



October 9, 2025

Trade Ally Executive Alliance Workforce Development

PECO Ways to Save | Trade Ally Executive Alliance

Agenda

1. Welcome
2. Improve Your Recruiting and Hiring
3. Attracting and Retaining the Next Generation of Talent
4. Construction Trends and Workforce Development Insights
5. Panel Discussion and Q&A

Improve Your Recruiting and Hiring

Jim Lauckner, SEI Project Consultant
Smart Energy Initiative of Southeastern Pennsylvania

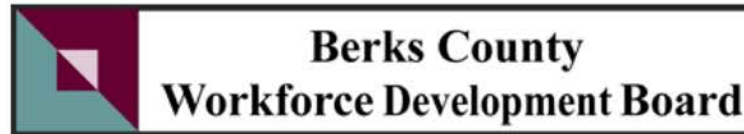


Smart Energy Initiative
of Southeastern Pennsylvania™

Improve your Recruiting and Hiring

Jim Lauckner

SEI Project Consultant
October 9, 2025



The Smart Energy Initiative of Southeastern Pennsylvania (SEI) is an initiative of the Chester County Economic Development Council and is funded in part by the private sector with grant funding received from the Pennsylvania Department of Labor and Industry through the Chester County Workforce Development Board.

AGENDA

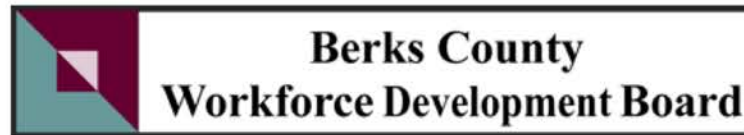
- Introduction of the Smart Energy Initiative of SE Pa
- Clean Energy Grant and the usual Industry Partnership grant cycle
- Recruiting, Hiring, Retention
- Interviewing and minimizing company risks
- Benefits of engaging in SEI's Clean Energy grant activities

Commercial

<https://vimeo.com/edgeofcinema/review/1020227278/c9d82de065>



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Clean Energy Key Services



*Planning &
Strategy*



Grants for ...



*Recruiting, hiring
& training*



*Innovation &
Entrepreneurship*



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Recruiting

Need a Plan to meet expectations

Business and Sales goals

Metrics – what are the metrics used at your firm?



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- Who does your company's recruiting?
- Who does the interviewing, and why them?
- Who wrote the job description, and does it include expectations and define success?
- Who makes hiring decisions?





Smart Energy Initiative of Southeastern Pennsylvania™

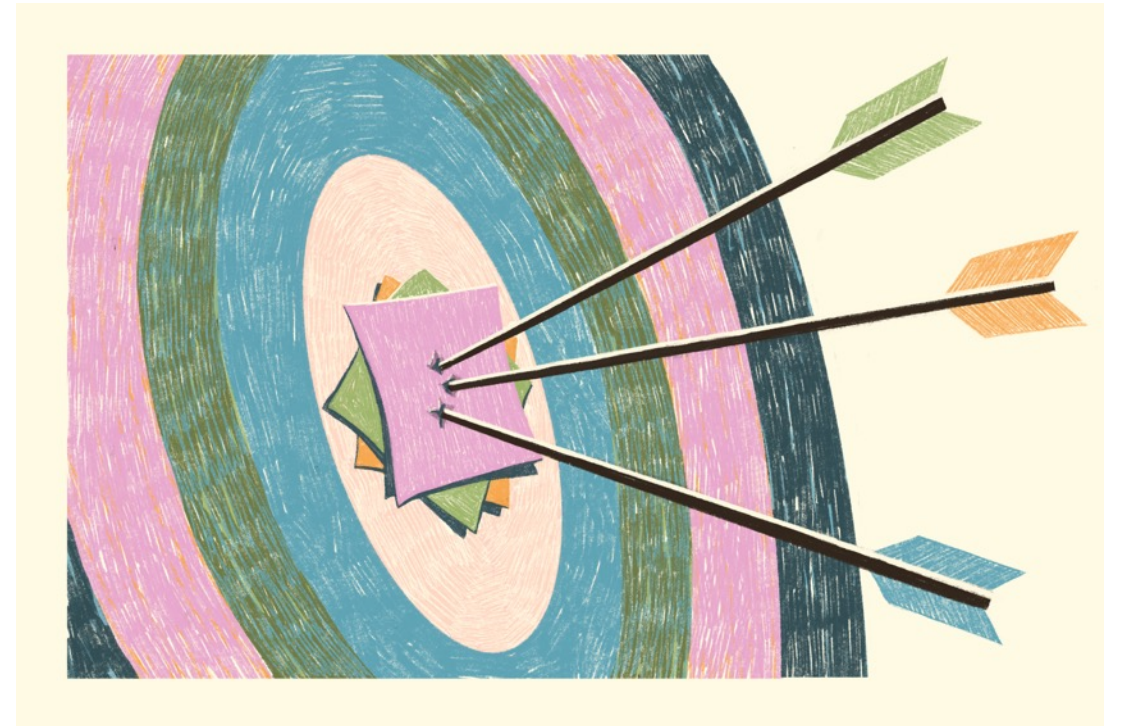
- Retention
- What your retention rate?
- Do you know your costs of replacing someone, a tech?





