



## Motivating & Mentoring CW/CEs



## Motivating and Mentoring CW/CEs

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*VEC, Inc.*

**This session is eligible for 1 Continuing Education Hour**

For these hours to appear on your certificate, you must:

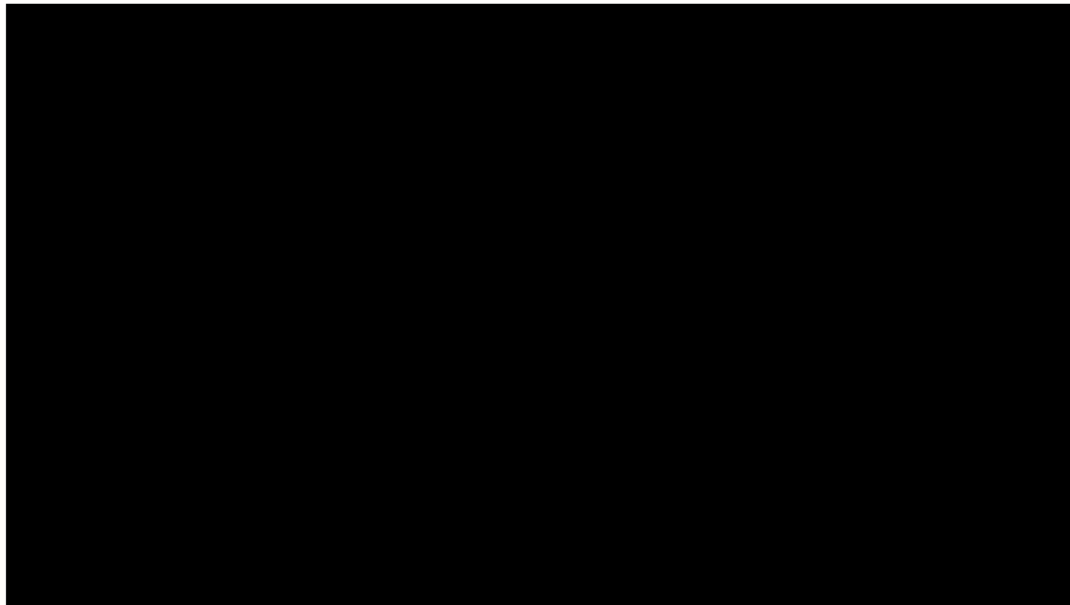
- Have your badge scanned at the door
- Attend 90% of this presentation
- Fill out the online evaluation for this session:  
[www.necanet.org/neca2018](http://www.necanet.org/neca2018)

## Objectives

- Why train and mentor CW/CEs
- How to encourage an industry career
- How to create buy in
- Cost savings of CW/CEs
- How to select the right trainers and mentors
- What to teach

3

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<https://youtu.be/uEEYbXVCoT0>

4

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## Why Train CW/CEs

- Provide tools for success
  - Safety awareness
  - Experience/growth
  - Mentorship/education
- Help CW/CEs reach their goals
  - Provide a stepping stone to apprenticeship, industry careers, etc.

5

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## Job versus Industry Career

- Emphasize electrical careers
- Benefits electrical industry – not just VEC


6

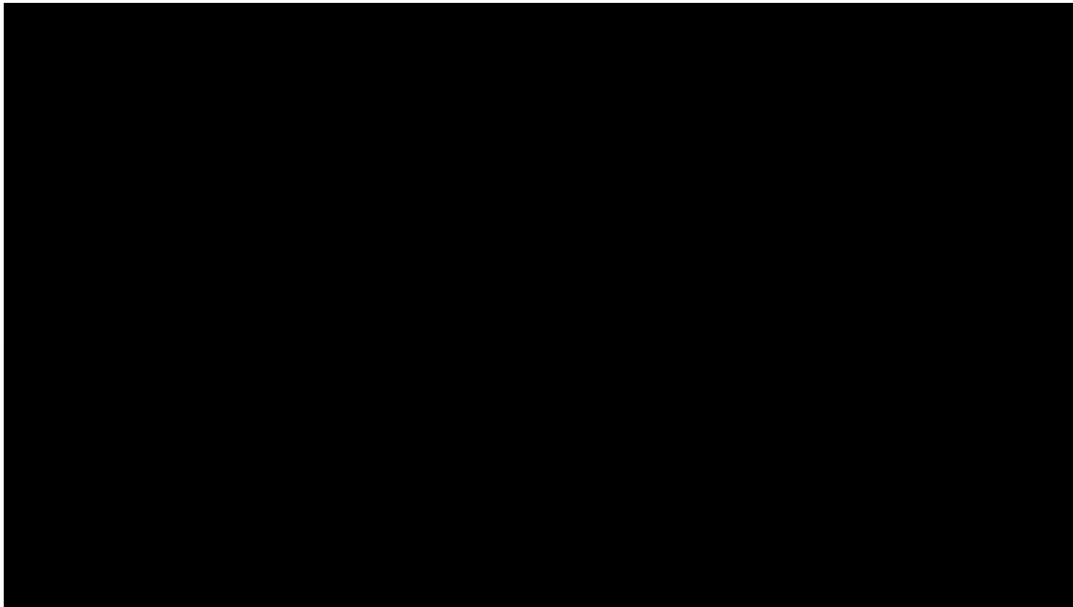
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## How VEC Can Use CE/CWs

