



## SKILLED TRADES MEMBERS

We maintain and service school facilities, buildings, and offices, ensuring they are safe and comfortable for students, staff and the community. We have a wide variety of jobs that require specialized expertise—and often licenses or certifications—in specific vocations. Skilled trades education support professionals (ESPs) work behind the scenes to repair, maintain, and operate machinery that is essential to the smooth functioning of the school.

We maintain the physical quality of buildings

We ensure safe and comfortable teaching and learning environments

We keep machinery and equipment working

## SKILLED TRADE CAREERS

ELECTRICIANS

CARPENTERS

PAINTERS AND GLAZIERS

HEATING, VENTILATION, AND AIR CONDITIONING MECHANICS AND SPECIALISTS

MACHINE OPERATORS, ASSEMBLERS, AND INSPECTORS

PRINTING SERVICES PERSONNEL

NON-MANAGERIAL SUPERVISORS

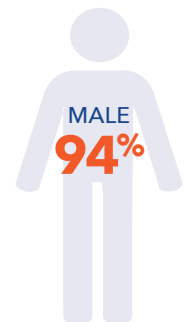
“ I enjoy working for the school district and keeping our schools safe and up and running. However, we face challenges every day that can sometimes be overwhelming. I often hear complaints that repairs take too long or aren't getting done. Our campuses are old and run down. We don't have enough staff to keep up with all the maintenance that comes with aging buildings, so unfortunately, we end up being reactive rather than proactive.

- Building Trades Lead ”

Skilled trades is one of the nine education support professional (ESP) career families. NEA ESPs make up nearly a half million of NEA's 3 million members. More than 2.2 million K-12 ESPs work in public schools across the country. As a critical part of the education workforce, NEA skilled trade members meet the needs of the whole student, ensuring students and schools succeed.



## FAST FACTS



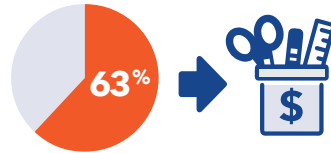


## PREK-12 EDUCATION SUPPORT PROFESSIONAL (ESP) MEMBERS

### We are...

#### Committed to Public Education and Students

- A significant source of ESP job satisfaction is their personal fulfillment from working with students.
- A majority (**62%**) of ESPs are assigned activities involving special education students.
- A large majority (**76%**) of ESPs have responsibilities promoting school safety.
- More than 3 out of 5 (**63%**) ESPs have spent their own money to purchase food or school supplies for students at an average of **\$282**.



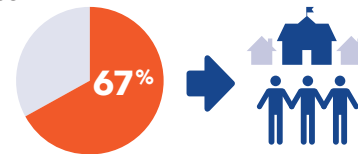
#### Experienced and Educated

- On average, ESPs have been employed in their ESP field for **13** years.
- A majority (**65%**) plan to stay in their current profession until retirement.
- Over half (**57%**) of ESPs have an associate's or more advanced degree.



#### Engaged with Families and Community

- A majority (**64%**) of ESPs have volunteered their time to support a wide range of educational activities that assist students and benefit the community, such as reading books to students or lobbying for the benefit of education.
- Nearly one-third (**31%**) of ESPs have supported activities of a parent organization, and **18%** coach or support a sports program.
- The majority (**67%**) of ESPs live in the communities where they work, and many volunteer in those communities.



### We deserve...

#### Greater Awareness of ESP Contributions to Public Education



#### Better Wages and Salaries

A majority (**68%**) of ESPs indicated a problem with making a **living wage**, and over half had a problem buying food (**51%**).

The average annual salary is **\$34,490**.



#### Quality Professional Development

Only **23%** of ESPs are very satisfied with professional development opportunities; **77%** are not.



#### Sufficient Staffing

A large majority (**76%**) of ESPs are asked to perform duties outside their job description.



#### Respect and Inclusion

Only one-third (**33%**) of ESPs are very satisfied with the respect received in school; **66%** are not.

