

# Results and Impacts of a Career-driven CW/CE Training Program

Sunday, September 15, 2019  
8:00 AM-8:50 AM &  
9:00 AM-9:50 AM

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Mike Reiser & Laura Waldo  
*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:



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## Introduction

After implementing an internal CE/CW training program, this session will highlight how we successfully mentored, trained and steered the programs applicants towards careers in the industry ranging from apprenticeship programs to engineering design.

## Review of Training Program

- 15 Weeks
- Commitment Letter
- Additional Online Safety Trainings
- Training Outline
- Mentoring Outline
- Reward- Field Leadership Conference

# Training Program Content

## Training Outline

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

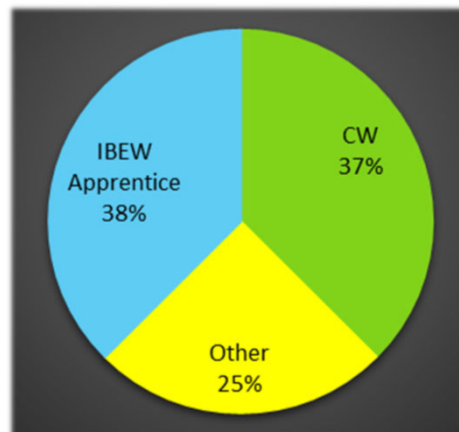
## Mentoring Outline

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

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# Where are they now?

100% retention in the electrical industry from training classes



\*Other – still in the electrical industry  
Aspiring PM  
Project Integration Team

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## Jason Grove – Veteran Electrician

- *“Kyle is a hard worker for sure, will do anything you ask. Tyler has worked with me the most and he has a quick grip on a lot of things you ask him which makes any journeyman feel more confident to tell him what to do and be able to walk away. Hunter and Dakota both are hard workers and great listeners. Worked very hard for me in the shop.”*

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## Kyllen Riley – Veteran Electrician

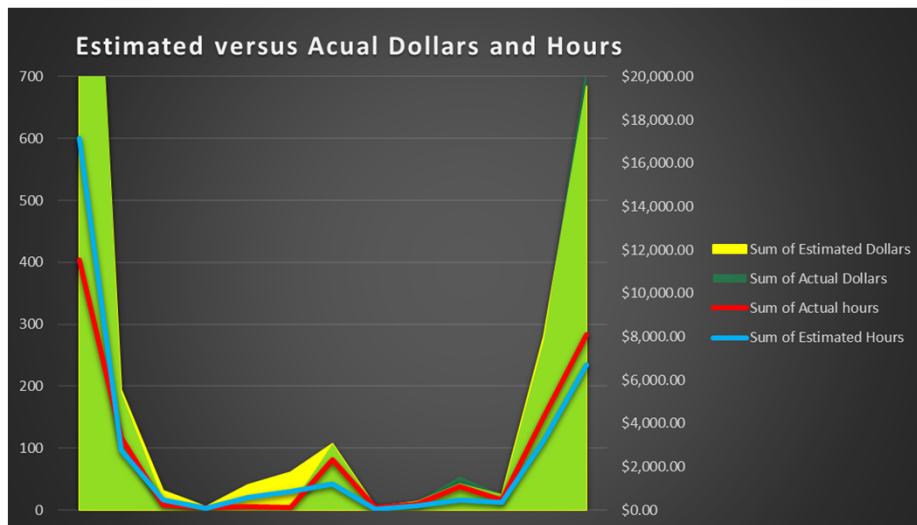
- *“They are doing a solid job. Grant and Blake went to trade school before coming out here and they have very good mechanical aptitude and a base knowledge of the trade which is a very good bonus. I’d say based on what I’ve seen that I’d put Grant at a 2<sup>nd</sup> yr. first semester apprentice level and Blake at a 2<sup>nd</sup> yr. second semester apprentice level . It’s nice not having someone that is totally green who you literally have to explain everything to so these two have far exceeded my expectations. **They have done their share of the work, helped the job to progress and most importantly not slowed it down.”***

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## CE/CW Testimonials

- Tyler Corbin
- Couin Elks

## Impacts



# Impacts



# Cost Impacts

	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>

## What Else Can We Do?

- IBEW/Vocational School connections
  - Bridge the gap (pre-apprenticeship and apprenticeship)
  
- Productive CE/CWs
  - More valuable/knowledgeable workforce
  
- Adjusted training outline
  - Based on field electrician input

## Workshop – What Else Can You Do?

Topic	Problems/Concerns	Solutions/Suggestions
Recruiting & Retaining CE/CWs		
Professionalism of CE/CWs <ul style="list-style-type: none"> <li>• Being on time</li> <li>• Attitude</li> <li>• Work ethic</li> <li>• Cell phone use</li> </ul>		
Technical Knowledge of CE/CWs		
Safety Knowledge of CE/CWs		
Other: _____		

## Review

- Each group share one concern and solution
- All responses will be sent

## Complete the Online Evaluation

Up Next...

- **10:15 am-11:30 am** –  
*Opening General Session with  
Tony Hsieh in Mandalay Bay  
Ballroom EFGH*
- **11:30 am-5:00 pm** – *NECA  
Show Hours*

