

The logo features the acronym 'NECA' in a stylized font with three stars above it, followed by 'North Florida Chapter' in a smaller font, and 'CONNECTION' in large, bold, white capital letters. The background is a dark blue gradient with a complex network of glowing blue lines and nodes, resembling a circuit board or a digital network.

NECA North Florida Chapter CONNECTION

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Upcoming Course Offerings

Warning! Workforce Shortage Ahead

Construction is the second largest employer in the country but we are facing a workforce crisis that is forecasted to worsen in the next three years. 87% report having a hard time filling key profession and craft worker positions. Effective workforce development strategies require that contractors attract, educate and retain a diverse workforce. Learn best practices in workforce development that will allow you to contribute to local and national efforts to recruit the best and brightest for high-tech construction industry careers.

Register Here! <https://attendee.gototraining.com/r/7284350708029642753>

February 9th, 2021. 9 a.m. - 11 a.m.

Identifying, Develop, and Retain High Potential Leaders

Leadership development is once again on the forefront of executive's thoughts as growth returns and the aging work force continues to leave the industry at an alarming rate. Realizing that leadership development efforts take years, this program presents a framework to identify those high potential leaders and to develop them using methods scaled down from the top companies in the world, so that they fit for any size of contractor.

March 9, 2021. 9 a.m. - 11 a.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 of 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.

Membership Meeting

North Florida Chapter Membership Meeting

Time: Tuesday, February 16th. 2 p.m. - 3 p.m.

Location: NECA Office- 4951-A Richard St. Jacksonville, FL 32007

Meeting will be held in the upstairs training room.

Math Bootcamp for Future Apprentices

High School 9:12 and North Florida Chapter NECA have been in discussion about hosting a math boot camp that will prepare candidates for the Apprenticeship program. This camp will give candidates an introduction to the math requirements in the apprenticeship as well as give them a head-start on the material, should they be accepted into the program.

The math boot camp would be a 6 week program, two nights per week. At the conclusion of the six weeks, the students will take the aptitude test and have the opportunity to interview following successful scoring.

This program is being prepared virtually, but we are of course hoping for the opportunity to be able to host this in person, if the safety guidelines allow. We are looking at the start date for this boot camp to be at the end of March or the beginning of April.

Keep an eye out for updates as we learn more!



NECA Annual Report

The NECA Annual Report has been published. This report begins with a letter from our CEO David Long, and goes into the journey NECA and the IBEW have been on this last year during COVID-19. This report

Annual Report **2020**



goes into depth on how NECA responded to COVID-19, especially in field work and education. NECA was extremely quick to set the rules and regulation's that would keep contractors and NECA staff safe, remotely working where it was possible and working with NECA Labor Relations to implement the National Disease Emergency Response Agreement. This report goes on to explain the theory behind the the Five-Star Approach based on the principles Educate, Engage, Expand, Entertain, and Excite. The report gives recognition to the National Award Winners and the Project Excellence Award Winners, along with recognizing the 2020 Academy of Electrical Contracting Inductees. There is a page breaking down the financials of 2020, and the report ends with a list of the 2020 Executive Committee and the NECA National Staff.

If you would like a PDF copy of the 2020 NECA Annual Report, please reach out to KatieE@nflneca.org.

