

# 2024 National Training Institute

## “C/SC Group”

### Agenda

#### SATURDAY, JULY 27, 2024

**8:30 AM – 5:00 PM**     **Registration** – Eastern Michigan Univ. George Gervin GameAbove Center-G3 (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 (G3)

**NOTE:** There will be no buses. Please consider driving, there is plenty of parking.

#### SUNDAY, JULY 28, 2024

**7:00 – 7:45 AM**     **Prayer/Worship Service** – Eastern Michigan Univ.-G3, Auxiliary Gym

**8:00 AM – Noon**     **Registration** – Eastern Michigan Univ. G3

**8:30 AM - Noon**     **Trade Show** – Eastern Michigan Univ. G3

**11:30 AM – 1:00 PM**     **Lunch** – Eastern Michigan Univ. – Student Center Ballroom, 2<sup>nd</sup> floor

**1:00 – 4:30 PM**     **Late Registration** – Eastern Michigan Univ. – Student Center, 2<sup>nd</sup> floor

**1:00 – 2:45 PM**     **C/SC Group Opening Session**– Eastern Michigan Univ. – Student Center Ballroom, 2<sup>nd</sup> floor

**Welcome and Opening Remarks** – Todd Stafford

**State of the Industry** – Todd Stafford

**2:45 – 3:00 PM**     **Refreshment Break**

**3:00 – 5:00 PM**     **C/SC Group Opening** – Eastern Michigan Univ. – Student Center Ballroom, 2<sup>nd</sup> floor

**Mental Health Awareness in Our Industry** – Facilitated by Cindy Sanderfur

The statistics are sobering: \*Construction workers have one of the highest rates of suicide across all industries; \*The construction industry has historically struggled with issues related to substance abuse, including alcohol and drug misuse; \*The nature of construction work can contribute to stress among workers; \*Studies have shown that construction workers experience higher rates of depression and anxiety. These statistics emphasize the urgency of addressing mental health within the construction industry and implementing measures to support well-being, including promoting a culture of openness and support. Join our panel as we explore actionable strategies for making meaningful improvements.

**Empowering Apprenticeship: Key Tools, Resources and Latest Updates** - Greg Greiner

The *electrical training ALLIANCE* is dedicated to developing and providing essential tools and solutions for AJATC/JATCs, local unions, and contractors, with a focus on comprehensive training support. Recognizing that effective training extends beyond the immediate instruction, our approach encompasses selecting the right candidates, teaching pertinent skills, and timing the training optimally- all tailored to enhance local union growth, retention, and opportunities. This presentation will highlight where to find and obtain these resources to support your efforts.

**5:30 PM**     **Group Photograph** – Eastern Michigan Univ. G3

**5:45 PM**     **Opening of the 2024 National Training Institute** – Eastern Michigan Univ., G3

**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 NTI. You must be in attendance and seated in the arena to receive the voucher. Participating restaurants are listed on the App or the website’s Event Guide.

**Immediately Following:** **Welcome Reception – EMU, G3, 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 29, 2024**

**7:30 – 8:45 AM** **BREAKOUT SESSIONS** – Washtenaw Community College (WCC) Crane Liberal Arts Building (LA), Student Center (SC) and Morris Lawrence (ML) Building

ML Towsley Aud. **Session 1: 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.

LA Room 140 **Session 2: Grant Readiness with the electrical training ALLIANCE (etA) and AM Crawford** – Rebecca Dettorre and Michael Barcelone

During this presentation, staff from AM Crawford (AMC) will describe what it means to be "grant ready." We'll briefly discuss the partnership between the electrical training ALLIANCE and AMC, and what this partnership means for your JATC. "Grant Read" means being able to provide AMC-and the funder-information and documents such as your operating and program budget, approved Standards, IRS Determination Letter, 990s, two years of audited financials, program demographics, and apprenticeship/journeyworker wages. We'll discuss why this information is important from the funders' perspectives. At the end of the presentation, we'll have a Q&A session.

