

The logo features the NECA acronym with a stylized flag above it, followed by the text "North Florida Chapter" and "CONNECTION" in large, bold, white letters on a dark blue background with a circuit-like pattern.

NECA North Florida Chapter CONNECTION

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Upcoming Course Offerings

Advanced Estimating of Electrical Construction

Developed to discuss all phases of the estimating process, this course covers all phases of preparing a competitive bid. Key topics include identifying desirable bid opportunities, analyzing the company's capabilities to insure profitable results, the estimator's role at various stages of the project, writing an effective scope letter and identifying often hidden costs in the bid documents. Following this course, participants will be able to discuss the steps necessary to prepare a competitive bid, along with identifying often hidden costs in the bid documents. As well as how to describe how a company's capabilities can be analyzed to ensure profits, and discuss cash flow and bonding and relevant contract terms. They will be able to identify price adjustment techniques, overhead, and profit. And finally, they will be able to list the documents required to estimate a construction project.

**This class will be held in-house at the NECA office*
Please contact Chyanned@nflneca.org to register*

April 12-13th, 2021. 8 a.m. - 4 p.m.

Recruit to Retire- How to Hire, Train, Retain, and Retire Key Employees

In this time of critical workforce shortage, it is imperative that we develop the skills

necessary to attract and keep the best candidates. Once hired, however, the challenge is just beginning. Embarking on a path to determine how to retain the stars of our industry from their time of hiring to their time of retirement is becoming not only a plus, but a must. In this session, we will discuss hiring the right candidates, the onboarding and training process, engaging the employees in their own development and success, the mapping of career paths, and the retaining power of incentive compensation and deferred compensation packages.

May 11th, 2021. 9 a.m. - 12 p.m.

Technology and Transparency pt. II- Linking Technology to Performance

In this generation of construction, we capture more data than ever. That said, how accurate is the data you are capturing and , if it is not, what causes the problem? What do we do with that information once compiled and how is it started?

June 8th, 2021. 9 a.m. - 11 a.m.

Building Blocks of Best in Class Contractors

During this session, we will discuss the foundational pieces of best in class contractors that allow organizations to grown profitably while deploying the proper tools to minimize the risk associated with growth. Attendees will learn the basics of strategy development, business development, leadership development, business process re-engineering, project execution, prefabrication, and technology strategy providing a holistic view of the elements of "best in class" contractors. The "Building Blocks" model will be reviewed in detail and will be build upon throughout the entire program.

July 13th, 2021. 9 a.m. - 12 p.m.

Change Order Management pt. I

Effective change order management can dramatically reduce a subcontractor's view point and provides participants with hands on training in recognizing, scoping, pricing, and negotiating change orders. This course culminates in a mock negotiation where participants can immediately practice the skills that they have learned.

August 10th, 2021. 9 a.m. - 12 p.m.

Managing Yourself for Ultimate Personal Productivity

We all have the same 24 hours in a day. Why is it that some people can accomplish a lot while other struggle to make it through their in-box? It is impossible to manage time but you can develop self-management skills to make you more focused and productive. This interactive and reflective session will identify the time wasters that prevent you from reaching your potential and provide you with 10 tips on how to maximize productivity.

September 14th, 2021. 9 a.m. - 11 a.m.

Change Order Management pt. II

In this session, the group will discuss contract risk management and preservation of rights in order to increase the chances of financial recovery during project execution. Since the most valued information for contract conflict resolution come from those closest to the work, the basics of preparing that documentation and effectively translating the information will be discussed. The group will gain understanding and review examples of risky contract clauses, the process if claims management, the legalities of change order control, and preparation for lawsuits.

November 9th, 2021. 9 a.m. - 12 p.m.

Technology Trends that Drive Success

By 2020, Internet-connected devices from 400 million today to 50 billion and smart phones will have the capability of storing and accessing as much information as IBM's supercomputers. Technology will be even more critical in gaining new customers and recruiting key employees as everyone (employees, clients and competitors) will have hand-held access to the biggest, smartest, fastest computers in existence today and the workforce you hire has never lived without technology. Successful contractors understand the positive impact that technology has on business processes, the ability to respond to change, cost savings, efficiency and the bottom line.

December 14th, 2021 9 a.m. - 11 a.m.



Registration is now open for NECA's virtual leadership conference, to be held this April 13-14th. NECA Now 2021 is harnessing cutting edge technology and nationally known keynote speakers to deliver the two-day executive leadership conference focused on your professional and person growth. There will be 32 classes broken down into four tracks that offer you the opportunity to concentrate your learning in one segment, or to pick and choose across the disciplines. Using a familiar interactive platform, attendees will have the ability to network amongst themselves, with Premier Partners, and NECA staff.

Key note speakers include:

- **Marcus Lemonis** from CNBC's "The Profit"
- **Steve Pemberton**, Chief People Officer at Workhuman
- **Lisa Sun**, founder CEO of Gravitas
- **Steve Rowe**, infamous host of Dirty Jobs.

