



“There are two kinds of secrets. The ones you keep from others and the ones you keep from yourself.”

Frank Warren

GREATER CLEVELAND

MANAGER'S COMMENTS

In the unionized electrical construction industry the secret we keep from others and ourselves is, there are journey persons who have graduated from apprenticeship programs that should not have. Crucify me if you will for saying it but don't deny the truth in what I say.

For those of you who have graduated from our apprenticeship program, don't tell me there wasn't at least one person who graduated with you that shouldn't have. Hell, it may be you for all we know. Anyway, those very people are making about three twenty dollar bills for every hour they are on the clock. I don't think I need to say anything about the consequences that customers and employers suffer because this happens. It goes without saying.

This exists simple because there's in inherent flaw in the apprentice evaluation process that has existed for as long as I've been around. And coincidentally, in general our market share has eroded over that same period of time.

Let me explain. First, for those of you who aren't involved with or can't remember how apprentices are evaluated and advanced through the program and ultimately receive the classification of journeyman inside wireman, let me summarize it for you. There are two sets of evaluations for each apprentice, a written test evaluation to measure what they've learned in the classroom and an on the job evaluation to measure how they're doing with their hands on training assignments (on the job training.)

The classroom evaluations are pretty

straight forward and objective. They have been prepared by our professionals at the Electrical Training Alliance formerly the NJATC.

But the on the job evaluations are very subjective and completed by journeymen inside wiremen, when done at all. Certainly no one can think this half of the apprentices evaluation isn't as important if not more important than the classroom half.

Now, this hands on evaluation is absolutely the problem. The secret we don't talk about but we all know is that union brothers and sisters are human and they are inclined to evaluate the apprentice based on feelings rather than giving a true account of the skills he or she is exhibiting. I'm not faulting or blaming anyone. Think about it. The journeyman evaluators have not received one bit of training in fulfilling this requirement the JATC gives them. Also it's one that they haven't asked for. **IT IS MOST CERTAINLY A FLAWED PROCESS.** There should be no wonder why apprentices slip through the cracks and receive a JIW Classification. It's unfair and that's a whole other topic for another day.

There was a time when there were NO hands on evaluations. Then we improved the process adding the written hands on evaluations completed by the journeyman, which is where we are in most places in the country. Notice I said most. That's because there actually is a better way that's being used by JATC's in other parts of the country and have been for quite some time.

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MANAGER'S COMMENTS CONTINUED

And I don't just mean in the south and out west, I mean here in the IBEW's 3rd and 4th Districts, contrary to what you may hear from some local IBEW officials. I can prove what I say by getting you testimonials if you like.

Are you ready for this? Or better yet, is your JATC leadership ready. Oh hell, let me be really blunt and ask the right question! Does your JATC leadership have the will to actually face this problem and implement the next generation of evaluation that will further narrow the cracks so many unfit journeymen have already slipped through?

The solution is readily available to our JATC's but before I say what it is let me tell you why this is what I'm writing about this month.

I just experienced one of the most glaring examples of an apprentice who should find another profession NOW but instead is very close to becoming a JIW. Sadly for everyone, he has a stack of hands on evaluations that, when read, would lead you to believe this young man would be an asset to our industry. Thankfully, the journeyman who the apprentice is working with now stepped forward and gave a report that alerted the JATC to this problem. You see, this apprentice has 6,500 hours of on the job training. That's not six months, not even a year but nearly four years of monthly evaluations. So how do I know all those evaluations are wrong and the journeyman I just heard from is right? Judge for yourself, here's one of the examples that the journeyman relayed to

the JATC. The apprentice was given the task of taking a voltage measurement. The journeyman was stunned to see the apprentice with both leads of the voltmeter on the same wire. Unbelievable! And this was just one example of the apprentice's incompetence not to mention the potential safety concerns that quickly come to mind.

