

2022 National Training Institute

“C/SC Group”

Agenda

SATURDAY, JULY 30, 2022

8:00 AM – 5:00 PM	Registration – Indoor Training Center, University of Michigan, South Campus
9:00 AM – 5:00 PM	Trade Show – Indoor Training Center, University of Michigan, South Campus
NOTE: Buses will run continuously from On-Campus housing and designated bus stops near Official NTI hotels to the Registration Area and Trade Show.	

SUNDAY, JULY 31, 2022

7:00 – 7:45 AM	Prayer/Worship Service – Michigan League, Room TBD
8:00 AM – Noon	Late Registration – Indoor Training Center, University of Michigan South Campus
8:30 AM - Noon	Trade Show – Indoor Training Center, University of Michigan South Campus
11:30 AM – 1:00 PM	Lunch Michigan League – Central Campus, Univ. of MI
1:00 AM – 4:30 PM	Late Registration – Michigan League
1:00 – 2:45 PM	C/SC Group Opening Session–Modern Languages Bldg. (MLB), Auditorium 3
	Welcome and Opening Remarks – Todd Stafford
	Overview: Grant Opportunities for your JATC/AJATC – Fund curriculum, training equipment, staff salaries, and more – Andrea Crawford and Valerie Mojeiko
	Will give a brief overview of the grant opportunities that are available for JATC/AJATCs to fund staff salaries, expand pre-apprenticeship programs, equipment and supplies, facilities improvements, and more.
2:45 – 3:00 PM	Refreshment Break
3:00 – 5:00 PM	C/SC Group Opening – MLB, Auditorium 3
	IBEW-NECA-etA DEI&B Joint Task Force Panel – Cindy Sanderfur, Todd Stafford, Tarn Goelling, Amanda Pacheco, Ron Bailey, and Edwin Lopez
	This session will provide an opportunity to hear about initiatives around Diversity, Equity, Inclusion, and Belonging.
	Computer-Mediated Learning and the PTSI Online Learning System - Greg Greiner
	This presentation will go over the courses that have been updated to the Computer-Mediated Learning format, the progress to date, and future planning. The focus will be to share a clear message about the format to support committees and Training Director’s implementation, planning, and communication. We will then look at the new additions to the PTSI Online Learning Systems and how access to it is changing, including a wave of new functionality that has been long asked for and is now ready for use. This includes the ability for programs to author courses of their own on the system, an integrated calendar, mobile push notifications, messaging, and more.
5:30 PM	Group Photograph – Hill Auditorium
5:45 PM	Opening of the 2022 National Training Institute – Hill Auditorium
	Dining for Dollars Voucher Program: Any participant (and family member) attending opening session will receive a voucher worth \$25.00 for use at any participating local restaurant Monday through Thursday evening during NTI. You

must be in attendance and seated in the arena to receive the voucher. Participating restaurants are listed on the App or in the Event Guide.

Immediately Following: **Welcome Reception – Ingall’s Mall**
Reception is a relaxed, informal atmosphere.

REMEMBER: *There is no “standing” in any classrooms, if there are no seats, please attend another session.*

MONDAY, AUGUST 1, 2022

7:30 – 8:45 AM **BREAKOUT SESSIONS – Modern Languages Building (MLB)**

MLB Room 2 (1420) **Session 1: IVRY – VR Training** – Tony Randolph, Paul Kolenda, and Sam Jaros

MLB Room 1 (1220) **Session 2: TradeSchool Tracking Software – Power of Integration** – Lance Hallberg

TradeSchool is the most advanced data tracking system for apprenticeship. Use TradeSchool to track applications, apprentices, Journeyman, contractors, classes, document management, batch emails, SMS text messaging, and a full set of web features. Our team has been working hard to develop more integration and usability. Come and see the latest features we are releasing. Learn how TradeSchool Inc is continuing to stay out front, leading the industry with products and services.

MLB Aud. 3 **Session 3: Implementing the New EEO Plans** – Robert L. Duston

This session will cover the revised EEO/AA Plan covering the updated 29.CFR.30 regulations.

