

2023 National Training Institute

“O Group” Agenda

SATURDAY, JULY 29, 2023

8:00 AM – 5:00 PM **Registration** – *Eastern Michigan Univ. George Gervin GameAbove Center (formerly the Convocation Center) 799 N Hewitt Road, Ypsilanti, MI 48197*

9:00 AM – 5:00 PM **Trade Show** – *Eastern Michigan Univ. George Gervin GameAbove Center*

NOTE: Buses will run continuously from On-Campus housing and designated bus stops near Official NTI hotels to the Registration Area and Trade Show. Please also consider driving, there is plenty of parking.

SUNDAY, JULY 30, 2023

7:00 – 7:45 AM **Prayer/Worship Service** – *Eastern Michigan Univ.-George Gervin GameAbove Center, Auxiliary Gym*

8:00 AM – Noon **Registration** – *Eastern Michigan Univ. George Gervin GameAbove Center*

8:30 AM - Noon **Trade Show** – *Eastern Michigan Univ. George Gervin GameAbove Center*

11:30 AM – 1:00 PM **Lunch** – *Washtenaw Community College (WCC), Morris Lawrence Building (ML) Atrium*

1:00 PM – 5:00 PM **Late Registration** – *Washtenaw Community College, ML, Atrium*

1:00 – 2:45 PM **C/SC Group Opening Session**– *WCC, ML, Towsley Auditorium*

Welcome and Opening Remarks – Todd Stafford

State of the Industry – Todd Stafford

This session will cover questions heard from the industry and information sharing on what is coming.

2:45 – 3:00 PM **Refreshment Break**

3:00 – 5:00 PM **C/SC Group Opening** – *WCC, ML, Towsley Auditorium*

Cultivating an Industry Where Everyone Belongs - IBEW-NECA-etA DEI&B Joint Task Force Panel – Facilitated by Cindy Sanderfur

Join members of the IBEW-NECA-etA Task Force for an update on our progress to become a more inclusive industry where everyone belongs and what you can do to help us all do better. And we would love to hear from you about what you are doing in your area and how we can work together to empower each other and our industry.

Computer-Mediated Learning and the PTSI Online Learning System - Greg Greiner

5:30 PM 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.

5:45 PM **Group Photograph** – *Eastern Michigan Univ. George Gervin GameAbove Center*

Opening of the 2023 National Training Institute – *EMU George Gervin GameAbove Center*

Dining for Dollars Voucher Program: Any participant (and family member) attending the Opening will receive a voucher worth \$25.00 for use at any participating local restaurant Monday through Thursday

evening during NTL. 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** – EMU, George Gervin GameAbove Center South Parking Lot (Tent)
Reception is a relaxed, informal atmosphere.

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

MONDAY, JULY 31, 2023

GENERAL SESSIONS – Washtenaw Community College (WCC), Morris Lawrence Building (ML), Room 150

7:30 – 8:45 AM **Training Partner Updates** – Chris Delavera, Buckingham and Mike Dumoit, Milwaukee

8:45 – 9:00 AM **Refreshment Break**

9:00 – 10:15 AM **Training Partner Updates** (Continued) – Johnny Sellers, Southwire and Scott Margolin, Tyndale

10:15 – 10:30 AM **Break**

ML Towsley Aud. With C Group

10:30 – 11:45 AM **Lines of Separation between the JATC/AJATC and the Union** – Lucas Aubrey

Committee members and JATC/AJATC employees typically must act only in the interest of the apprenticeship program when acting in their capacity as apprenticeship program representatives. This means that there must be a separation between the sponsoring local union/NECA Chapter and the AJATC/JATC. 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.

11:45 AM – 12:45 PM **Lunch** – WCC, ML, Atrium

12:45 – 2:00 PM **BREAKOUT SESSIONS** – WCC, Crane Liberal Arts Building (LA), Student Center (SC) and Morris Lawrence Building (ML)

ML Towsley Aud. **Session 1: 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 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.

LA Room 140 **Session 2: Best Practices for Crafting Competitive Grant Applications** – Rebecca Dettorre and Rhonda Poppen

This presentation will focus on developing winning grant proposals to fund pre-apprenticeship and apprenticeship programs/projects. The presenters will provide practical tips for crafting competitive grant proposals. We will consider key proposal components such as building a solid program/project budget, painting a description picture for the reader through clear/concise details, and articulating community benefit and individual pre-apprentice/apprentice impact. The principles apply broadly to funding opportunities, including federal, state, corporate, and nonprofit. The presentation will benefit Training Directors/JATC Committee members new to grant writing as well as experienced writers who want to improve existing skills.