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- The Interview
- Who asks what? Legal?
- Scores and documentation?
- Decisions?
- Who makes the offer and how?
- Is it negotiable? Who decides?
- Avoiding counter offers ...
- Time between offer and start.

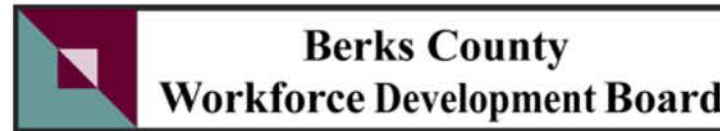




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SEI's Clean Jobs Grant

- Does at least 50% of your revenue come from the energy sector?
- And does your business operate in Berks, Chester, or Montgomery County?
- Philadelphia, Delco and Bucks contact PhillyWorks



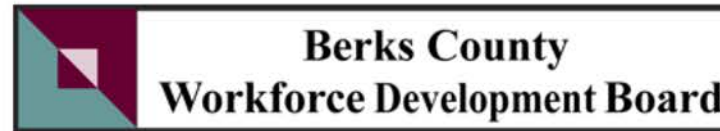
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Smart Energy Initiative
of Southeastern Pennsylvania™

SEI's Clean Jobs Grant

- Benefits of participating include:
 - Supportive services such as marketing, hiring and on boarding
 - Custom trainings
 - Employee handbook guidelines
- Email jlauckner@ccedcpa.com or complete the form.



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Smart Energy Initiative
of Southeastern PennsylvaniaSM

Jim Lauckner

Available 7 days per week 8 am – 8 pm

jlauckner@ccedcpa.com

215.470.2684

Attracting and Retaining the Next Generation of Talent

Bethanie Emery, Project Manager
hireOne, Chester County Economic Development Council



Chester County
Economic
Development
Council



Lead to Last

Inspiring and Keeping the

New Generation of Talent

hireONESM



Lead to Lasts

Today's Agenda: Attracting, Hiring and Retaining the Younger Workforce

- 1. Why this topic, and why now?**
- 2. Top priorities of the younger workforce**
- 3. Strategies of recruitment**
- 4. Retention starts day ONE!**
- 5. Action Plan**





Lead to Last

Why this topic and why now?

