



2016 Year in Review

**What Has Your
Association
Been Up To?**



A Letter from WECA's Executive Director and CEO

Dear WECA Members,

It is with great pleasure that I reflect on another year of success and growth for WECA's member contractors and our association and industry as a whole. WECA now has its highest number ever of member contractors—surpassing 200 for the first time—and the number of apprentices currently indentured with us is also at record levels. And it's not just apprentices who are hard at work on our members' jobsites. We've also surpassed records for Electrician Trainee (ET) enrollment in the past year, and new services such as our Student Referral Service help to ensure that these ETs, as well as journeyman grads and continuing education students with WECA, are matched with our hiring contractors. The increasing emphasis within our apprenticeship curriculum on competency-based training is popular with apprentices, instructors, and contractors alike. The Electrical Employment Fast Track program we launched two years ago continues to grow, and that program also helps to make available to our members the employees they need to meet demand in this booming construction economy.



Terry Seabury

WECA has come as far as it has because of you, our members—not only the members who serve on our Board of Directors and committees (for which we seek and encourage the involvement of all of you)—but also the members who join and stay with us because of the benefits, services, and training we offer; because they believe in the importance of quality training to the future of our industry, and to their own bottom lines; and because they believe in doing their parts to secure their rights to Fair and Open Competition in California. From WECA's beginnings in 1929 with just eight founding members; to the pioneering efforts of early member contractors to break with NECA and reestablish an association based on the merit shop philosophy; to the establishment of Commercial, Residential, and Low Voltage apprenticeship and training programs with statewide and federal approval; and now to the continued growth of our pioneering online electrician training programs and products; and solutions for workforce development and assistance—it has all been possible because of your membership and support.

I always appreciate the opportunity to hear from you and learn what you value most. This is your electrical and low voltage contractors' association and it is directed by you, our members. Get engaged and involved in continuing our success by offering your ideas and support. What can we be doing for you, as your association, to improve your business? Please consider attending one of our regular webinars or seminars, often co-hosted with our Industry Partners, on important topics in regulation and compliance. Read our weekly email newsletters on Member and Industry news, and Government Affairs, and follow us on social media (Twitter, Facebook, Instagram, or LinkedIn) to see what we're up to at one of our three training facilities across California, and to get timely updates of activities at and related to WECA. Do you have questions about training, or compliance, or anything else with which I or someone on my team can help you? Please reach out to me directly at any time, at tseabury@goweca.com, or on my direct line, 1-877-710-7112.

Here's to another successful year together,

Terry Seabury

WECA CEO/Executive Director

Association Highlights

- WECA contractor membership growth was robust, up 17% over the previous year and surpassing 200 Member Contractors. We also welcomed three new Industry Partners during 2016.
- We continued superior results in required annual financial audits.
- WECA continues to strive to provide the best client service in the industry, providing rapid response on incoming calls while continuing to service an ever-growing number of members and students.
- WECA HQ got a new roof, put into place over spring and summer 2016. The old roof was made of black tar and rock and the new roof is made of PVC membrane.

GREW MEMBERSHIP



By 17% to 223 members. For Jan 2016 to Jan 2017 time period.