MLB Aud. 4 **Session 4: A Vision to Inspire (NOT Expire)** – Dr. L. Joe Shorter, Ph.D.

In the words of the great Yogi Berra, "you've got to be careful if you don't know where you are going, 'cause you might not get there." Or, you might recall from ancient wisdom literature, "where there is no vision, the people perish". Some of us are stuck in the past. Some of us live only in the present. Without a clear and compelling vision, all of us are certain to miss the future. Come and help answer seven questions to focus efforts, energize your team, and scale your operations. (Based on, The Vision Driven Leader, Michael Hyatt).

8:45 – 9:00 AM **Refreshment Break**

9:00 – 10:15 AM **BREAKOUT SESSIONS – Modern Languages Building (MLB)**

MLB Room 2 (1420) **Session 1: Construction Drawings Course and BIM Course Updates** – Marty Riesberg and Bill Ball

MLB Room 1 (1220) **Session 2: Budgeting in Times of Uncertainty** – Karen Roche

MLB Aud. 3 **Session 3: Lines of Separation between the JATC/AJATC and the Union** – Lucas Aubrey

JATC/AJATC members and employees typically must act only in the interest of the apprenticeship program when acting in their capacity as JATC representatives. Questions of appropriate separation between the local union and AJATC/JATC representatives arise most often in connection with apprentices’ union membership and dues payment, and confidentiality of AJATC/JATC and Fund meetings. In this session we will discuss (1) the legal need for separation; (2) problems with JATC/AJATC involvement in matters of the apprentices’ union membership and dues payment; and, (3) best practices to promote confidentiality, including tips for taking, maintaining, and distributing committee meeting minutes.

MLB Aud. 4 **Session 4: Business Insurance 101 for Training Funds** – Brad Speiss

This presentation will give an overview of insurance options for JATCs and AJATCs.

10:15 – 10:30 AM **Classroom Change**

10:30 – 11:45 AM **BREAKOUT SESSIONS – Modern Languages Building**

MLB Room 2 (1420) **Session 1: NECA Risk Management, Codes, Standards, and Safety Update** – Michael Johnston, Wes Wheeler & Palmer Hickman

This short presentation will provide participants with information about the expansion of Standards and Safety functions and staff at NECA. These entities now fall under Risk Management accordingly. The presentation provides a high-level look at current activity in the development of National Codes and Standards. A high-level look at some interesting growth in the 2023 NEC will be provided. The presentation also looks at what's new and planned for in National Electrical Installation Standards

