

# ECAM: Environmental Career Advancement Measure

Worksite: \_\_\_\_\_

Career Field: \_\_\_\_\_

Name of Assessor: \_\_\_\_\_

Name of Assessment Informer: \_\_\_\_\_

Date of Assessment: \_\_\_\_\_

ECAM: Career Advancement Climate (Please circle appropriate response)						
1. Does this work site have positions at various levels with various responsibilities?	Many, more than 9	Several, 7 or 8	Some, 5 or 6	A few, 3 or 4	No, just 1 or 2	N/A
2. What are the entry-level positions?	3. What are the mid-level positions?		4. What are the higher-level positions?			

**ECAM: Career Advancement Climate (Continued)**

3. When hiring someone for a position, does this worksite promote an employee from within?	Often	Fairly Often	Sometimes	Rarely	Never	N/A
Comments:						
4. How often are promotions given?	Often	Fairly Often	Sometimes	Rarely	Never	N/A
5. What is the process for getting a promotion?						
6. Are supports and opportunities available to learn skills and responsibilities for higher-level positions at this worksite?	Often	Fairly Often	Sometimes	Rarely	Never	N/A
7. What kind of supports and opportunities available to learn skills and responsibilities for higher-level positions at this worksite?						
8. How often are raises given?	Often	Fairly Often	Sometimes	Rarely	Never	N/A
9. What is the process for getting a raise?						

**ECAM: Post Secondary Education and Training Opportunities** (Please circle appropriate response)

10. Are job related trainings and professional development opportunities available to employees outside of this worksite?	Often	Fairly Often	Sometimes	Rarely	Never	N/A
11. What types of job related trainings and professional development opportunities are available to employees outside of this worksite?						
12. Is post-secondary education needed/useful to advance at this worksite?	Often	Fairly Often	Sometimes	Rarely	Never	N/A
13. What type of post-secondary education is useful to advance at this worksite? Does this job provide support for pursuing post-secondary education (financial, timing flexibility, etc.)?						
14. Are there opportunities to learn new skills through on the job-training with supervision from an experienced co-worker at all levels at this worksite?	Often	Fairly Often	Sometimes	Rarely	Never	N/A
15. What type of opportunities are available to learn new skills through on the job training with supervision from an experienced co-worker at all levels at this worksite (mentorships, etc.)?						

ECAM: Workplace Climate (Please circle appropriate response)						
16. How much diversity is there at this workplace in all levels (entry-level, mid-level, and management) concerning race, ethnicity, gender, sexual orientation, disability, etc.?	A lot of diversity	A fair amount of diversity	A little diversity	Very little diversity	No diversity	N/A
Comments:						
17. Are there individuals with disabilities represented in all levels (entry, mid, higher, and management) level in this workplace?	Yes	Somewhat	Barely	Not at all	N/A	
18. What disability resources are available at this worksite?						
19. How much knowledge and abilities to provide reasonable accommodations does the supervisors/HR have in this workplace?	A lot	A fair amount	A little	Very little	None	N/A
20. What types of accommodations are available at this worksite?						
21. Do individuals with disabilities experience discrimination in this workplace?	Often	Fairly Often	Some-times	Rarely	Never	N/A
22.						