WECA HQ

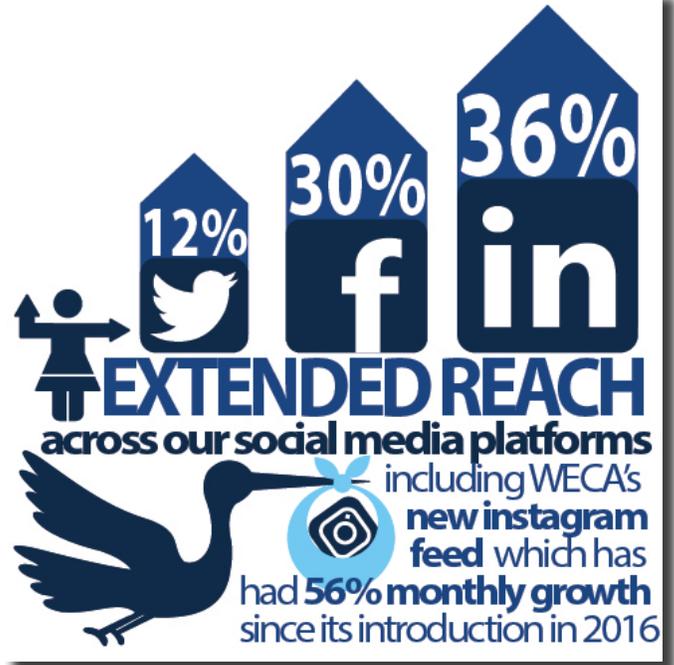
got a

NEW

ROOF



- Our social media presence continues to grow as WECA interacts with thousands of followers across multiple online communities. Join or follow WECA on Facebook, Twitter, and LinkedIn, and now enjoy our new photostream on Instagram, too.



Appreciating Our Members

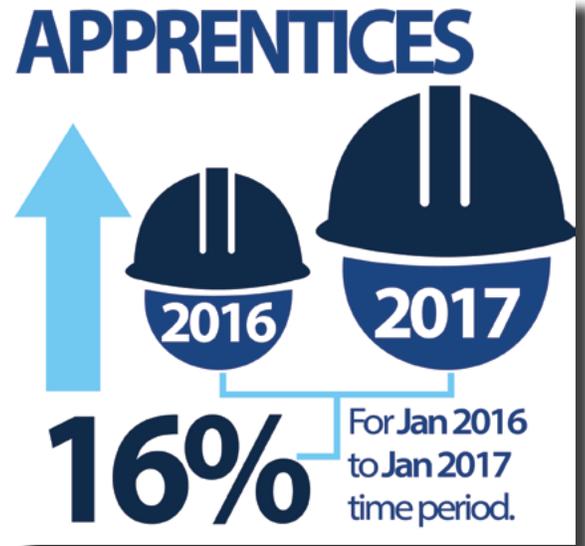
- WECA held member appreciation events in Northern and Southern California in the spring of 2016. Members old and new were honored, and everyone who attended enjoyed the chance to meet like-minded members of the industry. The Northern California event was held at our Rancho Cordova Headquarters and Training Facility, and the Southern California event was generously hosted by Member Contractor Helix Electric, Inc. The event also honored the contributions of Frank Vellutini of Royal Electric Co., who served on the WECA Board for 25 years, for his longstanding commitment to WECA. Mark Cooper of H&D Electric, Inc., paid a special tribute on behalf of WECA.



- WECA hosted seminars and webinars, free for our members, featuring such industry experts as Cook Brown, LLP on specialized topics such as Prevailing Wage; SDC & Associates on Change Management; The Contractors Plan on issues in Compliance; Pacific Advocacy Group on Skilled and Trained Workforce Requirements; and Woodruff-Sawyer and Company on issues in Health Care.

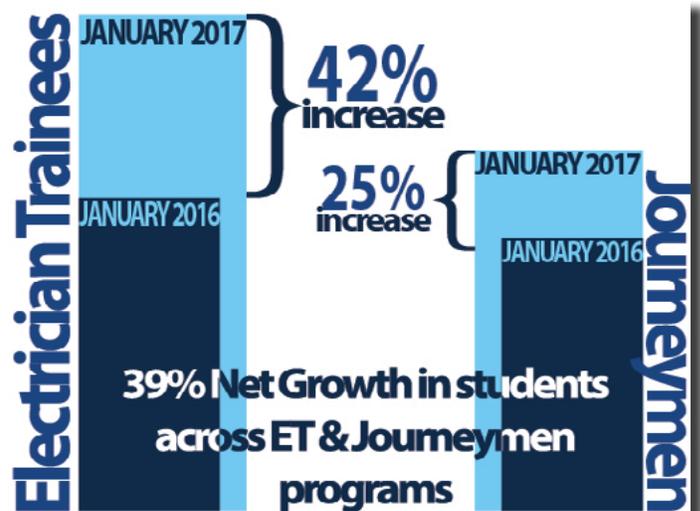
Apprenticeship and Training Highlights

- WECA had continued growth in our apprenticeship programs. Our team of dedicated instructors trained 16% more apprentices than in the preceding year.
- The number of Electrician Trainees, Journeymen, and General Interest students that WECA serves continues to go up as



