



NECA-IBEW JOINT HIRING INITIATIVES

WHAT IT IS. WHAT YOU CAN DO. HOW TO START.

Signed July 1, 2025 • NECA CEO David Long • IBEW International President Kenneth Cooper

WHAT IT IS

On July 1, 2025, NECA CEO David Long and IBEW International President Kenneth Cooper signed a joint memorandum formally committing both organizations to fill unfilled electrical worker calls through coordinated hiring initiatives. This is not a new program, it is a formal, signed reinforcement of something NECA contractors are already authorized to do.

THE BOTTOM LINE

Where there are unfilled calls in your jurisdiction, after 48 hours, you are authorized to actively recruit non-union electricians, bring them to your IBEW local for processing, and have them referred back to your company. NECA has assured IBEW International President Cooper that NECA will adhere to referral rules.

WHY IT MATTERS

The Demand

- 2.1M skilled trades jobs could go unfilled by 2030
- AI data centers, power generation, and fiber networks are driving unprecedented demand for IBEW-trained electricians
- Google, Meta and Blackrock have all made historic investments in skilled trades training, specifically naming electricians

The Opportunity

- Traditional apprenticeship pipelines cannot fill the gap alone
- The MOU creates a direct, IBEW-sanctioned pathway to recruit non-union electricians and refer them back to your company
- Contractors who build a hiring process now will have the workers and the contracts that define 2027

WHAT YOU'RE AUTHORIZED TO DO

The MOU explicitly authorizes NECA member contractors to take the following actions in areas where unfilled calls exist:

1. Actively recruit electricians from the non-union workforce. You can reach out directly, post jobs, and attend or host hiring events targeting non-union candidates.
2. Bring recruited candidates to your IBEW Local Union Hall for processing. Make a classification recommendation to the Local Union for the workers you recruited. The local takes your input into account and is to issue a referral.
3. Request the workforce list. NECA Chapters can request in writing the list of names from the National Workforce Recruitment Task Force, Local Unions, and We Power America initiatives. IBEW Locals are directed to share this list immediately upon request. Work with your NECA Chapter to make this request.
4. Use NECA's hiring event toolkits to run a structured event, single or multi-employer, that moves candidates from the door to a conditional offer in a single day.

IMPORTANT

This process applies in areas with unfilled calls. Confirm with your IBEW local and NECA Chapter before running any recruiting initiative. If you encounter friction, contact Paul Flynn and your NECA Chapter directly.

HOW TO USE IT: THE HIRING EVENT MODEL

The most effective way to activate the MOU is through a structured hiring event. A dedicated session where candidates come to you, you evaluate them on the spot, and workers who are selected go directly to the IBEW local for processing and referral back to your company. NECA contractors have proven this works:

750+

Workers with
experience hired at
NECA events in 2026

191 → 98

Attendees to hires
at Inglett & Stubbs
(Covington, GA)

51%

Conversion rate —
nearly double the
national average

3PM–7PM

Best event window. If
well attended, plan to
stay late.

NECA has produced two ready-to-use toolkits, one for single-employer events, one for multi-employer events. Each covers outreach, event structure, candidate flow, IBEW coordination, checklists, and post-event follow-up. Download both at www.necanet.org/member-portal.

PLAN AHEAD: THE 30-90-150 DAY FRAMEWORK

The MOU encourages NECA Chapters and IBEW Local Unions to meet and strategize using 30-90-150-day workforce projections, a forward-looking planning model that lets you get ahead of demand rather than chase it.

30 DAYS

What jobs are starting in 30 days? How many workers do you need on-site? Confirm open calls with your local. If short, activate a hiring event now.

90 DAYS

What projects are awarded or in final bid? Plan your workforce pipeline accordingly. Start outreach and event planning 6–8 weeks before you need workers on-site.

150 DAYS

What is your backlog telling you about 5 months out? Request the NECA workforce list now. Brief your chapter on your projected needs so they can coordinate IBEW support.

**ASK YOUR
CHAPTER**

Your NECA Chapter can request the National Workforce Recruitment Task Force list in writing, a roster of candidates from IBEW Local Unions and We Power America. If your chapter hasn't done this yet, ask them. It's one of the most underused resources in the MOU.

HOW TO GET STARTED

- Confirm with your IBEW local that open calls exist in your jurisdiction
- Download the NECA Single-Employer or Multi-Employer Hiring Event Toolkit from the member portal
- Ask your NECA Chapter to request the National Workforce Recruitment Task Force list in writing
- Plan your first hiring event using the 30-90-150-day framework, contact Paul Flynn at any stage for support



Paul Flynn, NECA
Director of Workforce Development
paul.flynn@necanet.org

Your NECA Field Rep
Contact your NECA Chapter for your
regional Field Rep assignment