

## WORKFORCE DEVELOPMENT ASSESSMENT FREQUENTLY ASKED QUESTIONS

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1. What are the benefits of the Workforce Development Assessment to me and my firm?
  - The funds will provide support and expanded funding for current and all future workforce development activities and efforts carried out by the Building Chapter to increase the quality and quantity of future construction employees for your firm.
  - The Assessment model will save time and resources at both ends of the former process of funding workforce development via the “Fall Fundraising Campaign/Event”. The assessment will save time for both the fundraising committee members and the members being solicited.
2. Why did the Board decide on utilizing an “assessment model” to fund future workforce development as opposed to the old model of “annual fall fundraising”?
  - Historically, the members of the Education Committee have taken the responsibility to conduct an annual fundraising event to support workforce development (Student Chapters and Scholarships). With all member firms operating at lean capacity there just is not enough time for committee members to do the volunteer fund drive effort. In addition, at this time there is not enough paid staff time to take this effort into the Chapter office.
3. What will the Workforce Development Assessment Funds be used for? How will it be spent or used?
  - The funds collected via the Assessment will be earmarked and deposited into a restricted fund account for use in the following ways:
    - ✓ Scholarships
    - ✓ Fund projects requests from the Student Chapters
    - ✓ Provide leadership development activities for Student Chapters
    - ✓ Provide industry seminars for Student Groups
    - ✓ Provide our share of the funding to the NE Construction Industry Council to promote construction careers to young people
    - ✓ Expanded workforce development tools and efforts under development by the Chapter for use by members in their own recruitment efforts.
4. Who decides how the Assessment Fund dollars will be spent?
  - The Education and Workforce Development Committee will be responsible for recommending an annual Workforce Development Budget to cover annual scholarship awards, support for student chapters, support for the Nebraska Construction Industry Council and all other workforce activities to the Chapter Board during the annual budget process. The restricted Future Workforce Development Assessment budget will be approved by the Board of Directors along with the annual budget. The annual budget is implemented and carried out by the Executive Director.
5. Isn't this really just a dues increase?
  - NO, this has nothing to do with the amount of the annual dues. The Building Chapter has not raised membership dues since 2001. The Assessment takes the place of the “Fall Fundraising Campaign/Event”. We did have not conducted a major fundraising campaign/event since 2013.

6. Can I give more than the assessed amount towards this cause?
  - Yes, of course! Simply add the additional amount into your assessment when you issue the check. Any amount over your annual dues amount will be deposited into the restricted Future Workforce Development Fund.
  
7. Is the Assessment amount tax deductible?
  - It is deductible as a business expense in the same way your annual dues are deducted as a business expense.
  - FYI: if you accountants ask, the Building Chapter is a 501C (6) Non-profit entity in the eyes of the IRS.
  
8. If I pay my dues on the quarterly basis will I be able to pay the Workforce Assessment on the quarterly plan as well?
  - The Future Workforce Development Assessment will be due in full with your first quarter dues payment by February 1. The Assessment does NOT change your quarterly dues payment amount for the other three quarterly payments throughout the year.