- The Big Disconnect
 - Current Turnover stats: 25% in first 2 years
 - What younger employees want vs. what employers offer
 - Lack of loyalty





Lead to Last

Top Priorities of the Younger Workforce

- Purpose and meaning in their work
- Flexibility and autonomy
- Career growth and mentorship
- Psychologically safe culture
- Modern/tech-savvy environment





Lead to Last

Hiring Strategies that Attract Younger Talent

- Employer branding and social media presence
- Internships, apprenticeships, pipeline development
- Quick, transparent hiring process
- Values-first job description



Administrative Assistant

Location: Pennsylvania

Type: Full-time

Team: Operations / Administration

We Lead with Our Values

At Smith Company, we believe that how we work is just as important as what we do. We are a mission-driven organization where **integrity, clarity,** and **care** guide every action. Our team shows up for each other and our clients with a spirit of **service**, a commitment to **excellence**, and a mindset of **continuous improvement**.

We're looking for an **Administrative Assistant** who shares our values and brings not just efficiency and precision, but also empathy and thoughtfulness to the way they support others.

What We Believe:

Simplicity is powerful.

We value clear communication and streamlined systems that help everyone do their best work.

Support is strategic.

Administration is not a back-office function—it's a key ingredient in enabling a high-functioning, human-centered team.

Details are a form of respect.

We believe being organized, responsive, and on time shows care for others' time and trust.

Growth is intentional.

We want people who are curious, self-directed learners and open to feedback.

What You'll Do:

Your role will focus on keeping the engine of our organization running smoothly.

This includes:

Managing calendars, scheduling, and logistics with care and foresight

Coordinating meetings, events, and travel

Maintaining organized records and internal documentation

Supporting team communications, inbox management, and reporting

Providing day-to-day support to leaders and team members as needs arise

Creating systems and processes that improve efficiency and reduce friction

What We're Looking For:

We're less concerned with a perfect resume and more interested in **how you think, how you work, and what matters to you.**

That said, you might be a great fit if you:

Have a natural orientation toward order, structure, and follow-through

Are a thoughtful communicator who writes and speaks with clarity

Are tech-savvy (Google Workspace, scheduling tools, basic project management systems)

Thrive in environments where you can take initiative and anticipate needs

Care about doing things right, even when no one is watching

Have 2+ years of administrative, operations, or related support experience (or can show us transferable skills)

What We Offer:

A values-driven culture with a people-first approach to leadership

A collaborative, respectful team that values your voice and contributions

Flexibility and trust in how you structure your time and workflow

Opportunities to grow into new responsibilities as you deepen your skills

[Insert salary range, benefits, vacation policy, remote options, etc.]



Lead to Last

Retention Starts on Day ONE!

- Strong onboarding experience with clear expectations
- Foster connection, wellness support, and sense of belonging
- Recognition goes a long way!





Lead to Last

**What
NOT
to
DO:**

Micromanage! Inflexibility is NOT the wave of the future.

Outdated tech and policies

Over-promise and under-deliver

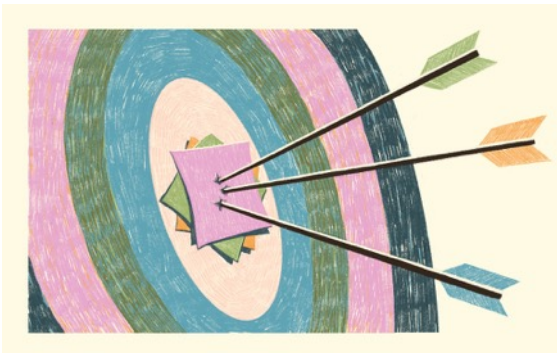
Ignore cultural alignment



Lead to Last

5 Point Action Plan

1. Audit your current brand and culture
2. Modernize hiring process
3. Invest in leadership development
4. Prioritize well-being and belonging
5. Create career paths, not just jobs





Lead to Last

THE SECRET OF
CHANGE IS TO FOCUS
ALL OF YOUR ENERGY
NOT ON FIGHTING
THE OLD, BUT ON
BUILDING THE NEW!
SOCRATES





**An initiative of CCEDC in partnership with
the Chester County Workforce
Development Board, to provide support
and resources to employers in Chester
County and beyond.**





Industries served through HireONE:

- Health Care, Agriculture, IT, Manufacturing, Life Sciences and Energy.

Programs offered:

- Grant funded training, networking events, taskforce meetings
- Hire One Refer One





Some of the companies we work with:

- PECO, Brandywine Heating and Cooling, Emergent Energy Solutions, Facility Solutions Group, Intellimation, SSM Group

How to get involved:

- Follow HireONE on social media and connect on LinkedIn
- Reach out directly to be added to our contact list





HireONE

Bethanie Emery
Project Manager – CCEDC
bemery@ccedcpa.com
Hireonecc.com



**Let's Connect on
LinkedIn!**



2025 Construction Trades Overview and Workforce Development Insights

Marissa Bankert, President/CEO
Associated Builders and Contractors Eastern Pennsylvania



**2025 Construction Trades Overview and
Workforce Development Insights**

Agenda

What are we talking about!

- Who is ABC Eastern PA?
- What is happening in the construction industry?
- What does ABC Eastern PA do to help construction industry organizations?
 - Apprenticeship
 - Continuing Education/Career Development
 - Safety Education
 - Value Proposition
- How can you get involved?



INTRODUCTION OF ABC

WHO ABC REPRESENTS

- General Contractors
- Specialty Contractors
- Real Estate Developers
- Architects/Engineers
- Law Firms/Accountants/Insurance Companies/Staffing Agencies/Fleet Vehicle Dealers/Etc.
- Material Suppliers and Manufacturers

We work together and stay connected to improve the region's construction industry and support merit shop construction.



Construction Industry Overview

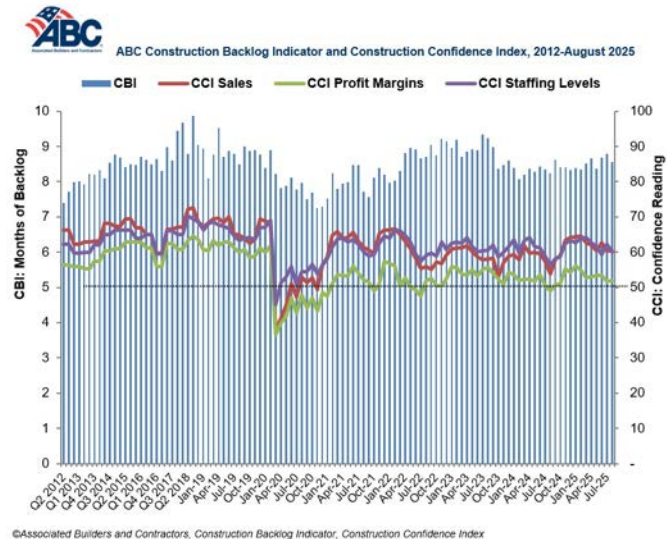
What's Happening in the Construction Industry?

Backlog down, but up overall from 2024

- Declines in nonresidential spending
- Private sector projects struggling w/ increased materials costs, policy uncertainty, reemerging labor shortages

Decline attributed to contractors under \$30 million in annual revenues; steady increase in largest contractors business and it's the highest in over two years

Continued concerns on tariffs, but confidence steady



REGISTERED APPRENTICESHIP & CRAFT TRAINING



What is Apprenticeship?

- Construction trades apprenticeship is a learn-while-you-earn approach to career development that combines paid on-the-job training with classroom instruction.
 - Four-year programs registered with the U.S. Department of Labor and the Pennsylvania Apprenticeship and Training Council Apprenticeship. Programs typically require 144 related technical hours per year and 2000 hours of on the job training.
 - Graduates become skilled tradespeople in areas like electrical work, plumbing, carpentry, and general construction without accumulating student debt, entering fields with high demand for skilled workers.



REGISTERED APPRENTICESHIP & CRAFT TRAINING



Trades Offered

- Carpentry
- Electrical
- HVAC
- Pipefitting
- Plumbing

REGISTERED APPRENTICESHIP & CRAFT TRAINING



Year 1	Year 2	Year 3	Year 4
Occupational Overview	Alternating Current	Load Calculations	Load Calculations
Safety	Motors	Conductor Selection and Calculations	Health Care Facilities
Electrical Circuits	Electric Lighting	Practical Applications of Lighting	Standby and Emergency Systems
Electrical Theory	Conduit Bending	Hazardous Locations	Electronic Theory
Electrical Code	Pull and Junction Boxes	Overcurrent Protection	Fire Alarm Systems
Outlet, Device, Pull, and Junction Boxes	Conductor Installations	Distribution Equipment	Specialty Transformers
Hand Bending	Cable Tray	Transformers	Advanced Controls
Wireways, Raceways, and Fittings	Conductor Terminations and Splices	Commercial Electrical Services	HVAC Controls
Conductors and Cables	Grounding and Bonding	Motor Calculations	Heat Tracing and Freeze Protection
Electrical Construction Documents	Circuit Breakers and Fuses	Voice, Data, and Video	Motor Operation and Maintenance
Residential Wiring	Control Systems and Fundamental Concepts	Motor Controls	Medium-Voltage Terminations/Splices
Electrical Test Equipment			Intro to Leadership

Electrical Overview

REGISTERED APPRENTICESHIP & CRAFT TRAINING



Year 1	Year 2	Year 3	Year 4
Intro to HVAC	Customer Relations	Control Circuit Troubleshooting	Water Treatment
Trade Math	Basic Maintenance	Motor Test Troubleshooting	Energy Conservation Equipment
Basic Electricity	Fasteners and Hardware	Troubleshooting Heat Pumps	Building Management Systems
Intro to Heating	Alternating Current	Troubleshooting Gas Heat	System Air Balancing and Psychometrics
Intro to Cooling	Compressors	Troubleshooting Oil Heat	System Startup and Shutdown
Air Distribution Systems	Metering Devices	Troubleshooting Accessories	Construction Drawings and Specifications
Basic Copper and Plastic Piping	Refrigerants and Oils	Sheet Metal Duct Systems	Comfort Systems Design and Planning
Soldering and Brazing	Leak Detections, Evaluation, Recovery, and Charging	Intro to Hydronic Systems	Commercial/Industrial Refrigeration Systems
Basic Carbon Steel Piping	Heat Pumps	Steam Systems	Alternative and Specialized Heating and Cooling Systems
	Indoor Air Quality	Fiberglass and Fabric Duct Systems	Commercial Hydronic Systems
	Air Quality Equipment	Retail Refrigeration Systems	Commercial Airside Systems
	Chimneys, Vents, and Flues	Zoning, Ductless, and Variable Refrigerant Flow Systems	Intro to Leadership

HVAC Overview

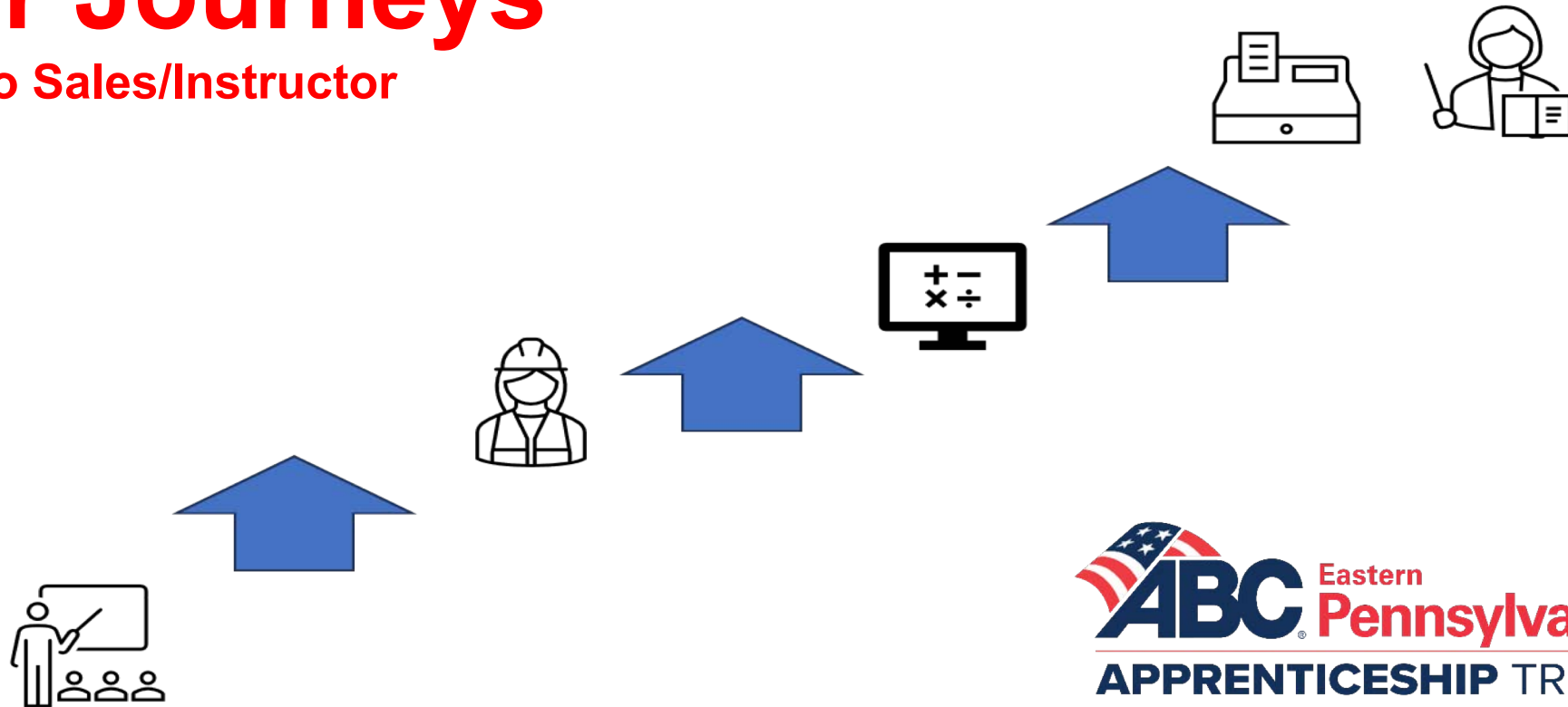


REGISTERED APPRENTICESHIP & CRAFT TRAINING



Career Journeys

Apprentice to Sales/Instructor



WORKFORCE DEVELOPMENT

- **ABC is driven to inspire the next generation of youth to enter the A/E/C Industry, ABC proactively works with area high schools and career technical schools to encourage the youth in our community to be a part of this dynamic industry.**
- **ABC works with area organizations such as Veterans Groups, State/Local Employment Centers, Prisons to assist in getting unemployed and underemployed individuals placed into the construction industry.**
- **ABC can also provide Skills Assessment Testing to ensure you are hiring qualified candidates for jobs.**



SAFETY TRAINING

- **Strategic Alliance with OSHA-** Representatives from OSHA attend our Safety Committee meetings (in Allentown and East Norriton) once a month. OSHA representatives provide updates, insight, and question/answer sessions at each meeting.
- **In-House Safety Services:** Update your Accident Prevention Program; Develop your Employee Safety Handbook; Develop your Substance Abuse Program; Safety Policy Review or Creation of Safety Policies; OSHA Compliance Representation, Mediation and Mitigation
- **S.T.E.P.: Safety Training Evaluation Program**
 - ABC's Safety Training Evaluation Process (STEP) is a safety benchmarking and improvement tool that dramatically improves safety performance among construction industry participants regardless of company size or type of work.
- **FREE Safety Training Resources for ABC Members**
 - Toolbox Talks, Training Videos, etc.
- **Safety Training Classes**
 - Fall Protection, PPE, LOTO, Developing Safety Culture, and many more!

MANAGEMENT EDUCATION

ABC offers a wide range of training opportunities, whether they are on the jobsite or in the office.

