



# Addressing the Changing Workforce

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## Purpose

ELECTRI International commissioned a study to understand what motivates the current workforce and what is desirable in terms of benefits, perks, and working conditions.

A survey was sent out to the top field employees of NECA Contractors from across the country.

We have been offering the same benefits for a long time – Are the benefits & work rules as effective as they were decades ago?

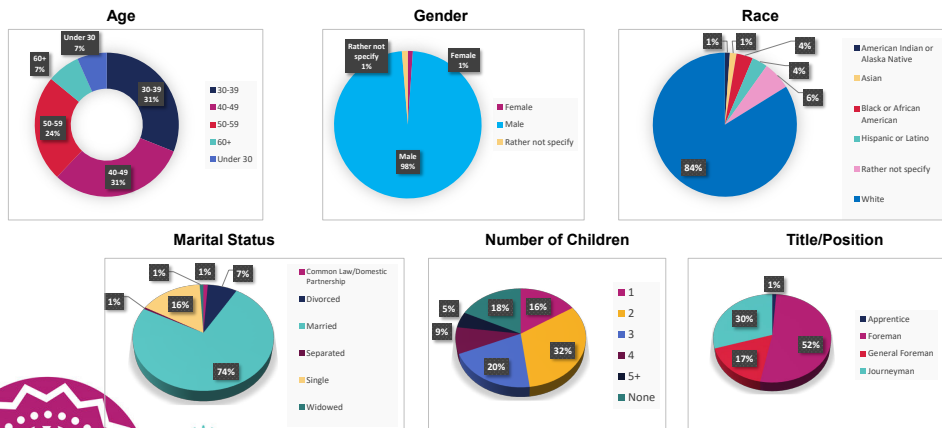
We don't know what we don't know. Our own local CBAs is all we know



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## Survey Demographics

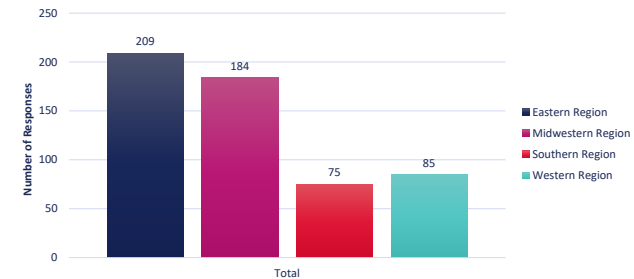
541 Responses – Field Only



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## Region

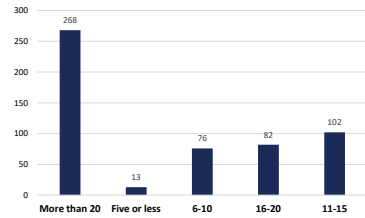
Captured responses from across the country to see how regions differed on benefits, perks and working conditions



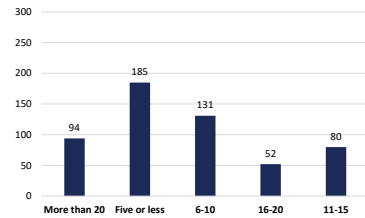
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## Experience

How many years of experience do you have in the trade?

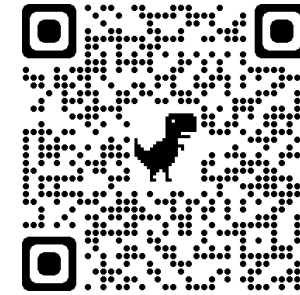


How long have you been with your current employer?



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## Help Us Push the Survey to Your Field Leaders



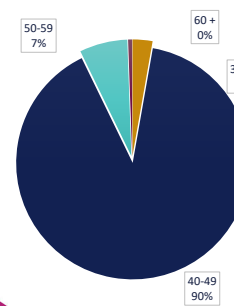
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## How has Your Perception of the Term “Work Life Balance” Changed Throughout this Research?

