

2025 National Training Institute

“TD Development Group”

Year One

Agenda

SATURDAY, JULY 26, 2025

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*

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

SUNDAY, JULY 27, 2025

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*

10:00 AM – Noon **TD Development Group Meeting – Washtenaw Community College (WCC), Morris Lawrence Bldg. (ML), Towsley Auditorium** - Tina Williams and Todd Stafford

This opening session serves as the inaugural event designed to introduce the mission, values, and objectives of this group. This session aims to provide a comprehensive overview of the director’s role, expectations, and the exciting journey that lies ahead.

11:30 AM – 1:00 PM **New TD Group Lunch** – *WCC, ML, Atrium*

1:00 PM – 4:30 PM **Late Registration** – *WCC, ML, Room 120*

1:00 – 3:00 PM **C/SC Group Opening Session– WCC, Morris Lawrence Bldg., Towsley Auditorium**

1:00 – 2:15 **Welcome and Opening Remarks** – Todd Stafford

State of the Industry – Todd Stafford

2:15 – 3:00 **Google Presentation - TBD**

3:00 – 3:15 PM **Refreshment Break**

3:15 – 5:00 PM **C/SC Group Opening – WCC, Morris Lawrence Bldg., Towsley Auditorium**

3:15-4:30 PM **Worker Well-Being and Mental Health: Tackling High Rates of Stress, Injury, and Burnout** – L. Joe (Joey) Shorter, Ph.D.

This session addresses the critical issue of worker well-being and mental health in the construction industry. Participants will explore the causes and impacts of stress, injury, and burnout, and learn strategies to promote a healthier, safer workforce. Topics include mental health awareness, injury prevention, wellness programs, and creating a support jobsite culture. The session highlights practical approaches to improving morale, reducing absenteeism, and enhancing overall productivity through a proactive focus on employee well-being.

4:30-5:00 PM **2025/2026 Grant Opportunities and Strategies for JATC/AJATCs** – Andrea Crawford

Join us for a comprehensive overview of current grant opportunities and strategies for training centers. Our presentation will provide critical insights into the evolving landscape of grant funding, highlighting key regions, potential service engagement, and anticipated grant availability for the upcoming year. We’ll

	summarize the current federal and state grant environments, offer tips for training directors seeking to maximize their funding potential.
5:45 PM	Opening of the 2025 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 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 – EMU, George Gervin GameAbove Center South Parking Lot (Tent) Reception is a relaxed, informal atmosphere.
MONDAY, JULY 28, 2025	
7:30 – 8:45 AM	GENERAL SESSION – WCC, Student Center, Garretts (bottom level)
	The Art of Apprenticeship: Mastering Compliance, Operations, and Education – Tina Williams A review of apprenticeship processes for new training directors and/or staff.
8:45 – 9:00 AM	Refreshment Break
9:00 – 10:15 AM	GENERAL SESSION – Student Center, Garretts
	Grants Readiness and Project/Program Design – Rebecca Dettore and Brooke Watkins This presentation explores what it means to be “grant ready” and how grant funding can benefit your JATC and your apprentices. We’ll cover key documents commonly requested by funders and share best practices to ensure your JATC is prepared to apply. Once you’re grant ready, we’ll discuss how to expand programming – from construction to wraparound services – and design grant-funded projects that align with your goals. Finally, we’ll examine how grant funding can support apprentice success and help long-term sustainability and growth in the electrical industry. Join us and learn how to unlock the potential of grants to strengthen your training efforts.
10:15 – 10:30 AM	Break
10:30 – 11:45 AM	GENERAL SESSION – Student Center, Garretts
With C Group	USERRA/Scholarship Loan Agreements – Lucas Aubrey In this split session, we will discuss AJATC/JATC’s responsibilities to applicants and registered apprentices with military service obligations under USERRA. We will also discuss current issues with the use and enforcement of scholarship loan agreements for apprentices.
11:45 AM – 12:45 PM	New TD Group Discussion Lunch – Student Center, