

# 2024 National Training Institute

## “O Group” Agenda

### SATURDAY, JULY 27, 2024

**8:30 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 (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, 2<sup>nd</sup> Floor

**1:00 PM – 5:00 PM**      **Late Registration** – Eastern Michigan Univ. – Student Center, 2<sup>nd</sup> Floor

**1:00 – 2:45 PM**      **O, 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**      **O, 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 on the website’s Event Guide.

**Immediately Following:** **Welcome Reception** – EMU, G3, South Parking Lot (Tent)  
Reception is a relaxed, informal atmosphere.

**MONDAY, JULY 29, 2024**

**GENERAL SESSIONS** – Washtenaw Community College (WCC), Morris Lawrence Building (ML), Room 160

**7:30 – 8:30 AM** **CM Labs Updates** – Gwen Pridmore  
**8:30 – 8:45 AM** **Southwire Updates** – Joe Fawcett  
**8:45 – 9:00 AM** **Refreshment Break**  
**9:00 – 9:15 AM** **Buckingham Manufacturing Updates** – Chris Delavera  
**9:15 – 9:45 AM** **Penta Updates** – Vladimir Ostrovsky  
**9:45 – 10:15 AM** **ATP Updates** – Scott Bloom  
**10:15 – 10:30 AM** **Break**  
**10:30 – 11:05 AM** **Tyndale Updates** – Scott Margolin  
**11:05 – 11:45 AM** **3D Internet Updates** – Brian Doubinin  
**11:45 AM – 12:45 PM** **Lunch** – WCC, ML, Atrium

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

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 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.

SC 132 - Garretts **Session 2: Crane, Aerial Lifts & Cable Splicing Certification Updates** – Virgil Melton and Brad Dozier

This session will update participants on the crane curriculum, aerial lift training, cable splicing modules, and certification.

LA Room 140 **Session 3: Stress Less, Achieve More: Balancing Career and Well-being** – Dr. Charles Sanderfur

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!

LA Room 340 **Session 4: Grant Readiness with the electrical training ALLIANCE (etA) and AM Crawford** – Rebecca Dettorre and Michael Barcelone

See prior description.

**2:00 – 2:15 PM** **Refreshment Break**

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

ML Towsley Aud. **Session 1: Selection Procedures** – Robert L. Duston

This session will discuss the Selection Procedures and the alternatives available.

LA Room 140 **Session 2: Insurance 101** - Nick Giovenco

Education on insurance for AJATC/JATCs.

LA Room 240 **Session 3: Regulatory Updates** – Jim Cole

	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</b> – Josh Bone
	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</b> – Greg McMurphy and Jason Iannelli
	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></b> – WCC, LA, SC, and ML
ML Towsley Aud.	<b>Session 1: Discipline and Termination of Apprentices</b> – Robert L. Duston
	This session will cover the discipline and termination of apprentices
LA Room 140	<b>Session 2: Grant Fundraising for JATCs/AJATCs &amp; National Initiatives</b> – Andrea Crawford and Valerie Mojeiko
	See prior description.
LA Room 340	<b>Session 3: Fact Check: Where Have All of the Workers Gone?</b> – L. Joe (Joey) Shorter, Ph.D.
	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 5: EVITP 5.0 Launch &amp; Energy Storage (ESAMTAC) Evolution</b> – Bernie Kotlier and Jennifer Mefford
	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.
<b>5:00 – 6:30 PM</b>	<b>Training Director/Assistant Training Director Reception</b> – <i>ML, Towsley Auditorium Atrium</i>
<b><i>TUESDAY, JULY 30, 2024</i></b>	
	<b><i>GENERAL SESSION</i></b>
<b>With C Group</b>	<b>ML Towsley Auditorium</b>

<b>7:30 – 8:45 AM</b>	<b>New Boilerplate Standards</b> – Robert L. Duston
	This session will review the new Boilerplate Standards required by the U.S. Department of Labor and approved by the <i>electrical training ALLIANCE</i> trustees.
<b>8:45 - 9:00 AM</b>	<b>Refreshment Break</b>
	<i>GENERAL SESSION</i> – WCC, ML, Room 160
<b>9:00 – 9:30 AM</b>	<b>Milwaukee Updates</b> – Michale Dumoit
<b>9:30 – 10:15 AM</b>	<b>NECA Safety Update</b> – Mike Starner
<b>10:15 – 10:30 AM</b>	<b>Break</b>
<b>10:30 – 11:15 AM</b>	<b>Technology Option for Line Contractors – Quickbase</b> - Rob Zellweger
	Quickbase is a fully customized solution that can efficiently monitor projects data, providing instant access to customizable dashboards, in-depth project data analysis, and immediate retrieval of associated documentation and photos. Quickbase also has proven to track a wide array of safety performance, project metrics, including master units, equipment, work order scheduling, project permits, employee roster, monthly KPIs, and much more.
<b>11:15 – 11:45 AM</b>	<b>IPSI - Traffic Signal and other Updates</b> – Jeff Knight
<b>11:45 AM – 12:45 PM</b>	<b>Lunch</b> – WCC, ML, Atrium
<b>12:45 – 2:00 PM</b>	<i>BREAKOUT SESSIONS</i> – 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>	<i>BREAKOUT SESSIONS</i> – 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

**Session 2: Curriculum Planning and Support Using the CLCS – Nate Eaton**

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

**Session 3: What the Hell is Artificial Intelligence and Why Should I Care About It? – Mike deSimon**

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

**Session 4: Training Director Retention Study: Findings and Insights – Gee Rege**

The *etA* 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, *etA* 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

**Session 5: Best Practices for TMS – 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.

3:30 – 3:45 PM

**Classroom Change**

3:45 – 5:00 PM

**GENERAL SESSION** – Washtenaw Community College (WCC), Morris Lawrence Building (ML) Towsley Auditorium

**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 (FMCP).

6:00 – 9:00 PM

**Training Partner Evening Presentations – WCC, Various Locations**

**WEDNESDAY, JULY 31, 2024**

7:30 AM SHARP!

**NTI's Annual A.J. Pearson Charity Golf Event** – Stonebridge Golf Club  
(Proceeds to Tunnel to Towers Foundation) <https://electricaltrainingevents.org/event/640/info>

1:30 PM

**NTI's Annual A.J. Pearson Charity Golf Event** – Stonebridge Golf Club – PM  
(Proceeds to Tunnel to Towers Foundation) <https://electricaltrainingevents.org/event/640/info>

2:00 PM Start

**Sporting Clay Shoot** – Island Lake Shooting Range (12:30-1:30 pm Registration/Lunch)  
<https://electricaltrainingevents.org/event/641/info>

<b>6:00 – 10:00 PM</b>	<i>Destination Ann Arbor invites you to Main Street for a Block Party Celebrating the 2024 NTI</i>
<b>THURSDAY, AUGUST 1, 2024</b>	
<b>GENERAL SESSION – WCC – ML, Room 160</b>	
<b>7:30 – 8:45 AM</b>	<b>TEMPO Update</b> – Oleg Fishel
<b>8:45 – 9:05 AM</b>	<b>Refreshment Break</b>
<b>9:05 – 10:20 AM</b>	<b>Foreman / Journeyman Lineman Training</b> - Travis Odle Former 7 <sup>th</sup> District IVP Jonathan Gardner tasked his staff with creating a Foreman Training for the Inside Construction branch of the IBEW. In 2018, Mark Cunningham, Business Manager of IBEW 769, set out to create a similar training for the Outside Construction branch. Since then, IBEW 769 and SWLCAT have taught many classes to existing Foreman, soon-to-be-foreman, and as general Journeyman education. The training focuses on the why behind becoming a foreman, how to communicate effectively, run a safe job site, and touches on costs associated with running a job.
<b>10:20 – 10:40 AM</b>	<b>Break</b>
<b>10:40 – 11:55 AM</b>	<b>Fly Differently: Adapting our Communication</b> – Cindy Sanderfur "Stacey's father turned to her and in a calm, reassuring tone said, 'Honey, the engine has quit. I'm going to need to fly the plane differently.'" – QBQ  Life is always moving and shifting! Circumstances and conditions change rapidly; what works perfectly one day may not be as effective the next. It's not that we don't know how to communicate; sometimes, we may just need to communicate differently.
<b>11:55 AM – 1:15 PM</b>	<b>Lunch – WCC, ML, Atrium</b>
<b>1:15 – 2:30 PM</b>	<b>BREAKOUT SESSIONS – WCC, LA, SC, ML</b>
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>BREAKOUT SESSIONS – WCC, LA, SC, ML</b>
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.
4:05 – 5:45 PM	<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>
6:00 PM	<b>Graduation Ceremonies</b> – <i>Michigan Theater (Liberty Street)</i>

**FRIDAY, AUGUST 2, 2024**

<b>With C Group</b>	<b>GENERAL SESSIONS</b> – WCC, ML Towsley Auditorium
7:30 – 8:45 AM	<b>Program Spotlight Awards</b> – Greg Greiner, Facilitator This session will review all of the entries in this award program.
8:45 – 9:05 AM	<b>Refreshment Break</b>
9:05 – 10:20 AM	<b>The TMS and 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.
10:20 – 10:40 AM	<b>Break</b>
10:40 – 11:55 AM	<b>electrical training ALLIANCE Staff Roundtable</b> – Greg Greiner, Facilitator
11:55 AM – 1:00 PM	<b>Lunch</b> – WCC, ML, Atrium
1:00 – 2:15 PM	<b>Roundtable with electrical training ALLIANCE Executive Director</b> – Todd Stafford
2:15 – 2:30 PM	<b>Refreshment Break</b>
2:30 – 3:00 PM	<b>C/SC/O Group Wrap-Up</b> – Todd Stafford