	(NEIS) program coordinated by NECA. A review of how access to the NEIS through the LMS provides value to instructor's training processes.
MLB Room 1 (1220)	Session 2: Harassment Investigation Training – Robert L. Duston
	This session will cover the basics of investigating harassment complaints.
MLB Aud. 3	Session 3: ERISA 101 – James V. Cole, II
	This session will cover important information for Committee Members and Training Directors on the do's and don't's of running an ERISA Trust program.
MLB Aud. 4	Session 4: Grant Opportunities for your JATC/AJATC - Fund curriculum, training equipment, staff salaries, and more – Andrea Crawford and Valerie Mojeiko
	JATC/AJATCs can use grants to fund staff salaries, expand pre-apprenticeship programs, equipment and supplies, facilities improvements, and more. We will review recent grants received by the programs and discuss opportunities for your JATC/AJATC to partner with the ALLIANCE on grant proposals and offer tips for getting "grant ready". We will discuss why and how including outreach and training to underrepresented populations can make your application stand out. This presentation is for JATC/AJATC leaders and staff who are currently partnering with the ALLIANCE on one or more federal grants and for those who are completely new to grant seeking.
11:45 AM – 12:45 PM	Lunch – Michigan League (purchased lunch plan only)
12:45 – 2:00 PM	<i>BREAKOUT SESSIONS – Modern Languages Building</i>
MLB Room 2 (1420)	Session 1: Implementing the New EEO Plans – Robert L. Duston
MLB Room 1 (1220)	Session 2: Budgeting in Times of Uncertainty – Karen Roche
MLB Aud. 3	Session 4: Substance Abuse: IBEW-NECA electrical training ALLIANCE Model Substance Abuse Policy and Program for JATCs/AJATCs – Lucas Aubrey
	This session will focus on issues related to testing for drug and alcohol use. We will focus on the ALLIANCE's Model Substance Abuse Policy and Program for AJATC/JATCs. We will also discuss legal issues related to the legalization of medical and recreational marijuana; and the recent enactment of employment protections in some states for individuals who are legally using marijuana under state law.
MLB Aud. 4	Session 4: Investigations & Lawsuits – Who Pays? – James V. Cole, II and Tina Fletcher
	Who pays for the damages and legal fees when the government investigates, or a Participant sues? A review of examples and how the plan and insurance may respond.
2:00 – 2:15 PM	Refreshment Break
2:15 – 3:30 PM	<i>BREAKOUT SESSIONS – Modern Languages Building (MLB)</i>
MLB Room 2 (1420)	Session 1: TradeSchool Tracking Software – Power of Integration – Lance Hallberg
	See earlier description.
MLB Room 1 (1220)	Session 3: Grant Opportunities for your JATC/AJATC - Fund curriculum, training equipment, staff salaries, and more – Andrea Crawford and Valerie Mojeiko
	See earlier description.
MLB Aud. 3	Session 2: Recruitment Case Study + Retention Strategies to Keep Your Apprentices on Track – Tina Williams
	This session will discuss strategies for recruitment and retention with an opportunity for open discussion to share what has and has not worked.
MLB Aud. 4	Session 4: Trustee Expenses – James V. Cole, II
	This session will discuss Trustee Expenses and why it is important to document.
3:30 – 3:45 PM	Classroom Change
3:45 – 5:00 PM	<i>BREAKOUT SESSIONS – Modern Languages Building</i>
MLB Room 2 (1420)	Session 1: Business Insurance 101 for Training Funds – Brad Speiss
	See earlier description.

MLB Room 1 (1220)	Session 2: ERISA 101 – James V. Cole, II
MLB Aud. 3	Session 3: Harassment Investigation Training – Robert L. Duston
	This session will cover the basics of investigating harassment complaints.
MLB Aud. 4	Session 4: Scholarship Loan Agreements – Lucas Aubrey
	Scholarship Loan Agreements (SLAs) are commonly used to promote the retention of apprentices in the unionized construction industry throughout the term of training and beyond. Under the ALLIANCE's Model SLA, the JATC/AJATC advances the cost of training to the apprentice, and the apprentice agrees to repay those costs, either in cash or in-kind by working a specified number of years after graduation for contributing employers. We will discuss the current legal status of SLAs, the ALLIANCE's Model SLA, and SLA alternatives.
5:00 – 6:30 PM	Training Director/Assistant Training Director Reception – <i>Michigan Union (530 S. State Street)</i>
<i>REMEMBER: There is no "standing" in any classrooms, if there are no seats, please attend another session.</i>	
TUESDAY, AUGUST 2, 2022	
7:30 – 8:45 AM	GENERAL SESSION – <i>Modern Languages Building (MLB), Auditorium 3</i>
	Trustee Expenses – James V. Cole, II
	This session will discuss Trustee Expenses and why it is important to document.
8:45 – 9:00 AM	Refreshment Break
9:00 – 10:15 AM	GENERAL SESSION – <i>Modern Languages Building (MLB), Auditorium 3</i>
	ERISA 201 – James V. Cole, II
	This session builds on the ERISA 101 session.
10:15 – 10:30 AM	Classroom Change
10:30 – 11:45 AM	BREAKOUT SESSIONS – <i>Modern Languages Building (MLB)</i>
MLB Room 2 (1420)	Session 1: We were Born to Work Together – Dr. L. Joe Shorter, Ph.D.
	Have you been challenged yet in recruiting new workers to your jobs? Have you seen significant numbers of your best workers leave your workforce due to retirement or "some other reason"? Several of our markets are finding success in keeping highly skilled leaders on the job while attracting talented new workers to their companies. Come and see what it takes to create a company culture that allows your seasoned leadership to continue creatively while bringing new blood into the life system of your day-to-day operations, in the office and in the field.
MLB Room 1 (1220)	Session 2: Non-Profit Accounting 101 – Mark Cerulla
MLB Aud. 3	Session 3: ADA and Selection Procedures – Robert L. Duston
	This session will focus on what the ADA is and how it affects the Selection process as well as reviewing the Selection Procedures.
MLB Aud. 4	Session 4: Creating Apprenticeships in High Schools and Colleges – Danny Van Sickle
	This presentation will provide information on how the Electrical Training Alliance of Jacksonville was able to establish registered and non-registered pre-apprenticeships in local high schools and colleges.
11:45 AM – 12:45 PM	Lunch – Michigan League (purchased lunch plan only)
12:45 – 2:00 PM	BREAKOUT SESSIONS – <i>Modern Languages Building (MLB)</i>
MLB Room 2 (1420)	Session 1: Grant Opportunities with the electrical training ALLIANCE – Steve Anderson and Tina Williams
MLB Room 1 (1220)	Session 2: Veterans Electrical Entry Program Changes – Greg McMurphy
	This presentation will provide an update of results as well as explain changes and plans for expansion of the Veterans Electrical Entry Program.