- VEC's Electrical Capacity
- NORA Agreement
  - Restrictions

7

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<https://youtu.be/EoQQuwuoHpQ>

8

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## We train...they leave

- Differing views:
  - Improve persons and industry
  - What if we train, and they leave
    - Cost and time impact

9

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## Training Investment

- Material costs
  - Ugly's Books
  - OSHA 30 course
- Training Costs
  - Dedicated training manager
  - SME (electricians, VPs, PMs)
- Time

10

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## Management Buy In for Training

- Provides additional skilled and safe labor pool
- Increased skill set in labor
- Opportunity to evaluate and identify future candidates

11

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## Management Buy In for Utilizing CW/CEs

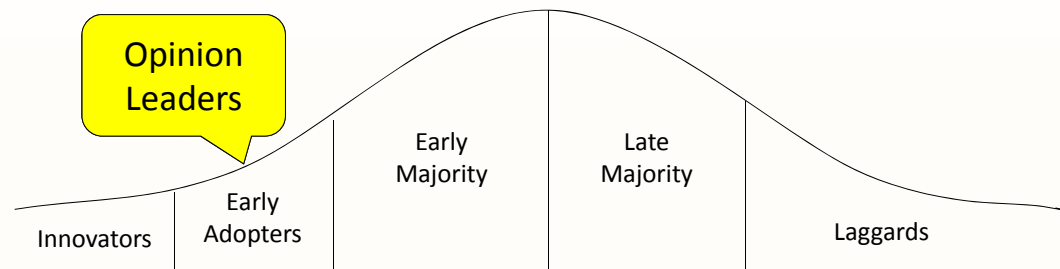
	4 JWs	2 JWs + 1 CW1 + 1 CW2	SAVINGS
Cost/Hour/Person	\$56.67	\$56.67 + \$22.00 + \$23.04	
Total Cost per hour	\$226.68	\$158.38	\$68.30
Cost/Day	\$1813.44	\$1267.04	\$546.40
5/8s Schedule: 40 hour week	\$9067.20	\$6335.20	\$2732.00
<b>8 Week Job</b>	<b>\$72,537.60</b>	<b>\$50,6081.60</b>	<b>\$21,856.00</b>

12

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## Field Buy-In

- Change management process
  - Mold them into future electricians



13

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## Testimonials

- 43 Year Veteran Electrician:
  - Their knowledge met my expectations
  - Excellent attitude on jobsite
  - Yes, definite potential for apprenticeship
- 30 Year Veteran Electrician
  - CW takes responsibility and keeps himself busy
  - Young men that want to seek out a career and want to work, it's refreshing
  - Program provides an opportunity to see what we actually do

14

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## Testimonials

- Warehouse Superintendent
  - 95% of attitudes are very positive – willing to learn and take in all that they can
  - I would personally promote some
  - This is a great program to allow young men and women to see if this is really what they want to do before actually entering the trade, as well as for the potential employer
- Manpower Superintendent
  - Have the opportunity to network with skilled tradesmen which is a fundamental building block to their education
  - Learn safe practices while on the jobsite

15

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## Selecting Trainers and Mentors

- Who are the right people?
  - SMEs
  - Electricians
- What is the commitment?
  - Prep time
  - 1 hour once a week

16

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## Training Outline

- Safety
- Basic Tools
- Basic Material
- Construction Math
- NEC Code Book

17

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## Mentoring Outline

- Path to Electrician
- VEC's Capacity for Inside Wiremen
- Professional Development
- Communication
- Personal Finance Management

18

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## Questions?

*Don't forget...*

- 10:15 am – 11:30 am – General Session with Christopher Tarbell & Hector Monsegur
- 11:30 am – 4:00 pm – NECA Show Hours