LA Room 240 **Session 3: Demystifying CML and PTSI for Committee Members** – Jim Stover

LA Room 340 **Session 4: Achieving Diversity, Equity, and Inclusion** – Keith Edwards and Grace Smith

Remarks/discussion on the value/importance of access through diversity, equity, and inclusion.

2:00 – 2:15 PM **Refreshment Break**

2:15 – 3:30 PM **BREAKOUT SESSIONS** – WCC, LA, SC and ML

ML Towsley Aud. **Session 1: Trustee Expenses** – James V. Cole, II

This session will discuss Trustee Expenses and why it is important to document.

LA Room 140	Session 2: Securing Grants in Support of Electrical Training Programs: Lessons Learned from Year 1 – Andrea Crawford and Valerie Mojeiko
	See prior description.
LA Room 240	Session 3: Business Insurance 101 for Training Funds – Brad Speiss
	From a liability standpoint, what happens when apprentices get hurt? Or when apprentices believe their rights are violated? Or when the Training Funds is investigated? Or when employees sue the Training Fund? Or if the Training Fund experiences a cyber breach? Learn what and how insurance would respond to these types of risk exposures and how to ensure your Training Fund is best protected.
3:30 – 3:45 PM	Classroom Change
3:45 – 5:00 PM	<i>BREAKOUT SESSIONS</i> – WCC, LA and ML
ML Towsley Aud.	Session 1: Discipline and Termination of Apprentices – Robert L. Duston
	This session will cover the discipline and termination of apprentices
LA Room 140	Session 2: Craft Certification Update – Bill Ball
	This session will update on the Craft Certification evaluations.
LA Room 340	Session 3: ESAMTAC 2.0 Updated Training for Electricians and Business Opportunities for Contractors – Bernie Kotlier
	This presentation will provide an update on ESAMTAC 2.0 content, access, and lab equipment. It will also present the advantages that practical application of advanced training and certification give contractors when competing for and performing energy storage and microgrid work.
5:00 – 6:30 PM	Training Director/Assistant Training Director Reception – <i>ML, Towsley Auditorium Atrium</i>
<i>TUESDAY, AUGUST 1, 2023</i>	
	<i>GENERAL SESSION</i>
ML Towsley Aud.	With C Group
7:30 – 8:45 AM	Selection Procedures and Alternatives (including GAN) – Robert L. Duston
	This session will review selection procedures and alternatives as well as information on the GAN Human Resources format of selection.
8:45 - 9:00 AM	Refreshment Break
	<i>GENERAL SESSION</i> – WCC, ML, Room 150
9:00 – 10:15 AM	Training Partner Updates – ATP, Scott Bloom, and Penta, Vladimir Ostrovsky
10:15 – 10:30 AM	Break
10:30 – 11:45 AM	Tallman Equipment Supply – Ben Rowley
11:45 AM – 12:45 PM	Lunch – WCC, ML, Atrium
12:45 – 2:00 PM	<i>BREAKOUT SESSIONS</i> – WCC, LA, SC, and ML
ML Towsley Aud.	Session 1: 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 <i>ALLIANCE's</i> 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 <i>ALLIANCE's</i> Model SLA, and SLA alternatives.
SC Room 132	Session 2: Virtual Electrical Training – Sam Jaros and Tony Randolph
	See earlier description.
LA Room 240	Session 3: The Conscious Communicator – Cindy Sanderfur