MLB Aud. 3	Session 3: Nuts and Bolts of AJATC/JATC Governing Documents – Lucas Aubrey
	This session will discuss the importance of understanding AJATC/JATC governing documents including (1) the apprenticeship provisions in the collective bargaining agreement and Areawide Training Agreements; (2) the trust agreement; (3) the Standards; and, (4) the program's policies and procedures. The session will highlight problems that can occur when a program does not follow its governing documents, and it will include recommendations for avoiding these problems.
MLB Aud. 4	Session 4: One Piece of the Workforce Shortage Puzzle: Asynchronous Work – Dr. L. Joe Shorter, Ph.D.
	It is not the only piece, but it may be the latest piece you haven't discovered, yet. Where did all the workers suddenly go? We've been talking about this "Golden Age of the Worker" coming our way for the past three to five years. Never say never, but do we really have to see a national minimum wage for federal contract workers more than double from the \$15.00 to a proposed \$30.00 an hour, in order to attract workers? Come and see other ideas for attracting "quality" workers to your jobsites - it's not always about the money!
2:00 – 2:15 PM	Refreshment Break
2:15 – 3:30 PM	<i>BREAKOUT SESSIONS – Modern Languages Building (MLB)</i>
MLB Room 1 (1220)	Session 1: ADA and Selection Procedures – Robert L. Duston
MLB Aud. 3	Session 2: ERISA 201 – James V. Cole, II
	This session builds on the ERISA 101 session.
MLB Aud. 4	Session 3: The Good, the Bad and the Ugly's – Cindy Sanderfur
	We are part of a great brother and sisterhood, which means our relationships impact everything we do, making it essential for us to be conscious of each other and our community. Let's chat about the importance of our interpersonal relationships, the environment we create, and how to be more relevant, reliable, and responsible for the good of our industry (and ourselves).
3:30 – 3:45 PM	Classroom Change
3:45 – 5:00 PM	<i>BREAKOUT SESSIONS – Modern Languages Building (MLB)</i>
MLB Room 2 (1420)	Session 1: Craft Certification Updates – Bill Ball
MLB Room 1 (1220)	Session 2: Electrical Vehicle Charging Stations Training and Updates – Jason Lunardini
MLB Aud. 3	Session 3: Employment and Reemployment Rights of Apprentices with Military Service Obligations – Lucas Aubrey
	The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) provides a number of re-employment entitlements for employees and protection against discrimination related to military service obligations for employees and applicants. In this session, we will focus on your JATC/AJATC's responsibilities to applicants and registered apprentices with military service obligations under USERRA. Come and learn what's expected of you, what your apprentices are entitled to, and what they need to do to earn those entitlements.
MLB Aud. 4	Session 4: Say Watt at NTI – Todd Stafford and Cindy Sanderfur
	Be our guest for an episode of the etA podcast, Say Watt! Executive Director Todd Stafford, and host Cindy Sanderfur, will chat about what's going on in our industry, and we would love for you to join the conversation.
6:00 – 9:00 PM	Training Partner Evening Presentations - North Quad