LA Room 340 **Session 3: Inside Wireman Apprentice Retention Study: Findings and Insights** – Gee Rege

In December 2022, *electrical training ALLIANCE (etA)* partnered with the American Institutes for Research (AIR) to better understand the retention challenges faced by Inside Wireman apprentices. Consequently, the AIR team conducted a study to better understand the factors influencing Inside Wireman apprentices’ decisions to remain in or withdraw from their program. During the presentation, AIR’s project director, Gee Rege, will present an overview of the study that was conducted along with findings and insights from this study.

**8:45 – 9:00 AM** **Refreshment Break**

**9:00 – 10:15 AM** **BREAKOUT SESSIONS** –WCC, Crane Liberal Arts Building (LA), Student Center (SC) and Morris Lawrence (ML) Building

ML Towsley Aud. **Session 1: ERISA 101** – James V. Cole, II

This session will cover essential information for Committee Members and Training Directors on the do’s and don’t’s of running an ERISA Trust program.

LA Room 240 **Session 2: Reinventing the Electrical Construction Industry** – Josh Bone

This presentation will explore the transformative trends shaping our sector today—digitization, industrialization, and electrification. As we stand at the precipice of technological advancements, these key trends offer unprecedented opportunities to fundamentally enhance how we operate, innovate, and deliver projects. In this session we will delve into how digitization is streamlining operations, improving accuracy, and fostering real-time collaboration across vast networks. Industrialization is being redefined within our industry, introducing new methods such as prefabrication and modular construction that are set to drastically enhance efficiency and scalability. Moreover, the electrification of systems across all facets of infrastructure presents a wealth of projects that demand sophisticated, high-quality electrical work. We are encouraged to shift from scarcity to an abundance mindset, recognizing the vast amount of work available and the critical need for skilled execution. This change in perspective is vital as it will enable us to leverage the collective strength, resilience, and innovative spirit of both the IBEW and NECA.

LA Room 340 **Session 3: Interim Credential for High Schools** – Bill Ball and Audra Kellams

This session will provide an overview of the Interim Credential (IC) program.

