

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 data network.

NECA North Florida Chapter CONNECTION

2020 Board of Directors

President: Henry Brown

Director: Stan Brandies

Vice President: Byron Overstreet

Director: Brent Zimmerman

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Director: Scott Sullivan

Treasurer: Kevin Flanigan

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Upcoming Course Offerings

October 27th, 9 a.m - 11 a.m

The Electrical Contractor as an Integrator (Part II)

The first study reasonably answered the questions of "why" go after the integration business and "what" services would be provided. The goal of part II is to build on the findings of the first study and help companies understand "how" to position the services with the customer and to be able to engineer, program, install and maintain the integrated systems. We will help contractors understand how to grow or enter the systems integrations market which has been identified as a high growth market segment and in support of the 10 by 25 objective.

Register now with this link! <https://attendee.gototraining.com/r/3807663052707406850>

November 2nd, 1 p.m - 4 p.m

Look in the Mirror: An Executives Role in Business Development

There is no person better at selling your company than the owners, president and executive team members. The first step to effective business development is freeing up the executive team so that they can sell the work and close the sale. Critical to making this happen is strong organizational structure and process, and consistent execution of well-defined processes. Once this structure is in place, you have time to evaluate your company's potential for success, develop the strategy and ultimately align the marketing and branding to match the strategy so that the company, overtime, can move to a dedicated sales force model. Sending the business development team off on a mission to "get work" is a recipe for failure. Learn how to put structure behind the business development process that will generate results.

Register now with this link! <https://attendee.gototraining.com/r/3430593235058265346>

December 9th, 9 a.m - 12 p.m

Building the Case to Win- Claims and Change Orders (Change Orders Level 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.

Register now with this link! <https://attendee.gototraining.com/r/5739105859988977666>



For the first time ever, NECA's Annual Convention and Trade Show is coming to you!

NECA is harnessing cutting-edge technology to deliver all the benefits of the NECA Convention - including an interactive trade show floor, extensive educational opportunities, and inspiring talks - as well as all the freedom that comes from an online experience. An emphasis was also made on making this event accessible and valuable to NECA members amidst these uncertain times, enabling them to send more members than ever and continue to develop talent within their companies.

In planning the virtual convention, NECA is focusing on a "Five-Star Approach" to create a brand-new experience. NECA 2020 LIVE is designed to Expand, Educate, Engage, Entertain, and Excite.

Thanks to innovative technology and the convenience afforded by a virtual convention, attendees will find NECA 2020 LIVE to be more connected than ever. Those attending education sessions will find the highest quality of instructors in NECA Convention history. Additionally, through the NECA 2020 LIVE virtual platform, attendees can experience every single minute of education offered, along with other talks and general sessions, with archived recordings available for viewing 30 days after the fact.

Participation Benefits include:

- *Wider Audience Reach*
- *Deeper Audience Reach within the firm*
- *New! Outside Line Program*
- *Significant Cost Savings from:*
 - *Travel*
 - *Staffing*
 - *Shipping*
 - *Booth Equipment and Decor*
 - *Engage through Group Chat*
 - *Phone Chat or Video Chat*
 - *Robust Lead Generation*
 - *Valuable Branding*
 - *Sponsorship Opportunities*
 - *Post Analytics*
 - *3 LIVE days*
 - *30 Post Show Exposure and Customer Engagement*

LIVE Exhibit Hours:

Tuesday, Oct. 6: 11:00am - 5:00pm ET

Wednesday, Oct 7: 11:00am - 5:00pm ET

Thursday, Oct 8: 11:00am - 5:00pm ET

ON-DEMAND

Oct 8 - Nov 8

[**ENTER NECA 2020 LIVE NOW**](#)

ELECTRI International Board of Trustees Selects NECA's Josh Bone To Serve As Executive Director Of ELECTRI International

The ELECTRI International Board of Trustees, in partnership with the National Electrical Contractors Association (NECA), announced the selection of Josh Bone as Executive Director, ELECTRI International, effective October 1. Bone has served as Interim Executive Director of the Foundation since April 2020.

Bone joined NECA in October 2019 as Executive Director of Industry Innovation. In this position, he was responsible for implementing, training and presenting construction technology solutions to electrical contractors nationwide. He continued his work with Industry Innovation while serving as ELECTRI's Interim Executive Director. Now, he transitions fully to his position with the Foundation.

Bone started his career working with design teams, then transitioned into helping construction professionals leverage technology in both the preconstruction and construction phases. He has had the opportunity to work on hundreds of projects throughout his career, where he has delved deep into the VDC process. He has also shared his knowledge with audiences and publications across North America as a frequent professional speaker, guest editorial contributor and podcaster.

"Throughout his career, Josh has established himself as a leading authority on construction technology, industry trends, and leveraging data." said NECA CEO David Long. "This makes him perfectly suited to lead ELECTRI International for the long haul, where he will guide the Foundation's research and education agenda and ensure it remains a vital resource for the electrical construction industry."

