

Worker Coop Academy Team Application

DUE BY: 11:59pm June 14th, 2015

* Required



A project of the Bay Area Blueprint Collaborative



**Sustainable
Economies
Law Center**

POINT PERSON CONTACT INFORMATION

Please provide us with the contact info for one individual from your team to be the designated point person for the Academy.

1. **First Name ***

.....

2. **Last Name ***

.....

3. **Application Date ***

.....
Example: December 15, 2012 11:03 AM

4. **Phone Number ***

.....

5. **Email ***

.....

6. What's the best way to reach you? *

Mark only one oval.

Email

Phone

7. Project, Business, or Organization Name *

Please give us the name of your project, business, or organization.

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8. Team Members

Please list the names of all your team members that will take part in the Worker Coop Academy.

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PARTICIPANT GROUP

9. Please identify yourself as ONE of the following participant groups: *

Mark only one oval.

STARTUP (Founders of new cooperatives)

EXPAND (Members of existing coops seeking to grow)

CONVERT (Businesses looking to transition to worker cooperative ownership)

DEVELOP (Organizations interested in becoming or strengthening their coop development)

TEAM DEMOGRAPHICS: Startups, Expanders, & Converters

If you identified your team as "Startup," "Expand," or "Convert," please answer the TEAM DEMOGRAPHICS questions to the best of your knowledge.

10. How many members of your team self-identify as the following:

Mark only one oval per row.

	1	2	3	4	5
Female	<input type="radio"/>				
Male	<input type="radio"/>				
Other	<input type="radio"/>				

11. How many members of your team self-identify as the following:

Feel free to double count if members of your team self-identify as multiple races.
Mark only one oval per row.

	1	2	3	4	5
African American or Black	<input type="radio"/>				
Asian	<input type="radio"/>				
Native Hawaiian or other Pacific Islander	<input type="radio"/>				
American Indian or Alaskan Native	<input type="radio"/>				
White or Caucasian	<input type="radio"/>				
Other	<input type="radio"/>				

12. Do members of your team make less than \$15 per hour?

Mark only one oval.

- Yes
 No

13. Are members from your team Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, Cuban-American, or some other Spanish, Hispanic, or Latino group?

Mark only one oval.

- No, there are no team members who are Spanish, Hispanic, or Latino
 Yes

FINANCIAL: Developers

Please answer this section if you identified yourself or your team as "Develop."

14. On average, do the populations you work with make at or below \$15 per hour?

Mark only one oval.

- Yes
 No
 Unsure

15. Do the populations you work with receive any of the following?

Check all that apply.

- Food stamps
 WIC
 Public Housing
 TANF
 General Assistance
 None

SCHEDULING ASSISTANCE

16. **Will any members of your team be unable to attend Academy classes if childcare is not provided? ***

We are trying to assess whether childcare will be a barrier to participation in the Worker Coop Academy for members of your team.

Mark only one oval.

Yes

No

17. **Do any members of your team have physical disabilities that we should be aware of? If so, what are they?**

In finding spaces to hold our classes, we want to make sure that we accommodate all of our participant's needs.

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18. **Will any members of your team be unable to participate effectively in Academy classes if the classes are conducted in English?**

If so, what is the primary language of those team members?

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CHOOSE YOUR OWN ADVENTURE

19. *

Please click below to go to the correct page to provide us information about your startup, business, or organization.

Mark only one oval.

STARTUP (Founders of new cooperatives) or **EXPAND** (Members of existing coops seeking to grow) *Skip to question 20.*

CONVERT (Businesses looking to transition to a cooperative ownership) *Skip to question 38.*

DEVELOP (Organizations interested in becoming coop developers) *Skip to question 53.*

STARTUP & EXPAND: BUSINESS INFORMATION

20. **Please provide a brief description of your planned or existing business product(s) or service(s). Who are or will be your expected customers? ***

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21. **Describe the experience/knowledge you and your team members have about your chosen industry/business: ***

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22. **Has anyone on your team done any of the following? ***

Check all that apply
Check all that apply.

- Talked with someone from a worker cooperative
- Talked with a cooperative developer
- Talked with a person or organization that sets up and supports worker cooperatives
- Attended a worker cooperative training or conference
- Read documents about setting up or running cooperative businesses
- Been a member of any kind of cooperative
- Other contact with cooperatives (please describe below):
- Other:

23. **How far along is the project or business? ***

Check all that apply.

- Just an idea right now
- We've made some progress (meeting, planning, etc.)
- On the way (have a mission, are incorporated, wrote a budget, etc.)
- We're operational.
- Other:

24. **FOR STARTUPS ONLY: What are your goals and why are you looking at a worker cooperative model to meet those goals?**

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25. **Do you have any of the following?**

If you have any of these documents, would you be willing to share them with us? If so, please email them to ricardo@theselc.org.
Check all that apply.

