



WORKFORCE DEVELOPMENT TOOLBOX

The **National Demolition Association (NDA)** offers tools for recruitment, mentorship, self-development, education, and certification to help member companies develop personnel. **Links provided in this document** and available in the NDA members-only **Resource Library**, key resources include:

- Job Descriptions
- Self-Development
- Mentorship
- Education
- Organization & Recruitment
- Certification

SELF- DEVELOPMENT

The NDA provides resources for skill-building and career advancement for demolition employees, including:

- **Safety App:** Access to safety materials in English and Spanish.
- **Starting Out Right Video Series:** Introduces new workers to the industry and safety practices.
- **NDA Resource Library:** Offers technical documents and safety materials.
- **Online Learning:** Partnership with 360training.com for OSHA 10 and 30 courses and more.

These tools support ongoing learning and professional growth.

JOB DESCRIPTIONS

These documents establish a standardized framework for demolition teams, detailing roles from laborers to leadership. They outline responsibilities, skills, and career advancement, aiding employers in structuring crews and helping workers envision career growth. Key roles include:

- General Laborer
- Field Laborer
- Skilled Laborer
- Support Operator
- Primary Operator
- Foreman
- Project Manager
- Superintendent



DEMOLITION WORKFORCE DEVELOPMENT TOOLBOX

A PROFESSIONAL DEVELOPMENT
SYSTEM FOR MEMBERS



NATIONAL
DEMOLITION
ASSOCIATION

MENTORSHIP

Mentorship improves development and workplace culture through:

- **Pre-Apprenticeship Guidelines for New Demolition Industry Employees:** Assists in onboarding new talent in the demolition industry by addressing common topics and hazards.
- **Peer Mentoring Program:** This program pairs experienced workers with novices to promote hands-on learning, knowledge transfer, and team cohesion. This adaptable method, supported by NDA's standardized form, aids companies in building a skilled workforce.

EDUCATION

NDA's education courses support career growth by focusing on essential industry topics for leadership and success. Key courses include:

- **Foundation of Demolition Management Training Series:** Estimating, Job Cost Tracking, Project Management, Risk Management.
- **Demolition Methods, Planning, and Design Course:** Modeling and field examples on engineering concepts behind demolition.
- **Hands-on Equipment Maintenance Course:** Cost efficiencies and equipment upkeep.
- **Superintendent Bootcamp:** Key concepts, management fundamentals and risk management.



ORGANIZATION & RECRUITMENT

A strong workforce begins with structured hiring practices and clear role definitions. NDA's tools include:

- **Anatomy of a Demolition Crew:** Outlines core roles, responsibilities, training, and certifications to standardize workforce expectations, enhance safety, and guide career development.
- **Ideal Demolition Worker Model:** Detailed guides for demolition professionals that clarify expectations and competencies, support training, and promote consistency in workforce development.
- **Pre-Interview Screening Questions:** Collects vital information on candidates' experience and certifications to help identify top talent and establish consistent hiring standards.
- **In-Person Interview Questions:** Evaluates applicants' experience and technical skills to ensure high hiring standards in the industry

CERTIFICATION

NDA certification is the final step for demolition professionals, validating their expertise and commitment. It provides nationally recognized credentials that enhance their credibility.

- **Certified Demolition Supervisor:** This certification demonstrates the knowledge to lead crews and manage jobsite activities, enforce health, safety, and environmental protocols, identify hazards, manage labor, equipment, and logistics, interpret project plans and communicate with project managers
- **Certified Demolition Technician:** This certification demonstrates the knowledge to recognize hazards, apply laws and safety standards, use demolition-specific tools, follow job site procedures and demonstrate proficiency in tasks.

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