WEDNESDAY, AUGUST 3, 2022

7:30 AM SHARP! **NTI's Annual A.J. Pearson Charity Golf Event – Eagle Crest Golf Club**
(Proceeds to Friends of Children with Special Needs)

6:00 – 10:00 PM ***Destination Ann Arbor invites you to Main Street for a Block Party Celebrating the 2019 NTI***

REMEMBER: There is no "standing" in any classrooms, if there are no seats, please attend another session.

THURSDAY, AUGUST 4, 2022

7:30 – 8:45 AM ***BREAKOUT SESSIONS – Modern Languages Building (MLB)***

MLB Room 2 (1420)	Session 1: The Evolution of Prefab and the Impact on Electrical Contracting – Jared Christman
	Construction is evolving and the pace of change is increasing with each passing year. Labor shortages combined with poor design documents, tighter schedules, and rising material cost is forcing project stakeholders to rethink the way we design and construct. Prefab is now a requirement for many projects across the country and we are starting to see significant growth in modular and multi-trade deliverables. The industrialization of construction is becoming the norm. In this presentation, we will discuss why off-site construction is increasing and identify numerous ways companies can get started or improve their own off-site capabilities.
MLB Room 1 (1220)	Session 2: Instrumentation and EPRI Updates – Jason Lunardini
MLB Aud. 3	Session 3: Interim Credentials for High Schools – Bill Ball and Heather Stefan
	This session will update participants on the IC for High Schools and how you can get involved to bring in new apprentices.
MLB Aud. 4	Session 4: Beneath our Bias: A Lens Issue – Cindy Sanderfur
	What’s really going on beneath my bias? Could it be a lens issue? Is it possible to see clearer, comprehend differently, and change our perceptions? Let’s take a deep breath and dig deeper.
8:45 – 9:05 AM	Refreshment Break
9:05 – 10:20 AM	<i>BREAKOUT SESSIONS</i> – Modern Languages Building (MLB)
MLB Room 2 (1420)	Session 1: ESAMTAC Updates – Terry Coleman
MLB Room 1 (1220)	Session 2: Recruitment Case Study + Retention Strategies to Keep Your Apprentices on Track – Tina Williams
	See earlier description.
MLB Aud. 3	Session 3: Preparing Today's Apprentices for Tomorrow's Emerging Market Sectors in the Electrical Industry – Ray Kasmark & John Bzdawka
	In an era of accelerating and continuous technological evolution and unpredictable workplace dynamics on the most creative and adaptive entities will survive and prosper in their respective industries. This course will explore the major emerging market opportunities, and associated challenges in the electrical construction industry including, customer-driven requirements, safety constraints, and the value of leading innovation via technological training and certifications. Every JATC can contribute to the collective success of the IBEW and NECA partnership by better understanding these emerging markets and challenges.
MLB Aud. 4	Session 4: Non-Profit Accounting 101 – Mark Cerulla
	This session will give a broad overview of non-profit accounting.
10:20 – 10:40 AM	Classroom Change
10:40 – 11:55 AM	<i>BREAKOUT SESSIONS</i> – Modern Languages Building (MLB)
MLB Room 2 (1420)	Session 1: Innovative Technologies Transforming the Electrical Constructors – Jared Christman
	Project delivery methods and building systems are growing increasingly complex. Owners and GCs continue to push tighter schedules, control cost all while we are expected to adapt to their ever-changing expectations. How do electrical contractors meet these growing demands and position themselves to be successful in our fast-changing industry? In this presentation, we will discuss what is driving these changes and what tools are available to help ECs shift from a low bid mindset to being seen as a trusted project consultant. We will explore how these new technologies expose strengths and weaknesses and help us identify opportunities to increase margins while reducing risk.
MLB Room 1 (1220)	Session 2: The Good, the Bad and the Ugly’s – Cindy Sanderfur
	See earlier description
MLB Aud. 3	Session 3: The Lost Art of Listening – Dr. L. Joe Shorter, Ph.D.
	We live in a world of visual perception. Can you imagine how our world can be improved if we learn or re-learn how to listen? Our word for "listen" comes from the two root words meaning "to hear" and "to