**10:15 – 10:30 AM** **Classroom Change**

<b>10:30 – 11:45 AM</b>	<b><i>BREAKOUT SESSIONS – WCC, LA, SC, and ML</i></b>
ML Towsley Aud.	<p><b>Session 1: Lines of Separation between the JATC/AJATC and the Union – Lucas Aubrey</b></p> <p>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.</p>
LA Room 140	<p><b>Session 2: Forward Focused: Navigating the Evolution of Electrical Regulations – Kyle Krueger</b></p> <p>This presentation will delve into pivotal industry regulatory topics shaping the electrical landscape. Discover how regulations surrounding limited energy installations, like Class 4 Fault-Managed Power Systems, continue to evolve. Gain valuable insights into service and maintenance requirements crucial for ensuring system reliability. Attendees will also receive a forward-looking perspective, offering a glimpse into the anticipated changes of the 2026 NEC. Additionally, stay updated on the latest initiatives from NECA Codes and Standards as we continue to drive innovation and compliance. Don't miss the opportunity to stay informed and ahead of the curve in this ever-evolving industry.</p>
LA Room 240	<p><b>Session 3: The Lost Art of Listening – L. Joe (Joey) Shorter, Ph.D.</b></p> <p>In today's fast-paced world, genuine listening has become a rare skill. This course aims to rediscover and cultivate the art of active listening in both personal and professional contexts. Through a combination of theoretical frameworks, practical exercises, and real-world examples, attendees will learn how to overcome barriers to effective listening, develop empathy, enhance communication skills, and build stronger relationships. Attendees will have the tools and understanding to become adept listeners in an increasingly noisy world.</p>
LA Room 340	<p><b>Session 4: Grant Fundraising for JATCs/AJATCs &amp; National Initiatives – Andrea Crawford and Valerie Mojeiko</b></p> <p>This presentation highlights the success of training centers across the country in securing over \$9M in grant funds over the past three years. It provides an overview of the grants JATCs won and explores opportunities for other JATCs to partner with the <i>ALLIANCE</i> on future grant proposals. Additionally, the presentation discusses the process of working with the <i>ALLIANCE</i> and AM Crawford consultants and provides tips on how to become "grant ready". This presentation is ideal for JATC/AJATC's leaders and staff who wish to pursue grant-seeking or expand their grant income.</p>
<b>11:45 AM–12:45 PM</b>	<b>Lunch – WCC, ML, Atrium</b>
<b>12:45 – 2:00 PM</b>	<b><i>BREAKOUT SESSIONS – WCC, LA, SC, and ML</i></b>
ML Towsley Aud.	<p><b>Session 1: Scholarship Loan Agreements – Lucas Aubrey</b></p> <p>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</i>'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 <i>ALLIANCE</i>'s Model SLA, and SLA alternatives.</p>
SC 132 - Garretts	<p><b>Session 2: Crane, Aerial Lifts &amp; Cable Splicing Certification Updates – Virgil Melton and Brad Dozier</b></p> <p>This session will update participants on the crane curriculum, aerial lift training, cable splicing modules, and certification.</p>
LA Room 140	<p><b>Session 3: Stress Less, Achieve More: Balancing Career and Well-being – Dr. Charles Sanderfur</b></p> <p>Over the last year, 74% of individuals have reported feeling stress to the extent that they felt overwhelmed and unable to manage it. This kind of stress significantly raises the risk of illness and depression and increases suicide rates. Careers are supposed to improve our personal and family health, not compromise them. Imagine managing your career while embracing self-care and well-being. You can equip yourself with simple, motivational tools that reduce anxiety and enhance well-being. You have the ability to transform your life and make your health a priority!</p>

LA Room 340	<b>Session 4: Grant Readiness with the <i>electrical training ALLIANCE (etA)</i> and AM Crawford –</b> Rebecca Dettorre and Michael Barcelone
	See prior description.
<b>2:00 – 2:15 PM</b>	<b>Refreshment Break</b>
<b>2:15 – 3:30 PM</b>	<b><i>BREAKOUT SESSIONS</i> – WCC, LA, SC, and ML</b>
ML Towsley Aud.	<b>Session 1: Selection Procedures – Robert L. Duston</b>
	This session will discuss the Selection Procedures and the alternatives available.
LA Room 140	<b>Session 2: Insurance 101 - Nick Giovenco</b>
	Education on insurance for AJATC/JATCs.
LA Room 240	<b>Session 3: Regulatory Updates – Jim Cole</b>
	This session will explore the final apprenticeship utilization regulations for the Inflation Reduction Act. The final 29 CFR 29 regulations are expected to be released prior to NTI and will be discussed as well.
LA Room 340	<b>Session 4: Impacts of AI on Electrical Construction Industry – Josh Bone</b>
	In this engaging presentation, we will delve into the exciting realm of artificial intelligence (AI) and its potential impacts on the electrical construction industry. The presentation will cut through the complexities of AI and focus on the practical aspects that matter most to electricians and contractors. We will explore how AI technologies can streamline project management, enhance everyday workflows, and revolutionize safety practices. Expect a straightforward and informative discussion that provides you with actionable insights. We will share real-world examples and expert opinions to help you grasp the tangible benefits of incorporating AI into any electrical contracting business. By the end of this presentation, you will have a clear understanding of how AI can be harnessed to drive efficiency, reduce costs, and elevate the quality of electrical contracting projects.
SC 132 – Garretts	<b>Session 5: Exciting Changes for VEEP – Greg McMurphy and Jason Iannelli</b>
	As we expand the Veterans Electrical Entry Program (VEEP), it's crucial to recognize the immense value that VEEP graduates bring to our industry. Committee members play a pivotal role in shaping the future workforce, and their acceptance of VEEP participants directly impacts the success of our electrical programs. New locations have been opened up in the past year and more are in the pipeline. Jason and Greg will provide updates on the expansion and the processes that we follow when working with Training Directors in securing agreements for our applicants. Committees have the opportunity to invest in the future of our industry. By accepting VEEP graduates, they contribute to a sustainable workforce pipeline. These veterans, armed with both technical skills and a strong work ethic, will drive progress, and ensure the continued success of our electrical programs.
<b>3:30 – 3:45 PM</b>	<b>Classroom Change</b>
<b>3:45 – 5:00 PM</b>	<b><i>BREAKOUT SESSIONS</i> – WCC, LA, SC, and ML</b>
ML Towsley Aud.	<b>Session 1: Discipline and Termination of Apprentices – Robert L. Duston</b>
	This session will cover the discipline and termination of apprentices
LA Room 140	<b>Session 2: Grant Fundraising for JATCs/AJATCs &amp; National Initiatives – Andrea Crawford and Valerie Mojeiko</b>
	See prior description.
LA Room 340	<b>Session 3: Fact Check: Where Have All of the Workers Gone? – L. Joe (Joey) Shorter, Ph.D.</b>
	Attendees will explore factors contributing to labor shortages in various industries and regions. We will gain insight into the complex interplay of economic, social, and demographic factors shaping the labor market (i.e., technological advancements, demographic shifts, immigration policies, changing workforce preferences, birth/death rates, and global economic trends). Learn to understand, anticipate, and address labor shortages in diverse contexts.
SC 132 - Garretts	<b>Session 4: EVITP 5.0 Launch &amp; Energy Storage (ESAMTAC) Evolution – Bernie Kotlier and Jennifer Mefford</b>