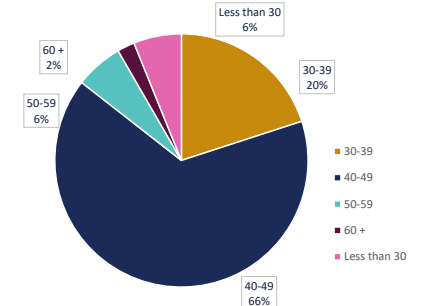
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## Hours per week

On average, how many hours do you work per week?

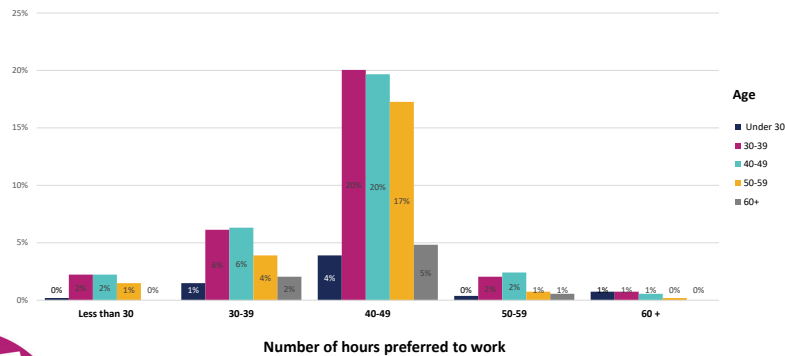


How many hours would you prefer to work per week?



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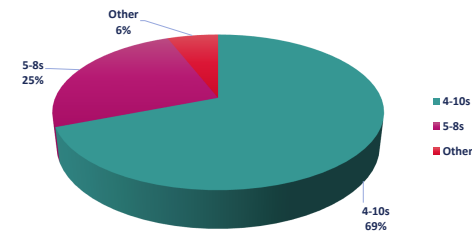
## Age vs the number of hours preferred to work



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## Schedule

Do you prefer to work 5 days a week 8 hours a day (5-8s) or 4 days a week 10 hours a day (4-10s)?

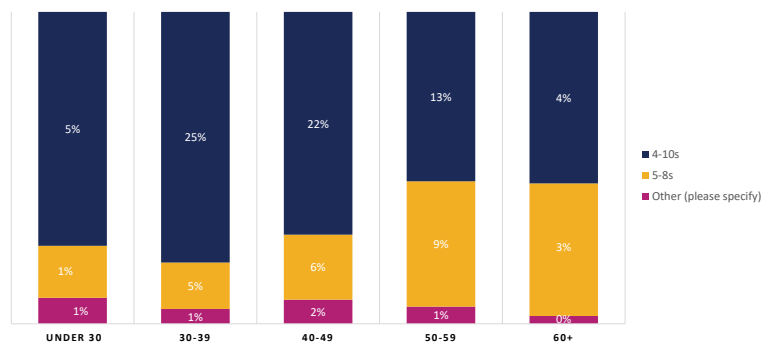


What changes in schedule or work rules would be beneficial to you?

1. 4 10s (38% of respondents)
2. none/no changes (38% of respondents)
3. start earlier (11% of respondents)
4. paid time off (10% of respondents)
5. compensate drive time (2% of respondents)
6. lunch pay (1% of respondents)

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## 4-10s 5-8s by Age

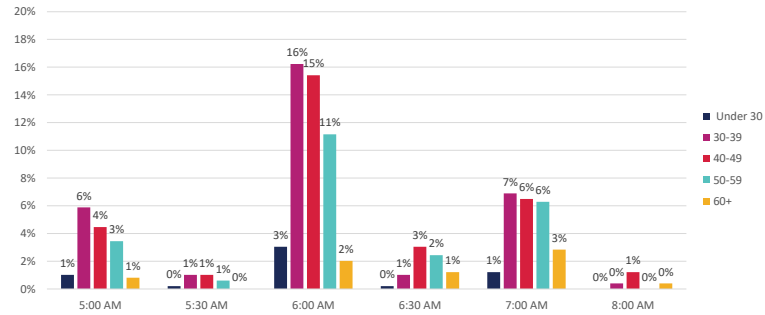


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What other topics would you like us to consider measuring to better support you on a local level?