TYPES OF CLASSES:

- **Continuing Education (Blueprint Reading, Estimating, etc.)**
- **Emerging Contractor Training**
- **Finance**
- **Human Resources**
- **Leadership**
- **Legal Seminars**
- **Management (e.g. Field to Supervisor; Project Management, etc.)**
- **Marketing**
- **Individualized Certification Programs with manufacturers/suppliers**



Top 5 Reasons to be a Member of ABC Eastern PA

2026 Membership Benefits

1. Business Development

- Networking Events
- Committees
- Member Referrals

2. Advocacy

- Educating Legislators on Key Issues
- Supporting Merit Shop Values
- Fighting against PLAs & RCOs

3. Exclusive Discounts

- ABC Insurance Trust
- ABC Tech Market Place
- National Discounts

4. Safety

- OSHA Alliance
- STEP Program
- Safety Training

5. Workforce & Education

- Cultivating Construction Careers
- Career Development Classes
- Apprenticeship & Training



Scan for Discounts



Questions about Membership Contact Us



610-279-6666



membership@abceastpa.org

Next Steps

How to join ABC Eastern PA...

1. **Connect with a member of our ABC Eastern PA team**
 - Via our website: <https://abceastpa.org/join-renew/>
 - Direct connect with membership team member Megan Bernosky (mbernosky@abceastpa.org)
2. **Meet with our team on what your needs are and if we can help you**
3. **Complete our membership application, submit all applicable payments, and onboard with the association**





2025 NEW MEMBER MEMBERSHIP APPLICATION

COMPANY INFORMATION

COMPANY: _____ COM PHONE: _____
 ABC STAFF: _____ WEBSITE: _____
 ADDRESS: _____ OWNER: _____
 CITY: _____ STATE: _____ OWNER EMAIL: _____
 ZIP: _____ COUNTY: _____ OWNER PHONE: _____
 WBE MBE VBE OTHER IN BUSINESS SINCE: _____

MEMBERSHIP

- 1. INDUSTRY PROFESSIONAL \$2,289.00
- 2. SUPPLIER MEMBER \$2,267.00
- 4. UNDER \$500,000 \$1,848.00
- 6. \$500,000 - \$1,000,000 \$2,574.00
- 7. \$1,000,000 - \$3,000,000 \$4,120.00
- 8. \$3,000,000 - \$6,000,000 \$5,389.00
- 9. \$6,000,000 - \$10,000,000 \$6,418.00
- 10. \$10,000,000 - \$20,000,000 \$7,343.00
- 11. \$20,000,000 - \$50,000,000 \$7,912.00
- 12. \$50,000,000 - \$100,000,000 \$8,720.00
- 13. \$100,000,000 - \$250,000,000 \$10,245.00
- 14. OVER \$250,000,000 \$10,680.00
- VOLUNTARY \$500.00 ERISSA CONTRIBUTION TO ABC APPRENTICESHIP ERISSA FUND \$500.00

COMPANY CLASSIFICATION:

Dues for all contractors are based on the previous year's gross sales volume. The Supplier category is for companies that supply materials or goods to the industry. The Associate category is for companies that provide professional services to the industry.

- INDUSTRY PROFESSIONAL
- SUPPLIER MEMBER
- SPECIALTY CONTRACTOR
- GENERAL CONTRACTOR

INCLUDE IN MEMBERSHIP DIRECTORY AND CONTRACTOR REFERRALS: YES NO

REASONS FOR JOINING

- NETWORKING/BUSINESS DEVELOPMENT
- DISCOUNTS
- GOVERNMENT AFFAIRS & POLITICAL ACTION
- INSURANCE PROGRAMS
- LOCAL/NATIONAL RECOGNITION
- MANAGEMENT EDUCATION
- REGISTERED APPRENTICESHIP & CRAFT TRAINING
- SAFETY TRAINING/PROFESSIONAL DEVELOPMENT

HOW OR WHO DID YOU HEAR ABOUT US FROM?

