



## MEMORANDUM

FROM: David Long, NECA CEO  
Kenneth Cooper, IBEW International President

TO: NECA Chapter Executives  
IBEW Business Managers

DATE: September 30, 2024

RE: Secure the Future of Our Industry through Apprenticeship

As leaders of the National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW), we are united in our commitment to ensuring the continued growth and vitality of our industry. Today, we come together to address a matter of great importance to the future of our profession: the need to invest in and expand our apprenticeship programs while also embracing technology to evolve how apprentices are taught.

The electrical industry is experiencing a period of significant change and opportunity. With advancements in technology, a growing focus on renewable energy, and the ever-increasing demand for skilled labor, our field is more dynamic than ever. However, we face the challenge of an aging workforce, with many of our most experienced and knowledgeable workers approaching retirement.

To address this challenge and seize the opportunities before us, we must prioritize the development of the next generation of electrical workers. Apprenticeships have always been an industry staple, providing the rigorous training and hands-on experience necessary to produce highly skilled professionals.

We call upon all NECA signatory contractors to take a proactive role in this effort by employing more apprentices. Your involvement is critical in providing the real-world training and mentorship that are essential components of a successful apprenticeship. By investing in apprentices, you are

not only supporting the future of our industry but also ensuring that your own businesses have access to a pipeline of skilled labor that will drive your success in the years to come.

We call on IBEW Local Union leadership to see that increasing apprentices is a necessary step to grow your Local Union's membership, secure work opportunities for signatory contractors, and fortify the health of your Union for generations to come as we work for our goal of 1 million IBEW members.

Additionally, we urge local apprenticeship programs to closely review current attrition numbers and collaborate to collectively increase the number of apprentices you indenture. We understand that this requires resources and commitment, but it is an investment that will pay dividends for our entire industry.

Lastly, a critical part of achieving sustainable growth will be your program evolving to use Computer Mediated Learning (CML). As programs grow, this valuable tool will reallocate time to focus on hands on training, labs, and allow programs to meet the needs of the modern student. Nearly all the 612 CORE hours are already available on CML programs.

In closing, we ask for your active participation and support in this critical endeavor. Let us work together to build a stronger, more resilient electrical industry that is prepared to meet the challenges of tomorrow. By fostering the next generation of electrical workers, we secure the future of our profession and uphold the legacy of excellence that defines NECA and IBEW.

Thank you for your commitment and cooperation.



---

David Long  
NECA CEO



---

Kenneth Cooper  
IBEW International President