**EMPLOYER RATING MATRIX**

**Business:**

**Contact Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Title:**

**Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_City/State: \_\_\_\_\_\_\_\_\_\_\_\_\_Zip:**

**In the Enterprise Zone? Empowerment Zone?**

**E-Mail: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Phone: (\_\_\_\_)\_\_\_\_\_\_\_\_\_\_\_Fax:(\_\_\_\_)\_**

**Business Size:** Small (1-10) Medium (11-49) Large (50+)

|  |  |  |
| --- | --- | --- |
| *Agile Manufacturing* | *Green / Renewable* | *Other:* |
| *Agri-business* | *Healthcare* |  |
| *Automotive Technology* | *Information Technology* |  |
| *Construction Trades* | *Logistics/Distribution* |  |

**Industry:**

**Organizational Structure:** Partnership Sole Proprietorship Corporation LLC

###### Business Survey:

1. How many years have you been in business?
2. How many employees do you currently have?
3. How many employees do you project having next year?
4. What is the sales trend in your industry? Does it apply to your business?

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1. Do you work with an accountant? Do they provide monthly financial statements?

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| --- | --- | --- |
| **POINTS** | **BUSINESS GROWTH AND SUSTAINABILITY FACTOR**  (see next page for category definitions) | SCORE |
| Required 25 | Full-Time Regular |  |
| Required 25 | Average Wage more than Minimum Wage |  |
| Required 15 | Benefits |  |
| 0 or 15 | Low Turnover/High Retention |  |
| 0 or 10 | Target or Growth Industries (for rural areas, a waiver may be applied) |  |
| 0 or 5 | Provides Employee Supportive Culture |  |
| 0 or 5 | Hires WOTC Target Individuals |  |
|  | **TOTAL SCORE** |  |

1. What is the biggest frustration in your business? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **POINTS** | **BUSINESS GROWTH AND SUSTAINABILITY FACTOR** | | **HOW TO RATE** | | |
| Required  25 | Full-Time, Regular | | * Must offer year-round employment. * Minimum 32 hours per week. (Identify seasonal hiring trends by reviewing past retention history.) | | |
| Required  25 | Average Wage More than Minimum Wage | | * Average wage exceeds minimum wage over multiple occupations that business employs. | | |
| Required  15 | Benefits | | Employer offers three or more of the following: Medical or dental insurance, elder care, paid holidays, paid sick leave, vacation, personal time off, health spending account, retirement plan, child care, flexible work schedule. | | |
| 0 or 15 | Low Turnover/High Retention | | * Existing Employers: Review data for status of all hires, pre and post retention, to identify patterns. * New Employers: Will collect data as patterns are established through usage of WIA hires. * Employers receive credit if they have less turnover when compared to industry turnover standards | | |
| 0 or 10 | Target Industries or Growth Industries | | Business must be in an FRWIB target industry – listed on top of previous page. | | |
| 0 or 5 | Provides Employee Supportive Culture | | Employer offers two or more of the following; employee handbook, employee orientation, employee introduction period, formal performance review program, job descriptions, tuition reimbursement or employee development programs. | | |
| 0 or 5 | Hires WOTC Target Individuals | | Hires one or more of the following**:** A **Veteran, Long-term Temporary Assistance for Needy Families (TANF) Recipient, Short-term TANF Recipient, Food Stamp Recipient, Designated Community Resident, Vocational Rehabilitation Referral, Ex-felon, Supplemental Security Income (SSI) recipient, or a Summer Youth Employee.** | | |
| Level of Service | | | | | |
| **Size** | |  | | **Intensive/Gold** | **Training/Platinum** |
| Small  1-10 employees | |  | | 0-59 points | 60-100 points |
| Medium  11-49 employees | |  | | 0-65 points | 65-100 points |
| Large  50+ employees | |  | | 70-79 points | 80-100 points |

If an employer, regardless of size, is within 10 points of the intensive or training level, the BAS should refer them to Fresno4biz.com through the web site or call the BSC at 230-4062.

* **Score Documented in Form BAS-003?** Yes No
* **If employer has requested an OJT/Skills Upgrade and is no longer eligible for OJTs/Skills Upgrade, have they been informed?** Yes No
* **Has the follow-up letter been sent?** Yes No

**Action Plan/Referrals:**

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##### Provider Signature Title Agency Date

\*Attach rating matrix to OJT Contract