MEMBER OF ANOTHER CHAPTER: _____
 MEMBER REFERRAL: _____
 NON-MEMBER REFERRAL: _____
 MAILING: _____
 ONLINE SEARCH: _____
 CHAPTER EVENT: _____
 EXPO: _____
 SOCIAL MEDIA: _____

CSI / NAICS CODES

Select up to 10 CSI codes to define your scope of work. _____
 CSI codes help ABC recommend your company for projects. The list is available at: _____
<https://www.abc.org/Membership/MasterFormat-CSI-Codes-NAICS-Codes> _____

KEY CONTACTS

	NAME	CELL PHONE	EMAIL
OWNER/PRESIDENT			
BUSINESS DEVELOPMENT			
SAFETY			
APPRENTICESHIP/ EDUC / HR			
GOVERNMENT AFFAIRS			
ACCOUNTING / DUES			

COMPANY COMMITTEE INVOLVEMENT

- BUSINESS DEVELOPMENT: _____
- EMERGING LEADERS: _____
- EVENTS TASK FORCE: _____
- LEGISLATIVE: _____
- LEHIGH VALLEY REGIONAL COUNCIL: _____
- NORTH EAST PA REGIONAL COUNCIL: _____
- PHILADELPHIA REGIONAL COUNCIL: _____
- MEMBERSHIP: _____
- MANAGEMENT EDUCATION: _____
- SAFETY COMMITTEE: _____
- WORKFORCE DEVELOPMENT COMMITTEE: _____

ABC INTEREST

- COMMITTEES
- DISCOUNTS
- SAFETY PROGRAMS
- AQC PROGRAM
- ADVOCACY
- EIC AWARDS
- NETWORKING
- PRESENTER
- SPONSORSHIP
- APPRENTICESHIP
- MANAGEMENT ED

PROJECT WORK AREA:

- PHILADELPHIA
- CHESTER COUNTY
- DELAWARE COUNTY
- MONTGOMERY
- BUCKS COUNTY
- BERKS COUNTY
- LEHIGH COUNTY
- BERKS COUNTY
- LEHIGH COUNTY
- NORTHAMPTON COUNTY
- MONROE COUNTY
- SCHUYLKILL COUNTY
- LUZERNE COUNTY
- LACKAWANNA COUNTY
- WAYNE COUNTY
- WYOMING COUNTY
- SUSQUEHANNA COUNTY
- NEW JERSEY
- DELAWARE STATE

BRANCH LOCATIONS

ADDITIONAL BRANCH LOCATIONS

ADDRESS: _____
 CITY: _____ STATE: _____
 ZIP: _____ CONTACT: _____
 ADDRESS: _____
 CITY: _____ STATE: _____
 ZIP: _____ CONTACT: _____

I WOULD LIKE MORE INFORMATION ON ABC'S APPRENTICESHIP PROGRAMS. YES NO

I HAVE RECEIVED INFO ON THE MANDATORY STEP PROGRAM YES NO
 CONTRACTOR MEMBERS ARE REQUIRED TO PARTICIPATE IN THE SAFETY TRAINING & EVALUATION PROCESS
 Established in 1989 by the ABC National Environment, Health & Safety (EH&S) Committee, the Safety Training and Evaluation Process (STEP) program was developed and written by contractors, for Contractors and Suppliers. There is no charge for this service and your responses are strictly confidential. Benefits include an organized approach for analyzing and developing safety and loss prevention programs; a valid, objective method for measuring safety program improvement; and a safety performance recognition useful in business development. Apply at abc.org/step

GET CONNECTED, STAY CONNECTED

SOCIAL MEDIA



**Associated Builders and
Contractors Eastern Pa. Chapter**



@ABCEastPa



Facebook.com/ABCEastPa

#abcmeritshopproud



**STAY
CONNECTED**

THANK YOU



Panel Discussion | Q&A

Questions?



Thank you

pecowaystosave@cmcenergy.com



pecoSM

AN EXELON COMPANY