EVITP 5.0 launched recently. Review curriculum updates and enhancements with National Co-chairs Bernie Kotlier and Jennifer Mefford. The Energy Storage market is growing, and so is the need for ESAMTAC Training and Certification. Learn about industry interest in ESAMTAC and how you can implement ESAMTAC in your market.

**5:00 – 6:30 PM**      **Training Director/Assistant Training Director Reception – ML, Towsley Auditorium Atrium**

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

**TUESDAY, JULY 30, 2024**

**7:30 – 8:45 AM**      **BREAKOUT SESSIONS – WCC, LA, SC, and ML**

ML Towsley Aud.      **Session 1: New Boilerplate Standards – Robert L. Duston**

This session will review the new Boilerplate Standards required by the U.S. Department of Labor and approved by the *electrical training ALLIANCE* trustees.

LA Room 140      **Session 2: Fostering an Inclusive Culture in the Electrical Construction Industry – Keith Edwards and Jamell Thrower**

Join a discussion with members of the Electrical Workers Minority Caucus (EWMC) about our industry’s journey toward a more welcoming and diverse workplace environment and how we can promote equity, address biases, and implement policies that support inclusivity and collaboration among all members.

LA Room 240      **Session 3: Intermediate Excel – Stephen Boyd**

This session will focus on intermediate skills for Excel users including advanced copy and paste; formulas; data validation and protection; creating look-up fields; working with formatted tables; mail merge; and email merge.

LA Room 340      **Session 4: Helmets to Hardhats – Martin Helms**

Helmets to Hardhats is a 20-year-old non-profit organization developed by the Building Trades to recruit military veterans exclusively to the organized building trades. The IBEW is a prime choice of 33% of the veteran career seekers of the nearly 18,000 accounts created annually. Come find out how your simple participation in the H2H program could make a difference for one of the men or women who have honorably served this country.

**8:45 – 9:00 AM**      **Refreshment Break**

**9:00 – 10:15 AM**      **BREAKOUT SESSIONS – WCC, LA, SC, and ML**

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

This session will cover valuable information for Committee Members and Training Directors on the ERISA Trust program expenses and gifts.

SC 132 - Garretts      **Session 2: Reinventing the Electrical Construction Industry – Josh Bone**

See previous description.