Is this a problem that should be ignored and accepted? Reasonable people would say no, especially when all the local JATC's have to do is implement the professionally designed Craft Certification Exam. It was professionally designed and accredited to evaluate to whether someone had the knowledge, skill and ability to be worthy of a JIW classification. It's made to be given in increments that align with the apprenticeship program making it the perfect tool to do objective, standardized evaluations. I've explained this on numerous occasions so enough said. IT IS THE ANSWER!

I would end this article here except I want to address one of the couple of ridiculous criticisms I've heard about the Craft Certification Exam. "It's too expensive." Really? I have one and only one question for the people (people wasn't my first choice) who make that claim. How expensive is it to pay someone who isn't qualified to be a JIW three twenty dollar bills an hour for the next thirty years. Jeesh, are you kidding me?

FUTURE LEADERS

The next GCC NECA Future Leaders Meeting will be on Friday, February 3rd at Noon at the NECA Office. Lunch will be provided.

If you have not done so, please RSVP to ryan@gccneca.org.

MANHOURS

Cleveland Division thru December:	2,992,639
Lake Erie Division thru December:	603,067
Northeast Ohio Division thru December:	<u>286,823</u>
Chapter Total:	3,882,529

NECA NOW

NECA Now, the biennial meeting that has a laser focus on leadership, will take place March 27-29 at the Hill Country Marriott in San Antonio, Texas.

NECA Now offers 31 classes, broken down into 5 tracks; Business Development, Technology, Communications, Operations and Personal Development.

The old cliché conversation goes something like this; Owner asks :“What happens if we invest in training our employees and they leave?” Manager responds: “What happens if we don’t train them and they stay?”

This conference has become wildly popular since its inception, for its interactive nature and its emphasis on education. If you are of the mindset that educating your office staff and leadership is important, then there is no better place to do it than NECA Now. Contractors around the country attend year in and year out, and its not because they are dumb, and like to throw away money, but because they are smart and savvy and see that it is a good return on their investment. Check out NECA Now for yourself and see.

To register for NECA Now, go to the website: <http://www.neca-now.com>

ECONOMIC NEWS

1.) Personal Income rose 3.5% in 2016, which is less than the 4.4% gain in 2015.

2.) Home sales nationwide have struggled this December. The number of unsold homes on the market fell 6.3% from a year earlier, the lowest since 1999.

3.) The non-partisan Congressional Budget Office, forecasted the real GDP to grow by 2.3% in 2017.

4.) At a meeting with business leaders this week, President Trump commented on how “regulations are out of control”, and that his goal is to cut regulations by 75%.

5.) The price of copper on NASDAQ is \$2.65.

6.) Governor Kasich revealed his two year budget proposal. There is a \$144 billion total allotment with the most noteworthy change in revenue coming from a reduced income tax for the top earners in Ohio.

7.) The growth rate of 8% for commercial construction in 2016 will slow to just 6% in 2017 and drop to around 3% by 2020 according to a construction outlook survey in FMI, an engineering and construction consulting firm.

8.) According to a report from the U.S. Department of Energy, solar power employed 43% of the Electric Power Generation sector’s workforce in 2016, while fossil fuels combined accounted for just 22%.

9.) Saudi Arabia has cut its oil output by half a million barrels per day, as per their agreement with OPEC. In turn this has spurred American fracking, by bringing 111 rigs back up and running within the past two weeks.

10.) The Euro hit a 12 year low in its valuation against the dollar, with 1 Euro equaling 1.07 dollars.

UPCOMING EVENTS

1.) **Future Leaders of GCC NECA**– February 3, 2017 - Noon at the NECA Office.

2.) **Code Class**– March 18, 2017-8:00AM-1:00PM at the Crown Plaza Hotel, Independence.

3.) **NECA NOW** –March 27-29, 2017-JW Marriott Hill Country, San Antonio Texas.

4.) **NECA Convention & Trade Show**-October 7-10, 2017 in Seattle, Washington.

GO CAVS!!!!



LOOK FOR THE NEXT REVIEW IN MARCH 2017!!!

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