



**House Committee on Veterans' Affairs
Subcommittee on Economic Opportunity
Statement for the Record
December 2, 2025**

Chairman Van Orden, Ranking Member Pappas and distinguished members of the committee,

Thank you for the opportunity to provide a statement for the record on *"Strengthening the Workforce of Veterans in America"*.

About Us

The National Association of Electrical Distributors (NAED) is a nationwide trade association for the \$150+ billion electrical distribution industry which represents more than 600 distributors and manufacturers of electrical products with more than 5,000 locations in all 50 states. Our members are companies of all sizes - from small and mid-sized independents to large regional and national firms.

NAED member distributors are a critical piece of the electrical equipment supply chain, linking manufacturers to electrical contractors, who install the products we supply in commercial, industrial and residential applications.

We appreciate the committee for taking time to examine employment opportunities for veterans though the hearing on *"Strengthening the Workforce of Veterans in America."*

Examining how veterans can obtain meaningful work without a four-year degree career is an important and timely endeavor.

For members of the committee, we will present a few important topics and offer a compelling legislative solution.

Opportunities for Veterans

First, jobseekers seeking fulfilling, long-term careers will find strong opportunities in our industry. NAED is proud that our sector boasts high tenure rates with an average of more than nine years. This far exceeds national benchmarks. For comparison, the Bureau of Labor Statistics reports a median tenure of 3.5 years in the private sector and 6.2 years in the public sector. NAED member companies also report low turnover, averaging just 18%, which is significantly below rates seen in many logistics-focused industries, which hover around 40%.¹

Second, employees can enter the electrical distribution industry with little or no formal training beyond high-school equivalency. Many times, workers begin their work as a Counter Associate to fill orders or as a Truck Driver to deliver goods to a job site, with a salary ranging from \$17-\$32 dollars an hour.

There are many career paths available for these entry level positions, and workers can seek employment in fields as diverse as Inventory Control, Branch Management, or Purchasing. Many of these positions can provide salaries of \$65 - \$70,000 a year.

Other career paths include Inside and Outside Sales positions, Digital Solutions Specialists, Transportation and Hub Directors. These salaries range from \$50,000 - \$226,000 a year.

¹ Article - **Warehouse Worker Turnover Rate: Why It's So High and How Employers Can Fix It**
<https://employer.eb3.work/warehouse-worker-turnover-rate-why-its-so-high-and-how-employers-can-fix-it/>





For workers who have obtained a bachelor's degree, other opportunities are available, including positions in Information Technology, Project Management, and high-level Sales, that range in salary from \$48,000 - \$300,000 per year.

Legislation

NAED and our channel partners represented by the National Electrical Manufacturers Association (NEMA) and the National Electrical Contractors Association (NECA), are strongly supporting **H.R. 4105**, the **Veterans Energy Transition Act of 2025 (VET Act)**.

If passed into law, the bill would provide manufacturers, distributors, and electrical contractors with a grant of up to \$10,000 for recruiting, onboarding, training, certification, and relocation costs for military personnel transitioning from service, veterans, or their spouses.

This legislative proposal is very timely, not only in relation to providing opportunities for veterans and their spouses, but also it will help to address worker shortages in our industry as well as the manufacturing and contractor sectors, at a time when demand for electrical and grid build out are expected to increase significantly in the coming decades. These positions are supported by the following:

- According to a NAED industry survey, the average age for employees in the electrical distribution industry is over 42 years old, and our members report they are facing headwinds on hiring new employees.
- NEMA estimates that the nation's energy demand can grow by 50% by 2050, and demand for domestically produced electrical equipment is on the rise.
- NECA reports that the Bureau of Labor Statistics projects a need for 80,000 new electrician jobs annually through 2031.²

Conclusion

Veterans bring exceptional leadership, discipline, and technical know-how that our nation urgently needs. Their experience in logistics, operations, and problem-solving makes them uniquely equipped to fill critical roles in manufacturing, distribution, and contracting, which is the backbone of America's electrical infrastructure. As our country modernizes the grid, deploys new electricity generation, and deploys advanced technologies to stay globally competitive, demand for this talent will only grow.

Careers across the electrical equipment ecosystem offer veterans and their families not just jobs, but long-term, good-paying careers with purpose. For the men and women who served, it's a chance to continue supporting America's strength and resilience in a rapidly changing world.

Respectfully submitted,

Bud DeFlaviis

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² Article - The Human Capital Gap: Filling the industry's growing need for a skilled workforce - <https://www.ecmag.com/magazine/articles/article-detail/the-human-capital-gap-filling-the-industry-s-growing-need-for-a-skilled-workforce>