LA Room 140      **Session 3: Forward Focused: Navigating the Evolution of Electrical Regulations – Kyle Krueger**

See prior description.

LA Room 340      **Session 4: Employment and Reemployment Rights to Apprentices with Military Service Obligations (USERRA) – 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.

**10:15 – 10:30 AM**      **Classroom Change**

**10:30 – 11:45 AM**      **BREAKOUT SESSIONS – WCC, LA, SC, and ML**

ML Towsley Aud.      **Session 1: ADA and Harassment Investigations – Robert L. Duston**

	This session will cover ADA and how to investigate harassment complaints.
SC 132 - Garretts	<b>Session 2: The New Standards and CML for Committees</b> – Jim Stover
	The presentation focuses on Committee members and how to leverage the new National Standards and CML to improve recruitment, retention, and completion at the JATC.
LA Room 140	<b>Session 3: Active Threat/Shooter</b> – Chief Carl Schinner
	This session will provide a history of active shooters in America. We will also discuss ways for businesses and individuals to protect themselves should a threat occur in the workplace.
LA Room 340	<b>Session 4: The Platinum Age of Labor (A Parable)</b> – L. Joe (Joey) Shorter, Ph.D.
	In this session, we explore the dynamic landscape of labor in the contemporary era. From globalization to technological advancements, we delve into the multifaceted forces shaping the world of work. We will view the intersection of economics, sociology, politics, and technology in understanding labor dynamics. Attendees will discuss and develop a nuanced understanding of the challenges and opportunities facing workers in the 21st century, in our ever-changing labor landscape.
<b>11:45 AM–12:45 PM</b>	<b>Lunch</b> – WCC, ML, Atrium
<b>12:45 – 2:00 PM</b>	<b>BREAKOUT SESSIONS</b> – WCC, LA, SC, and ML
ML Towsley Aud.	<b>Session 1: ERISA 201</b> – James V. Cole II
	This session will cover in more detail the ERISA regulations.
SC 132 - Garretts	<b>Session 2: Helmets to Hardhats</b> – Martin Helms
	See prior description.
LA Room 140	<b>Session 3: Apprenticeship: The “New” Career Choice</b> – L. Joe (Joey) Shorter, Ph.D.
	We will explore the fundamental principles and practical applications of apprenticeship programs, offering insight into how they provide a bridge between education and employment in various industries. Attendees will examine the evolving role of apprenticeship in today's job market. Come, join us in uncovering the benefits that apprenticeships offer individuals, employers, and society as a whole, through workforce development, skill acquisition, and economic growth.
LA Room 340	<b>Session 4: Funny Business</b> – Cindy Sanderfur
	We spend a staggering amount of time at work - an average of 93,600 hours over a lifetime, and for many, that figure only continues to grow. With such a substantial investment of our time and energy, it's inevitable that we encounter a range of experiences, from exhilarating heights to the challenging lows, all of which impact us and those we work with. Knowing this only emphasizes the importance of our communication and interaction and the need to create a more enjoyable, productive, and harmonious workplace environment. Being intentional and committed to fostering positive relationships can help us uncover the power of humor and authenticity in shaping our interactions.
ML Room 150	<b>Session 5: Computer-Mediated Learning (CML) Implementation – Lessons Learned and Recommendations from the Field</b> - Jon Gosse
	CML courses provide new opportunities for training flexibility and hands-on training. The transition process to CML affects Apprentices, Instructors, Training Directors, and training programs as a whole. This presentation addresses a study conducted by the Core/CML Committee and focuses on training programs that have recently implemented CML courses. Training Directors were interviewed and share what they have learned in the implementation process, and offer helpful insights on what best practices they recommend for program success.
<b>2:00 – 2:15 PM</b>	<b>Refreshment Break</b>
<b>2:15 – 3:30 PM</b>	<b>BREAKOUT SESSIONS</b> – WCC, LA, SC, and ML