NECA Now 2021 schedule:

Tuesday, April 13th:

10 a.m. - 11 a.m.: Opening Plenary Session with Marcus Lemonis
11:15 a.m. - 11:55 a.m.: Breakout Sessions
12:10 p.m. - 12:30 p.m.: NECA Talks
2:10 p.m. - 3:10 p.m.: Breakout Sessions
3:25 p.m. - 3:45 p.m.: NECA Talks
4:00 p.m. - 4:15 p.m.: NECA Update
4:15 p.m. - 5:00 p.m.: Plenary Session with Steve Pemberton
5:00 p.m. - 6:00 p.m.: Networking Happy Hour

Wednesday, April 14th:

10 a.m. - 11 a.m.: Breakout Session
11:15 a.m. - 12:00 p.m.: Plenary Session with Lisa Sun
12:15 p.m. - 12:35 p.m.: NECA Talks
2:15 p.m. - 2:55 p.m.: Breakout Sessions
3:10 p.m. - 3:30 p.m.: NECA Talks
4:00 p.m. - 4:15 p.m.: NECA Update
4:00 p.m. - 4:45 p.m.: Closing Plenary Session with Mike Rowe
4:45 p.m. - 6:00 p.m.: Closing Reception

For updates and registration information, visit [the NECA Now 2021 page!](#)

For any issues with registration, please contact Chyanne at the NECA office and we will assist you in the registration process.
chyanned@nflneca.org

Visiting St. Johns Technical Highschool

In early March, NECA North Florida Chapter and Miller Electric met with 8th graders, Juniors, and Seniors over the course of two days at St. Johns Tech High School. We worked with them to understand basic electrical theory through hands on learning with Snap Circuits, an interactive electrical-themed board game that teaches basic engineering, electronics and circuitry concepts by using building components with snaps to assemble electronic circuits on a simple “rows-and-columns” base grid. These games were donated by NECA/IBEW Powering America and we are happy to report that the game was very successful and many students enjoyed learning about basic electrical theory at St. Johns Tech High School. We also spent a day speaking to them about careers and post-secondary learning opportunities including but not limited to The Electrical Training Alliance and how our electrical program could benefit them in the future.



There has been an unfortunate lack of opportunity for recruitment events since the pandemic began last year, so we are so excited to be able to safely work with schools around North Florida to educate our future generation on the opportunities that lay ahead.

JATC Apprenticeship Report

Jacksonville JATC

To the members of the North Florida Chapter of N.E.C.A. -

March was another busy month at the Electrical Training Alliance of Jacksonville. To date we have received 235 applications for the Inside Program and 21 for the VDV Program. Qualifying applicants are currently being given the Aptitude Test and interviews are being scheduled. More testing is scheduled in the upcoming weeks and applications continue to be submitted weekly. If you know anyone who is interested in beginning a career in the electrical trade, please have them call our school or visit our website www.etajax.org for more information. The cutoff date for applications is May 21, 2021.

We have another OSHA 10 class, as well as Lift Training, Conduit Bending and EPS scheduled for April and May. If you know of anyone needing to refresh their OSHA 10 certification, or who may be interested in professional development, please have them call the school for scheduling times and more information. Classes fill up fast and seating is limited.

Improvements to our facility are continuing to move forward. Renovation to the MCC Lab began recently. New paint and plywood is currently being installed for mounting boards along the walls. New ceiling grid, tiles and lighting fixtures will soon be installed along with a resealing of the floor.

The school is continuing to maintain its position below state and national levels for Covid cases in

educational environments. Students who have tested positive for the Covid-19 virus have had minimal effect on school operations and there have been no outbreaks here on campus. We are continuing to follow state and CDC guidelines, as well as maintaining our amplified weekly cleaning schedule.

As always, I am here to answer any questions you may have. Feel free to contact me if I can help with anything. On behalf of the Trustees of the Apprenticeship Committee, thank you for your continuing support.

*Daniel Van Sickle
Apprenticeship and Training Director*

*Daniel McEachern
Assistant Training Director*

Electri Research Report

Industrialization of Construction®: Signal or Noise? Threat or Promise?

Industrialization is not a new concept. ELECTRI International wanted to offer members of the electrical construction industry a means of getting and staying ahead of the Industrialization of Construction®. ELECTRI's research would focus on looking forward and identifying what the future of construction will look like during and after Industrialization.

ELECTRI commissioned MCA, Inc. to conduct the research in three phases:

- A report on the **State of Industrialization** highlighting signals for the industry and individual contractors to watch for indicating progress along the trajectory of Industrialization. This part of the project included a Self-Evaluation tool, as a means for individual contractors to know where they stand.
- An **Industrialization Application Guidebook** contractors can use when applying various hands-on applications within their businesses to move their own needle forward along the industrialization trajectory. The Guidebook details clinical trials and results of the applications' use and provides insight on ease of application and learning from practitioners.
- An **Industrialization of Construction® Roadmap** that anticipates industry landscape changes that will be required to move forward on the trajectory plus industry-wide Lead and Lag indicators to measure the progress toward Industrialization.

[Visit Electri International for more information](#)

Looking Forward

- **April 12th - 13th, 2021-** *Advanced Estimating of Electrical Construction CEU*
- **May 11th, 2021-** *Recruit to Retire CEU*
- **June 8th, 2021-** *Tech and Transparency pt. II CEU*
- **July 13th, 2021-** *Best in Class Contractors CEU*
- **August 19th, 2021-** *Change Order Management pt. I CEU*
- **September 14th, 2021-** *Managing Yourself for Personal Productivity CEU*
- **November 8th, 2021-** *Change Order Management pt. II CEU*

- December 14th, 2021- *Tech Trends Drive Success CEU*
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