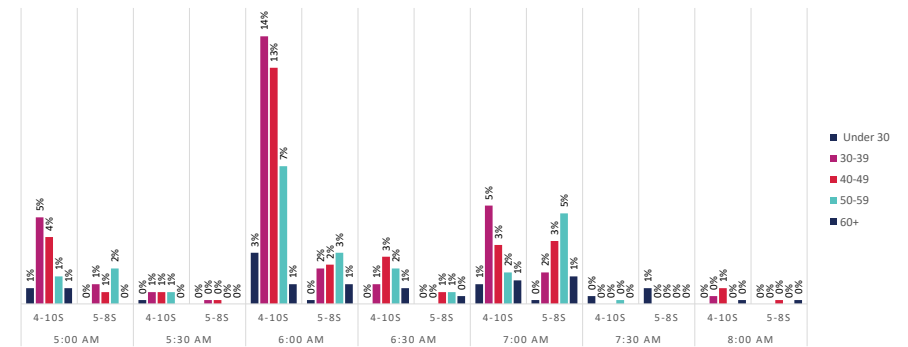
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## Start Time by Age



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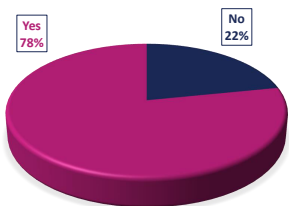
## Schedule by Age & Start time



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## Overtime

If asked, do you commonly work overtime?



Please comment as to why or why not?

Why yes

1. Extra pay
2. Only if needed
3. To help out

Why not

1. Value personal & family time
2. Not offered

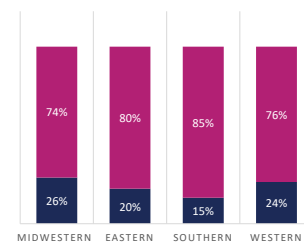
What would encourage you to work overtime?

1. Money (57%)
2. Part of the job (26%)
3. Double time (11%)

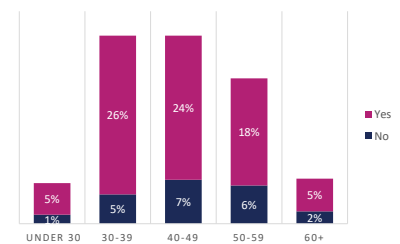
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## If asked, do you commonly work overtime?

By region...



By age...



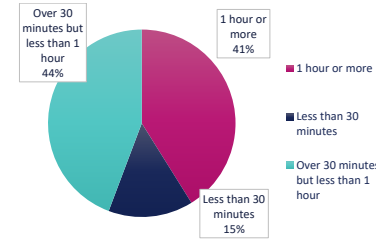
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Does your state have PTO or sick leave?

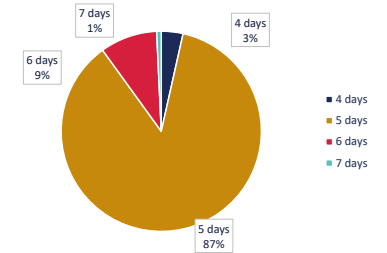
What have you learned from this experience?

## Commute

On average, how much time do you spend commuting to work?

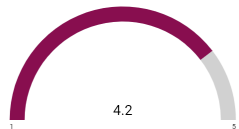


On average, how many days per week do you work?

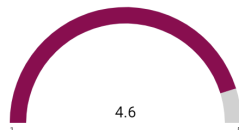


## Ratings

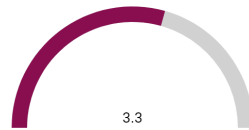
Please rate how satisfied you are with the amount of supervision you receive from your company?  
(1 not satisfied, 5 extremely satisfied)



Do you feel you have adequate safety training?  
(1 not adequate, 5 extremely adequate)



Please rate how stressful your job is?  
(1 not stressful, 5 extremely stressful)



## Sentiment of the Trade

Would you encourage others to enter the trade?