ML, Towsley Aud.	<b>Session 1: Nuts and Bolts of AJATC/JATC Governing Documents</b> – 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	<b>Session 2: Curriculum Planning and Support Using the CLCS – Nate Eaton</b>
	This presentation will cover in detail the design of the Course Level and Credit Summary (CLCS) tool and how to support creating custom resources for your program, instructors, and students. All aspects of the CLCS will be explained including how to build, duplicate, save, recall, and export curriculum plans. Also to be covered is how to create unique one-off or other resources for staff or entities that need awareness of the curriculum being used to train your apprentices and membership.
LA Room 240	<b>Session 3: What the Hell is Artificial Intelligence and Why Should I Care About It? – Mike deSimon</b>
	The presentation will focus on the rapid rise of AI, a brief history and understanding of what AI is and how this technology is impacting our daily lives today, and what does tomorrow's AI look like. It will also focus on how IBEW/NECA training related organizations can leverage it in our organizations to gain efficiencies and a competitive edge. It will also discuss the future states that we are looking at for AI integration into the Online Learning System. This presentation will be a dynamic demo of practical usage of these types of tools in various ways.
LA Room 340	<b>Session 4: Training Director Retention Study: Findings and Insights – Gee Rege</b>
	The <i>etA</i> supports approximately 275 IW training programs, which collectively train an estimated 40,000 active IW apprentices. Training Director turnover leads to a lack of stability within a training program, which can be detrimental to the success of the IW apprentices. To address this issue, <i>etA</i> partnered with American Institutes for Research (AIR) to identify and understand the factors that influence a Training Director's decision to stay in or leave their employment at Inside Wireman training programs. During this presentation, AIR's project director, Gee Rege will present an overview of the study approach, along with the study's findings and insights.
SC 132 - Garretts	<b>Session 5: Best Practices for TMS – Jim Stover and William Orick</b>
	The presentation focuses on assisting Training Directors in the efficient use of the PTSI TMS. Topics include the CLCS, Bookstore, rostering, enrolling, tokens vs. subscriptions, and access tiers. The new Test Platform will be touched on but will be covered in depth in another session.
<b>3:30 – 3:45 PM</b>	<b>Classroom Change</b>
<b>3:45 – 5:00 PM</b>	<b>GENERAL SESSION – Washtenaw Community College (WCC), Morris Lawrence Building (ML) Towsley Auditorium</b>
	<b>NEBF, NEAP, and FMCP – Darrin Golden</b>
	Overview of the National Electrical Benefit Fund (NEBF), National Electrical Annuity Plan (NEAP), and the NECA/IBEW Family Medical Care Plan (FMCP).
<b>6:00 – 9:00 PM</b>	<b>Training Partner Evening Presentations – WCC, Various Locations</b>
<b>WEDNESDAY, JULY 31, 2024</b>	
<b>7:30 AM SHARP!</b>	<b>NTI's Annual A.J. Pearson Charity Golf Event – Stonebridge Golf Club</b> (Proceeds to Tunnel to Towers Foundation) <a href="https://electricaltrainingevents.org/event/640/info">https://electricaltrainingevents.org/event/640/info</a>
<b>1:30 PM</b>	<b>NTI's Annual A.J. Pearson Charity Golf Event – Stonebridge Golf Club – PM</b> (Proceeds to Tunnel to Towers Foundation) <a href="https://electricaltrainingevents.org/event/640/info">https://electricaltrainingevents.org/event/640/info</a>
<b>2:00 PM Start</b>	<b>Sporting Clay Shoot – Island Lake Shooting Range (12:30-1:30 pm Registration/Lunch)</b> <a href="https://electricaltrainingevents.org/event/641/info">https://electricaltrainingevents.org/event/641/info</a>
<b>6:00 – 10:00 PM</b>	<b>Destination Ann Arbor invites you to Main Street for a Block Party Celebrating the 2024 NTI</b>
<i>REMEMBER: There is no "standing" in any classrooms, if there are no seats, please attend another session.</i>	
<b>THURSDAY, AUGUST 1, 2024</b>	
<b>7:30 – 8:45 AM</b>	<b>BREAKOUT SESSIONS – WCC, LA, SC, and ML</b>