	Good communication doesn't just happen; it's purposeful, and with communication at our fingertips, it becomes even more important to hone this skill. How do we add DEPTH and become conscious communicators? I'm glad you asked! Based on the book: <i>The Conscious Communicator: The Fine Art of Not Saying Stupid Sh*t</i>
LA Room 340	Session 4: Interim Credentials for High Schools – Bill Ball and Audra Kellams
	This session will cover the ways your program can reach out to high schools and vo-tech schools to start the Interim Credentials in your area as a way to recruit more applicants.
2:00 – 2:15 PM	Refreshment Break
2:15 – 3:30 PM	<i>BREAKOUT SESSIONS</i> – WCC, LA and ML
ML, Towsley Aud.	Session 1: 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.
LA Room 140	Session 2: Grant Opportunities with the <i>electrical training ALLIANCE</i> – Steve Anderson and Tina Williams
	See prior description.
LA Room 340	Session 3: NECA Codes, Standards, and Safety Update – Michael Johnston & Palmer Hickman
	This presentation is geared toward informing Training Directors and Instructors of current activity within the NECA Codes and Standards and Safety group. It also provides information about how NECA is developing and sharing resources that directly support the mission of the <i>electrical training ALLIANCE</i> . Information about support for curriculum development and participation in ongoing TTT courses will be presented. Information about the expanding NECA library of workmanship standards will be detailed along with suggested uses for JATCs.
3:30 – 3:45 PM	Classroom Change
3:45 – 5:00 PM	<i>BREAKOUT SESSIONS</i> – WCC, LA and ML
ML Towsley Aud.	Session 1: NEBF, NEAP, and FMCP – Darrin Golden
	Overview of the National Electrical Benefit Fund (NEBF), National Electrical Annuity Plan (NEAP), and the NECA/IBEW Family Medical Care Plan.
LA Room 140	Session 2: Apprenticeship Best Practices – Tina Williams
	Apprenticeship best practices and processes for new training directors and/or staff.
LA Room 240	Session 3: ERISA 101 – James V. Cole II
	See previous description.
LA Room 340	Session 4: Expanding Apprenticeship to Meet Today's Emerging Market Sectors – Ray Kasmark and John Bzdawka
	This course provides an updated view of the emerging technologies and market sectors in our ever-changing and expanding industry. The case will be made for the urgency to keep pace during this expansionary period, preventing our overall market share from contracting. Innovative steps are necessary to expand our capacities and the supply of qualified craftspersons through apprenticeship, recruiting, and organizing if we stand to reprise and continue our role as the leaders in the electrical construction and technology sectors of the 21 st century economy.
6:00 – 9:00 PM	Training Partner Evening Presentations – WCC, Various Locations

WEDNESDAY, AUGUST 2, 2023

7:30 AM SHARP! NTI's Annual A.J. Pearson Charity Golf Event – Stonebridge Golf Club
(Proceeds to St. Jude's Children's Hospital)

6:00 – 10:00 PM *Destination Ann Arbor invites you to Main Street for a Block Party Celebrating the 2023 NTI*

THURSDAY, AUGUST 3, 2023

GENERAL SESSION – WCC, ML Room 150

7:30 – 8:45 AM NECA's Line Safety Update – Mike Starner and Mike Johnston

8:45 – 9:05 AM Refreshment Break

9:05 – 10:20 AM Safety Update – Palmer Hickman

10:20 – 10:40 AM Break

10:40 – 11:55 AM Question & Answer Session – Jason Iannelli, Virgil Melton, and Brad Dozier

11:55 AM – 1:15 PM Lunch – WCC, ML, Atrium

1:15 – 2:30 PM *BREAKOUT SESSION – WCC, LA and ML*

LA Room 140 **Session 1: Crane Certification and LMS Curriculum** – Virgil Melton and Brad Dozier

The presentation will update participants on the crane curriculum and certification.

LA Room 240 **Session 2: Curriculum Development Process** – Paul Morris

LA Room 340 **Session 3: Craft Certification Update** – Bill Ball

See earlier description.

2:30 – 2:50 PM Refreshment Break

2:50 – 4:05 PM *BREAKOUT SESSIONS – WCC, LA*

LA Room 240 **Session 1: Demystifying the CML and PTSI for Committee Members** – Jim Stover

LA Room 340 **Session 2: It's All About You (and MENToring): Part 2 – Digging In** – Tina Williams and Cindy Sanderfur

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** – Michigan Theater (Liberty Street)

FRIDAY, AUGUST 4, 2023

GENERAL SESSIONS – WCC, ML Towsley Auditorium

With C Group

7:30 – 8:45 AM **Best Practices for TMS/LMS** - Jim Stover

8:45 – 9:05 AM Refreshment Break

GENERAL SESSIONS – WCC, ML Room 150

9:05 – 10:20 AM **Talking 'Bout My Generation** – Cindy Sanderfur

“Hey Boomer!” “These Millennials” “This generation is so lazy and entitled.” “They are just too old and out of touch.” You’ve heard it. You may have even said it. And it’s not new. There’s always been talk about this generation versus that generation. If our workforce wants to remain competitive, we have to work together across all our differences, including across generations. But how do we bridge that gap? Maybe by talking about our generations and gaining a better understanding of each other.

10:20 – 10:40 AM	Break
<i>GENERAL SESSIONS – WCC, ML, Towsley Auditorium</i>	
10:40 – 11:55 AM	<i>electrical training ALLIANCE</i> Staff Roundtable – Greg Greiner, Facilitator
11:55 AM – 1:00 PM	Lunch – WCC, ML, Atrium
1:00 – 2:15 PM	Roundtable with <i>electrical training ALLIANCE</i> Executive Director – Todd Stafford
2:15 – 2:30 PM	Refreshment Break
2:30 – 3:00 PM	C/SC/O Group Wrap-Up – Todd Stafford