[**Learn more about ELECTRI International and their partnership with NECA here!**](#)

JATC Apprenticeship Reports

Jacksonville JATC

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

The Electrical Training Alliance of Jacksonville began the 2020-2021 school year off with a bang! We currently have 6 First Year classes, 4 Second Year classes, 4 Third Year classes, 2 Fourth Year classes, 2 Fifth Year classes, and 3 VDV apprenticeship classes. Starting next month we will be adding 2 Pre-Apprenticeship classes to the mix. As you can imagine things are pretty busy down here at the school, but so far everything is running smoothly thanks to everyone pulling their weight and working as a team.

At the beginning of every night of class students are welcomed at the door by their instructor with a no touch thermometer in hand. Every student's temperature is checked before admission into the classroom. Masks are mandatory in the classroom at all times and social distancing protocols followed. Adjustments were made regarding the Student Lounge to allow access to the vending machines, but tables were removed in order to prevent unnecessary social gathering. Cleaning services have been increased to four days a week in classrooms and common areas.

The Trustees made the decision to wave the *perfect attendance* requirement until the Covid situation is remedied. If student's test positive, or feel symptomatic, and have to miss class they are required to present a written doctor's excuse for their absence to be *excused*. Students who are ill or test positive are required to maintain weekly contact with their instructor, continue with their course work and report back to class as soon as they get a negative test result. Once cleared to return to class they are required to make up the classes they have missed in Remedial Tutoring. Our main concern is that we maintain a healthy, clean learning environment for the students here at the school.

We would like to extend our gratitude to all of our instructors who have risen to the challenges this new school year has brought. Every one of them has shown exemplary performance in carrying out the additional responsibilities and adjustments they have had to make in this new teaching environment. Their continuing professionalism has everything to do with making our start the success it has been.

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 McEarchern
Assistant Training Director

Daytona Beach JATC

Hello from Daytona Beach!

This month, the decision was made to continue Distance Learning for both the fall and spring semesters for this year. We currently have 88 apprentices working from home to satisfy their classroom hours by utilizing the LMS system and online Classroom. Following regulation, we are testing in person.

We are excited to introduce 33 first year apprentices for our 2020 year and all of our apprentices are currently working. We have resumed aptitude testing and are continuing to do virtual interviews. Along with that, we are continuing all committee meetings virtually as well.

We are currently in the process of submitting new national standards, which are being reviewed by the committee and will be updated in the next North Florida Chapter Connections newsletter. We were excited for the opportunity to promote our program during an a.m. radio show recently, and hope the publicity will help bring in more potential apprentices for our area.

Keep an eye out for updates on our website! We are adding new features such as online applications and making our site more user friendly that will allow individual report downloads.

Robert Cruz
Training Director

ELECTRI International Research Report

Harnessing Supervisory Knowledge and Experience in Electrical Construction

Often, decisions made in the field are based on the situation that leads to the generation of context-specific knowledge. Electrical field supervisors are responsible for making decisions and overseeing

ongoing construction activities at the job site. They usually share information about the decisions they made that improved profits. They act as a liaison between management and field staff and can be compared to managers at the field level.

Supervisors mostly rely on their experience-based knowledge for decision making, a major part of which is tacit, that is, knowledge they have internalized throughout their experience. When asked, they commonly are unable to articulate this knowledge in written or verbal form. This tacit dimension of knowledge is of great competitive advantage for any construction firm. While many firms are incorporating knowledge management strategies, this tacit dimension is relatively unexplored. Collectively, the shortage of skills, workforce attrition, and lack of interest in the trades among millennials are forcing trade contractors to consider leveraging the knowledge from their potential retirees.

Explicit knowledge is easy to capture whereas identifying and capturing tacit knowledge is a daunting task. The research commissioned by ELECTRI International implements a measure to gauge the reliance of field supervisors on tacit or explicit knowledge while doing routine construction tasks and identifies barriers to knowledge-sharing through case studies involving electrical contractors.

The findings highlight that an individual's experience level has a significant relation to the usage and acquisition of tacit knowledge. Most of the potential retirees identified "relying on their tacit hunches" for decision making in the field. This study also identified several barriers to knowledge sharing at different levels of an organizational hierarchy.

The researcher compared the perspectives of management and field staff at each level and observed that the opinions of field staff and management teams differ regarding the barriers to knowledge-sharing. Therefore, organizations should include feedback from field staff into the decisions related to knowledge management (KM). Moreover, the proposed instrument will benefit electrical contractors as they identify the type of knowledge on which the field supervisors are relying. This approach also offers a way for organizations to categorize knowledge into explicit and tacit to better access the tacit dimension.

This report was funded by ELECTRI International's Early Career Award program.

Looking Forward

- October 5-7th, 2020: **NECA 2020 Live Virtual**
- October 27th, 2020: **The Electrical Contractor as an integrator Part II Virtual**
- November 2nd, 2020: **Look in the Mirror, an Exec's Role to Business Development Virtual**
- December 9th, 2020: **Building the Case to Win- Claims and Change Orders (Change Orders Level II) Virtual**

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