WECA captures an ever-larger share of the California market for these students.

- WECA further extended its member discount program to assist our contractors in sponsoring the education of their Electrician Trainee and Journeyman employees.
- We expanded our online OSHA safety offerings for journeymen and electrician trainees with the addition



of Cal/OSHA10 with our partner ClickSafety.

- Low Voltage (Voice Data Video and Fire Life Safety) two-week intensive training courses are now available to the public. Students can attend classroom training and hands-on labs alongside our Low Voltage Apprentices.



Curriculum Product Development and Training Expansion

- WECA developed and launched another two original, self-paced online courses: "Introduction to Electronics for Electricians" available for 8 hours of Electrician Trainee or Journeyman Continuing Education credit, and "Solar Power for Electricians," available for 16 hours.
- WECA's curriculum development team and instructor subject matter experts completed updates to the entirety of our apprenticeship and GetWired! curriculum to make sure all classes would transition to 2014 National Electrical Code by January 2017, matching CA State timing for the rollover of its certification tests.

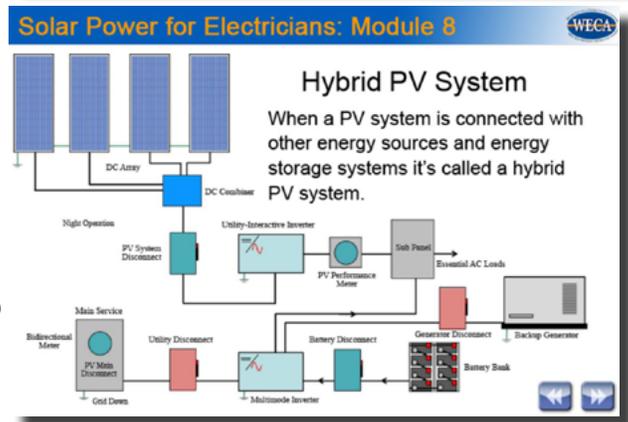
Introduction to Electronics for Electricians
Module 3 - Circuits - Part 2

WECA

Prototyping: Breadboard

- With a minimum amount of components, you can easily make a complete working circuit.

Click on push button to simulate prototype

A screenshot of a digital simulation interface for a breadboard circuit. It shows a breadboard with various electronic components like resistors, a push button, and a 9V battery connected. A red cursor is pointing at the push button. To the right of the breadboard is a 9V battery icon and two circular buttons with red and green arrows, likely for simulation control.

Workforce Development

Another Workforce Development Initiative Launched

- WECA launched **The Student Referral Service**, a job referral service that serves as a conduit to introduce our current Electrician Trainees, Journeyman Continuing Education students, and WECA Apprenticeship and ET Graduate job seekers to Member Contractors to meet their staffing needs.
- Our Workforce Development team continues to be hard at work in the

community, bringing in qualified applicants for WECA's programs, and helping our contractors find the apprentices and employees they need. WECA's instructors often help out and give popular electrical demonstrations.



- WECA held a Job Fair at its HQ, drawing in qualified applicants from the community and letting them meet and apply for open positions with Member Contractors who attended the event.
- WECA developed a promotional video highlighting its Electrical Employment Fast Track program to help expand awareness of the opportunity.
- WECA continues to focus on promoting opportunities in the trades and especially in WECA's apprenticeship and training programs to underrepresented communities in the industry. We profiled several female apprentices and students at WECA in our newsletters, on our website, and on social media, and our outreach team continues to focus on bringing more women into our programs.