- Feasibility Study
- Market Research
- Business plan
- Financial projections
- Strategic plan

26. **How many people are currently involved in your business or team? ***

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27. **FOR STARTUPS ONLY: How many people do you anticipate involving prior to business opening?**

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28. **FOR EXPANDERS ONLY: How many people do you anticipate hiring as your business expands over 2015 and 2016?**

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29. **Who are the current or potential members of the cooperative? ***
How are they involved in the planning process for your startup or business expansion, if at all?

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30. **What are the strengths and weaknesses of each person on your planning team? ***

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31. **FOR STARTUPS ONLY: When do you plan for your cooperative to be open for business?**

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32. **How many jobs do you hope to create within the next five years? ***

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Please rank the TOP FIVE areas you are most in need of assistance (1 being the highest priority) in order to start or scale your business:

33. **1:** *

(Highest priority)

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

34. **2:** *

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

35. **3:** *

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

36. **4:** *

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

37. **5:** *

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

Skip to "Thank you for applying to the Bay Area Worker Coop Academy!"

CONVERT: BUSINESS INFORMATION

38. **Please provide a brief description of your existing business product(s) or service(s).** *

Who are or will be your expected customers?

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39. **Describe the experience/knowledge you and your team members have in your industry/business:** *

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40. **What are your goals and why are you looking at a worker cooperative model to meet those goals? ***

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41. **Has anyone in your business or conversion team done any of the following? ***

Check all that apply.

- Talked with someone from a worker cooperative
- Talked with a cooperative developer
- Talked with a person or organization that sets up and supports worker cooperatives
- Attended a worker cooperative training or conference
- Read documents about setting up or running cooperative businesses
- Been a member of any kind of cooperative
- Other contact with cooperatives (please describe in "Other"):
- Other:

42. **How long has your company been in business? ***

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43. **Do you have any of the following?**

If you have any of these documents, would you be willing to share them with us? If so, please email them to ricardo@theselc.org.

Check all that apply.

- Feasibility Study
- Market Research
- Business plan
- Financial projections
- Strategic plan

44. **How many people are currently employed or involved in your business?**

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45. **Who are the current or potential members of your business that are assisting with the conversion?**

How are they involved in the planning process, if at all?

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46. **What are the strengths and weaknesses of each person on your conversion planning team?**

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47. **Who are the current owners and what is their anticipated involvement?**

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Please rank the TOP FIVE areas you are most in need of assistance (1 being the highest priority) in order to convert your business:

48. 1:

(Highest priority)

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

49. 2:

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

50. **3:**

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

51. **4:**

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

52. **5:**

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

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DEVELOP: ORGANIZATION INFORMATION

53. **Please provide a brief description of your organization and its mission. ***

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54. **What are your goals and why are you looking at a worker cooperative model to meet those goals? ***

Who are or will be the expected populations you'll be helping with cooperative development?

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55. Has anyone in your planning team done any of the following? *

Check all that apply.

- Talked with someone from a worker cooperative
- Talked with other cooperative developers
- Talked with a person or organization that sets up and supports worker cooperatives
- Attended a worker cooperative training or conference
- Read documents about setting up or running cooperative businesses
- Been a member of any kind of cooperative
- Other contact with cooperatives (please describe in "Other"):
- Other:

56. How many people are currently or anticipated to be involved at your organization in cooperative development? *

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57. What are the strengths and weaknesses of each person in your organization that will be supporting cooperative development? *

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58. If you have already identified what kind of cooperative business you will develop (or if you are supporting an existing coop), please tell us about the business you envision:

What products or services will it provide? Who are its target customers?

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59. **If you have not yet identified what kind of cooperative business you will develop, what have you considered so far, and how will you make this decision?**

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60. **What stage are you at in your co-op development project? ***

Mark only one oval.

- In the research stage. We are exploring the possibility of developing a co-op.
- We are laying the groundwork to develop a co-op.
- We have launched a co-op.
- We have developed 1 or more self-sustaining co-ops.

Please rank the TOP FIVE areas you are most in need of assistance (1 being the highest priority) in order to help grow your organization's capacity to support cooperative development:

61. **1: ***

(Highest priority)

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
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- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

62. **2:** *

Mark only one oval.

- Making a project road map for starting a new worker cooperative
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- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

63. **3:** *

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

64. 4: *

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

65. 5: *

Mark only one oval.

- Making a project road map for starting a new worker cooperative
- Learning or educating others in our group about the worker cooperative model.
- Writing bylaws
- Setting up democratic structures for governance or management
- Developing systems of accountability and evaluation
- Training in democratic communication tools: facilitation, mediation, conflict resolution
- Training in cooperative finances
- Applying for a loan or other financing
- Doing a feasibility study
- Writing a business plan
- Legal questions
- Other:

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