

## THE PINK TO GREEN TOOLKIT: ADDING A GENDER LENS TO GREEN JOBS TRAINING PROGRAMS

CREATED BY WIDER OPPORTUNITIES FOR WOMEN  
FOR THE GREENWAYS INITIATIVE

JULY 2012

### TOOL 2.2 ASSESSMENT QUESTIONS AND EVALUATION CRITERIA

Use this tool to identify questions and evaluation criteria that assess a candidate's fit for your training program and case management needs. These sample questions apply a gender lens to assessment in order to get beyond stereotypes, identify transferable skills, and determine how to best serve incoming participants.

#### WHO SHOULD USE THIS TOOL

Case managers; intake staff

---

#### THE PINK TO GREEN TOOLKIT

This tool is part of *The Pink to Green Toolkit: Adding a Gender Lens to Green Jobs Training Programs*, created by Wider Opportunities for Women for the GreenWays initiative. All tools are available online at: <http://greenways.jff.org/pinktogreen>

The GreenWays initiative provides high-quality workforce services to employers and to workers seeking to advance their careers in the green economy. The initiative invests in 20 workforce partnerships across six diverse industry sectors

in eight metropolitan labor markets. It builds on JFF's approach of organizing employers and workforce resources into sectoral workforce partnerships to promote career advancement for lower-skilled workers. GreenWays is supported by grants from the U.S. Department of Labor through Pathways Out of Poverty and the Green Jobs Innovation Fund.

[greenways.jff.org](http://greenways.jff.org)

## ASSESSMENT QUESTIONS

Case managers or other intake staff members can use the sample questions during an application interview in the intake process or during the first meeting with the participant.

- > Why do you want to work in construction or the construction-related industry? What makes you a good candidate for this type of work?
- > Describe a time when you worked with others as a team to build a project.
- > Can you follow the directions of crew leaders even if the directions are given quickly or you don't like that person?
- > How will you maintain a sense of humor when dealing with difficult people, including practical jokers?
- > How do you know that you can work in a physically demanding environment for extended periods of time and in all weather conditions?
- > Can you work at heights or in small, confined spaces?
- > Can you work in environments that may be extremely noisy, dirty, hot, cold, wet, smelly, or potentially dangerous?
- > What do you do when repairs are needed around your home (e.g., fixing outlets, toilets, or leaks)?
- > Do you like to start and end your workday early?
- > Do you like solving technical problems and puzzles? Can you give me an example?
- > Have you worked from a pattern, blueprint, or diagram to construct or make things? Example?
- > Give me an example of a challenge you overcame.

## ADD OTHER ASSESSMENT QUESTIONS

- > \_\_\_\_\_
- > \_\_\_\_\_
- > \_\_\_\_\_
- > \_\_\_\_\_
- > \_\_\_\_\_
- > \_\_\_\_\_
- > \_\_\_\_\_
- > \_\_\_\_\_

## ASSESSMENT EVALUATION CRITERIA

These sample criteria can help intake staff select program participants.

- > Does the applicant understand the nature of the work and the working conditions?
- > Does the student have (or can gain) the physical capacity to succeed in a job that requires physical labor?
- > How well can the applicant follow directions?
- > Does the applicant have a good attitude about entering a male-dominated work environment?
- > Has the applicant demonstrated commitment to the program by showing up at various assessment points?
- > Does the applicant have strengths that balance out the weaker areas?

## ADD OTHER EVALUATION CRITERIA

- > \_\_\_\_\_
- > \_\_\_\_\_
- > \_\_\_\_\_
- > \_\_\_\_\_
- > \_\_\_\_\_
- > \_\_\_\_\_
- > \_\_\_\_\_
- > \_\_\_\_\_