Apprentice Spotlight: Koren McCollum



Apprentice Spotlight: Lindsay Couch

WECA Commercial Apprentice Successfully Navigates First Semester; Looks Forward to Road Ahead



Apprentice Spotlight: Angelica Newby

Driven Student Navigates WECA, from EEFY Program to Apprenticeship



Government Affairs

- Led opposition to Senate Bill 954 that violates constitutional equal protection for merit-shop contractors and any remaining sense of fair play in California governance.
- Led opposition to SB 66 that will require CSLB to share its licensure database with the Community College system risking identity theft of contractors.
- Testified at over 30 Legislative hearings.
- Testified at CAC on apprenticeship legislation.
- Engaged multiple local agencies on PLAs and merit-shop apprenticeship.
- Over 40 merit-shop calls on joint PLA and other workforce issues.

PAC

- WECA Good Government PAC contributed over \$128,000 to candidates and local measures that were consistent with WECA's core value of fair and open competition. Despite losses in the State Legislature of seats, with help from moderate, business-friendly candidates/incumbents, WECA PAC enjoyed a 50% success rate.
- WECA continues to provide significant support for anti-PLA efforts throughout California.



Team Building

- The WECA Board and Apprenticeship Training Committee, as well as the staff leadership team and senior managers, participated in a leadership training event at WECA HQ.
- The WECA Social Committee hosted a "Take Your Child to Work" day at our

Rancho Cordova headquarters. Several employees brought the kids in their lives, and the kids were treated to an electrical demo, WECA bingo and other activities, a yummy lunch, and a chance to see where their parents and grandparents work.

- WECA employees competed fiercely at such varied activities as team bowling and WECA Family Feud.



Lab Donations and Industry Support

- We're grateful to all of our generous donors (Industry Partners, Member Contractors, and Supporters alike), of equipment and funds to our labs for Apprentices, Trainees, and Journeymen. We'd like to give a special nod to Milwaukee Tool, who took first place on our 2015-16 lab donations scoreboard!



WECA LAB DONATION SCOREBOARD 2015-16	
1. Milwaukee Tool	\$6426.91
2. Ideal Industries	\$5047.47
3. Alessandro Electric	\$3000.00
4. Graybar	\$2880.00
5. Platt Electric Supply	\$2697.50
6. Klein Tools	\$1710.00
7. Rob Globus (Individual Donation)	\$1500.00
8. Anonymous	\$1200.00
9. Circ-Rid Medical Products	\$1025.00
10. Bergelectric	\$ 500.00

GET ON THE SCOREBOARD!

CLICK A BASEBALL TO GET THE PITCH-- THE WECA ELECTRICAL or VDW/ELS LAB DONATIONS WISHLIST.



- WECA hosted qualifying rounds for the Ideal National Wiring championship and was invited to send an instructor to judge at the finals in Florida. Instructor Jimmie Slep collaborated with Ideal on the qualifying rounds and Ned Johns represented WECA in Florida.



Who We Are

Western Electrical Contractors Association, Inc. (WECA), is a statewide nonprofit organization serving merit-shop electrical contractors, their employees, and the industry suppliers that support them.

What We Do

WECA offers strong political and public affairs efforts, networking, specialized member services, training, and workforce development in an effort to achieve its goal of promoting merit-shop electrical contracting as the most valuable, qualified choice for the electrical construction industry.

WECA offers federal- and state-approved Commercial, Residential, and Low Voltage (Sound and Communications and Fire Life Safety) Electrical Apprenticeship programs, an Electrician Trainee program, certification exam preparation classes, continuing education classes for Journeymen, and an Electrical Employment Fast Track program offering two weeks of paid hands-on skills training and temporary job placements to individuals new to the electrical and low voltage fields.

WECA additionally shares its expertise by producing curriculum products and publications for the industry.

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