs such as utilizing new technology, special skills and job site safety.
- c. The architect and general contractor should encourage the owner to weigh the value of each subcontractor's training activities using the following criteria:
 - a. A structured craft training program
 - b. Subcontractor's verified journeymen-to-trainee's ratio within the craft or trade at question
 - c. Employee orientation/safety training.
 - d. Corporate personnel with training responsibility.
 - e. A corporate policy stating the company's commitment to craft training and a consistent history of internal initiatives to employ and train craft workers

Absent of this recommended value application by the architect and general contractor responsible for the outcome of the workmanship, the owner has no tangible means of weighing a superior workforce value in selecting the respective trade contractors or subcontractors.

End of JCR-62

This recommendation is the result of considerable discussion and deliberation by the Architect and General Contractor members of the Joint Cooperative Committee of AIA North Carolina and the Carolinas AGC. While its provisions are not binding on individual Architects or General Contractors, the committee believes that adherence to the recommendations will benefit the Owner and the Construction Industry in general.