ML Towsley Aud.	<b>Session 1: Expanding Apprenticeship to Meet Today's Emerging Market Sectors</b> – Jon Rosenberger & 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 21st century economy.
SC 132 - Garretts	<b>Session 2: Craft Certification Updates</b> – Bill Ball
LA Room 140	<b>Session 3: Practical AI in Construction</b> – Jared Christman
	Everyone is talking about AI in construction, but how can it be used exactly? In this session we will discuss the types of AI and a brief example of each. How to ask the right question to avoid getting incorrect information (hallucinating), and how to create your own GTP to customize your knowledge base (create your own data to search).
LA Room 340	<b>Session 4: Photovoltaics, Electric Vehicle, and STE Updates</b> – Jason Lunardini
	This session will review and update on the above topics.
<b>8:45 – 9:05 AM</b>	<b>Refreshment Break</b>
<b>9:05 – 10:20 AM</b>	<b><i>BREAKOUT SESSIONS</i></b> – WCC, LA, SC, and ML
ML Towsley Aud.	<b>Session 1: Finding and Keeping the Best Employees</b> – L. Joe (Joey) Shorter, Ph.D.
	In this session, we discuss strategies and tools necessary to attract, identify, and retain top talent in today's competitive job market. We will explore best practices for sourcing candidates and conducting interviews, touching on the topic of evaluating candidates to ensure the right fit for them and the organization. Participants will also look at fostering a positive workplace culture to maximize employee retention. Our goal is to help develop skills needed to build and sustain a high-performing team.
SC 132 - Garretts	<b>Session 2: Construction Documentation</b> – Marty Riesberg
LA Room 140	<b>Session 3: Best Practices for TMS</b> – Jim Stover and William Orick
	The presentation focuses on assisting Training Directors in the efficient use of the PTSI TMS. Topics include the CLCS, Bookstore, rostering, enrolling, tokens vs. subscriptions, and access tiers. The new Test Platform will be touched on but will be covered in depth in another session.
LA Room 340	<b>Session 4: Curriculum Development Process</b> – Paul Morris
<b>10:20 – 10:40 AM</b>	<b>Classroom Change</b>
<b>10:40 – 11:55 AM</b>	<b><i>BREAKOUT SESSIONS</i></b> – WCC, LA, SC, and ML
ML Towsley Aud.	<b>Session 1: Grant Opportunities and Overview of the Training Director Retention Survey</b> – Steve Anderson
	This session will review current grant opportunities as well as potential upcoming opportunities. We will also cover some of the results from the Training Director Retention Survey.
LA Room 140	<b>Session 2: Instrumentation Exam Preparation</b> – Jason Lunardini
	This session will review the Instrumentation Exam Prep course.
LA Room 340	<b>Session 3: Residential and Installer-Technician Curriculum Updates</b> – Jim Simpson
	This session will update attendees on the residential and installer-technician curriculum.
<b>11:55 AM – 1:15 PM</b>	<b>Lunch</b> – WCC, ML, Atrium
<b>1:15 – 2:30 PM</b>	<b><i>BREAKOUT SESSIONS</i></b> – WCC, LA, SC, and ML
ML Towsley Aud.	<b>Session 1: Budgeting and Accounting Basics</b> – Mark Cerulla