Codes and Standards Report

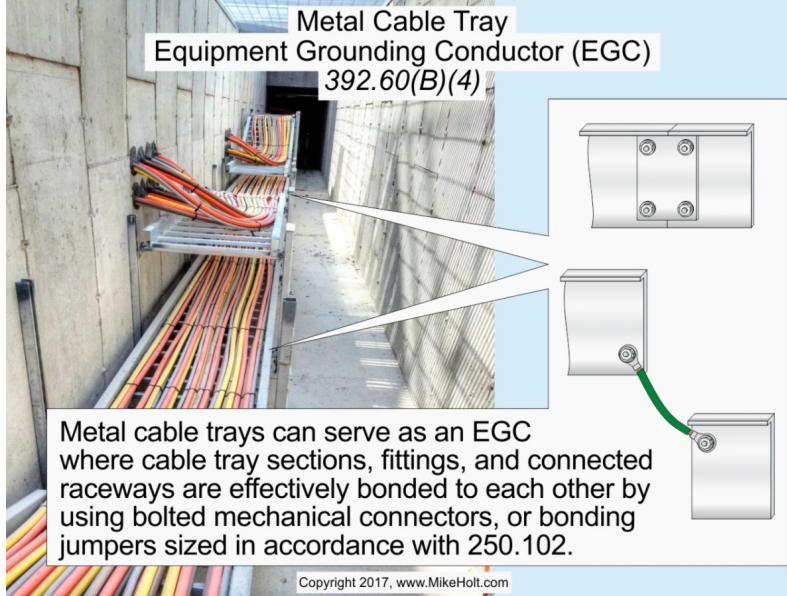
Cable Tray used as an Equipment Grounding Conductor (EGC)

Does the NEC allow a cable tray to be used as an equipment grounding conductor (EGC)?

Metal cable trays can be used as EGCs where continuous maintenance and supervision ensure that only qualified persons service the cable tray system [Sec. 392.60 (A)]. Metal cable trays containing single conductors must be bonded together to ensure they have the capacity to conduct safely any fault current likely to be imposed in accordance with Sec. 250.96 (A). Metal cable trays containing communications, data, and signaling conductors and cables must be electrically continuous through approved connections or the use of a bonding jumper.

Metal cable trays can serve as EGCs where the following requirements have been met [Sec. 392.10 (B) and (C)]:

- (1) Metal cable trays and fittings are identified as an EGC.
- (2) Cable tray sections, fittings, and connected raceways are effectively bonded to each other to ensure electrical continuity and the capacity to conduct safely any fault current likely to be imposed on them [Sec. 250.96(A)]. This is accomplished by using bolted mechanical connectors or bonding jumpers sized in accordance with Sec. 250.102



JATC Apprenticeship Reports

Jacksonville JATC

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

The Electrical Training Alliance of Jacksonville has started out 2021 on a positive footing. The school is 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 out amplified weekly cleaning schedule.

Journeyworker training is ramping up. The school will be offering OSHA, Motor Control and NFPA-70E courses for wiremen beginning in February. Classes are filling up fast and the completion rate should be high for these professional development education courses. If you know of anyone who desires to better themselves in the trade, and stay up to date with the latest trade skill developments, please have them contact the office for discussion of how we may serve their needs.

Aptitude testing began the first week of January and to date we have tested 24 apprenticeship applicants. 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.

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 continued support.

*Daniel Van Sickle
Apprenticeship and Training Director
Daniel McEarchern
Assistant Training Director*

Electri Research Report

Robots in Construction and Maintenance: Current Use in Power System Work and Inside Construction

According to the 2020 report by Philips, as many as 2.7 million (49%) of all construction positions could be replaced with machines by 2057. Specifically, this report found there is automation potential of about 42% for electricians, 50% for plumbers, 50% for carpenters, and 88% for operating engineers.

Future trends and opportunities identified by Mahbub research in 2015 indicate that the number of construction companies using automation and robotic technologies will increase significantly,

technologies will be cheaper to acquire and operate, and there will be a significantly larger range of these technologies for use in construction.

The robotic industry has reached such a degree of maturity that there are currently 18 different ISO published robot standards, even different robotic organizations, and 15 different IEEE categories of robots by application. Of these categories, this report examines Exoskeletons and Service and Industrial robots. Within these two, the research team identified over 30 different robot manufacturers, including more than 40 different robots available for purchase, lease, robots as a service (RaaS), and maintenance, repair, and operations (MRO).

Several of today's robot manufacturers and other industry partners offer advice on factors to consider when evaluating estimated payback times and ROI expectations. Eight different templates are referenced and three different examples are included.

[Read more about Robots in Construction and Maintenance here.](#)

Looking Forward

- **February 9th, 2021-** *Workforce Shortage Ahead CEU*
 - **March 9th, 2021-** *ID, Develop, and Retain High Potential Leaders 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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phone: 904-636-0663

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