wait in suspense". The Japanese symbol for "listening" is "an ear on a gate" meaning that to listen is "to go through the gate and enter into the other person's world to hear what they are saying". Come and learn how to listen to double your productivity, improve professional and personal relationships, and even help cut down on abusive behaviors.

MLB Aud. 4 **Session 4: Grant Opportunities with the *electrical training ALLIANCE*** – Steve Anderson and Tina Williams

This session will cover the different grant opportunities for JATCs that were recently awarded from DOL to the *electrical training ALLIANCE*.

11:55 AM – 1:15 PM **Lunch – Michigan League** (purchased lunch plan only)

1:15 – 2:30 PM ***GENERAL SESSION*** – *Modern Languages Building (MLB), Auditorium 3*

Session 1: NEBF and NEAP Plan Overview – Lawrence J. Bradley

The presentation will be an overview of the National Electrical Benefit Fund (NEBF) and the National Electrical Annuity Plan (NEAP).

2:30 – 2:50 PM **Refreshment Break**

2:50 – 4:05 PM ***BREAKOUT SESSIONS*** – *Modern Languages Building (MLB) and North Quad (NQ)*

MLB Room 2 (1420) **Session 1: Crane Certification and Training Course** – Virgil Melton

MLB Room 1 (1220) **Session 2: Installer-Technician and Residential Updates** – Jim Simpson

MLB Aud. 3 **Session 4: Can it be as Simple as Asking?** – Dr. L. Joe Shorter, Ph.D.

Ever been in a situation where you wanted to ask a question, but felt that doing so would come at too great a cost? Most of us probably operate on the principle, "it's better to remain silent and thought a fool, rather than speak up and remove all doubt". If asked, most of us would also say it is better to ask forgiveness rather than permission - and, the debate would rage on! Even a "bad" question is almost always better than declaring a false assertion. Come and explore what it is good to "Ask, and it will be given to you". (Based on, Doesn't Hurt to Ask, Trey Gowdy).

NQ 1255 **Session 4: Veteran Electrical Entry Program Changes** – Greg McMurphy

See earlier description.

4:05 – 5:45 PM **Prepare to attend the Graduation Ceremonies and Properly Honor This Year's Graduating Class. All Industry Officers and Leaders Will Be In Attendance.**

Buses will run continuously

6:00 PM **Graduation Ceremonies** – *Hill Auditorium*

REMEMBER: There is no "standing" in any classrooms, if there are no seats, please attend another session.

FRIDAY, AUGUST 5, 2022

GENERAL SESSIONS – *Modern Languages Building (MLB), Auditorium 3*

7:30 – 8:45 AM ***electrical training ALLIANCE Roundtable***

8:45 – 9:05 AM **Refreshment Break**

9:05 – 10:20 AM ***electrical training ALLIANCE Roundtable*** (Continued)

10:20 – 10:40 AM **Break**

10:40 – 11:55 AM **PTSI LMS and Subscription Process** – Greg Greiner

11:55 AM – 1:00 PM **Lunch - Michigan League** (purchased lunch plan only)

1:00 – 2:15 PM **Roundtable with *electrical training ALLIANCE* Executive Director** – Todd Stafford

2:15 – 2:30 PM **Refreshment Break**

2:30 – 3:00 PM **C Group Wrap-Up** – Todd Stafford