	An overview of the accounting fundamentals for a non-profit, including the basics of reading financial statements and preparing a budget. Also discussed are some important accounting policies and procedures that are important for non-profits.
LA Room 140	<b>Session 2: PTSI Learning Management System Updates</b> - Steve Harper
	This presentation will cover all of the important new aspects and common questions around the PTSI Learning Management System. Details shared will explain why things are being built the way they are, how that can impact your delivery, and where to find the helpful resources that staff of the apprenticeship programs will find the most support.
LA Room 240	<b>Session 3: A Committee (JATC) Review of Standards and the Selection Process – Your Role</b> – Steve Anderson, Virgil Melton, and Pam Schinner
	This session will review standards and the role and responsibilities of the Committee as well as their role in the selection process.
LA Room 340	<b>Session 4: Practical AI in Construction</b> – Jared Christman
	See previous description.
<b>2:30 – 2:50 PM</b>	<b>Refreshment Break</b>
<b>2:50 – 4:05 PM</b>	<b><i>BREAKOUT SESSIONS</i></b> – WCC, LA, SC, and ML
ML, Towsley Aud.	<b>Session 1: Artificial Intelligence and Human Augmentation in Our World of Construction</b> – L. Joe (Joey) Shorter, Ph.D.
	We will delve into the transformative potential of AI technologies in enhancing human capabilities, productivity, and safety in the world of construction (and beyond). Attendees will consider the integration of AI-driven tools, wearable devices, and advanced analytics that are optimizing workflow efficiency, mitigating risk, and empowering workers on the jobsite. See how AI and human augmentation are driving innovation and success in the rapidly evolving landscape of modern construction.
SC 132 - Garretts	<b>Session 2: Computer-Mediated Learning (CML) – It’s In the Approach (The Basics and Then Some)</b> – Marcus Burleson
	CML is a course construct and to use it the best, knowing why and how are key. This presentation will share some important aspects relative to how the courses are structured, what to expect from a CML course, how to navigate the reporting system to find answers to your questions, and some best practices for implementing CML to get the value out of the design. Also to be covered is a status on where the labs are and the order of rollout.
LA Room 140	<b>Session 3: Expanding Apprenticeship to Meet Today’s Emerging Market Sectors</b> – Jon Rosenberger & John Bzdawka
	See prior description.
LA Room 340	<b>Session 4: Apprenticeship and Certification Testing Platform Update 2024</b> – Jim Stover
	A deep dive into the new Test Platform, covering setup, administration, and reporting for both certification and apprenticeship applications.
<b>4:05 – 5:45 PM</b>	<b>Prepare to attend the Graduation Ceremonies and Properly Honor This Year’s Graduating Class. All Industry Officers and Leaders Will Be In Attendance.</b>
<b>6:00 PM</b>	<b>Graduation Ceremonies</b> – <i>Michigan Theater (603 East Liberty Street)</i>
<b><i>FRIDAY, AUGUST 2, 2024</i></b>	
	<b><i>GENERAL SESSIONS</i></b> – WCC, Morris Lawrence Building, Towsley Auditorium
<b>7:30 – 8:45 AM</b>	<b>Program Spotlight Awards</b> – Greg Greiner, Facilitator
	This session will review all of the entries in this award program.
<b>8:45 – 9:05 AM</b>	<b>Refreshment Break</b>

<b>9:05 – 10:20 AM</b>	<b>The TMS &amp; LMS: The Easy Button for Admins.</b> – Jim Stover and Paul Costello
	This presentation will provide simple take home best practices for getting any person new or experienced up to speed with the necessary tools for using the etA and PTSI systems for delivering and monitoring training.
<b>10:20 – 10:40 AM</b>	<b>Break</b>
<b>10:40 – 11:55 AM</b>	<i>electrical training ALLIANCE Staff Roundtable</i> – Greg Greiner, Facilitator
<b>11:55 AM – 1:00 PM</b>	<b>Lunch</b> – WCC, ML, Atrium
<b>1:00 – 2:15 PM</b>	<b>Roundtable with <i>electrical training ALLIANCE</i> Executive Director</b> – Todd Stafford
<b>2:15 – 2:30 PM</b>	<b>Refreshment Break</b>
<b>2:30 – 3:00 PM</b>	<b>C Group Wrap-Up</b> – Todd Stafford