96% said YES

Would you encourage others to enter the trade?  
Why or why not?

Good benefits, pay, and career choice

Are there any reasons why you might want to leave the trade?

1. Retirement (43%)
2. Wear & tear on body (27%)
3. Money (19%)
4. Better opportunity (11%)

Always in demand

It's not a job.....it's a career.

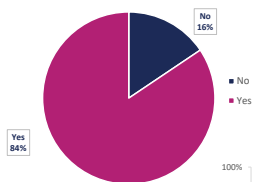
Excellent opportunity for a great future

Great Pay. Lots of opportunities for growth and learning.

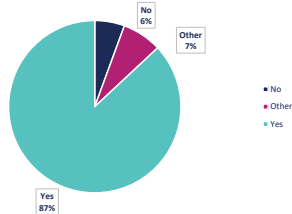
It's a rewarding career. You will always have something new to learn.

## Benefits

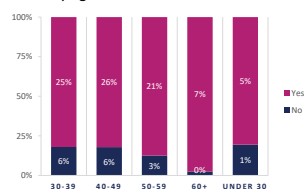
Do you know and understand your benefits package?



Does your employer pay for your benefits?



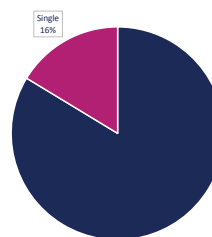
By age breakout...



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## Coverage

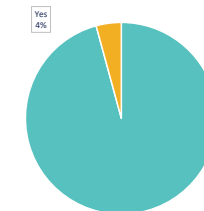
Is your health insurance single or family coverage?



Family, do you pay additional for this coverage?

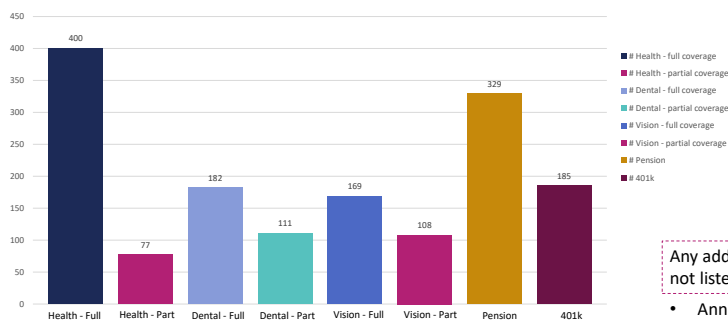
Single

Family, do you pay additional for this coverage?  
84%



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## Benefits



Any additional benefits not listed that you have?

- Annuity (15 responses)
- Benefit card (7 responses)
- Vacation pay (8 responses)
- Hearing (4 responses)

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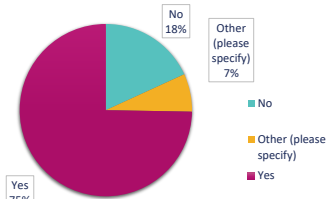
## What additions/changes, if any, would you make to your benefits package?

1. None (30%)
2. Paid time off (22%)
3. More money into retirement (16%)
4. Dental (10%)
5. Dental & vision (8%)

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## Future Workforce

Do you have the opportunity to get promoted?



Other:  
 1. Feel maxed out  
 2. Not sure

What non-traditional benefits or working conditions would you, as a field employee, like to see added or changed for the existing or future workforce?

1. paid time off
2. no changes
3. more training
4. clothing stipend
5. 4 10s & flexible schedules
6. bonuses
7. pay commute (parking & tolls)
8. paid lunch break
9. walk in/out time

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## What else should we consider asking during the interview process?

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## Acknowledgements

### Task Force Committee

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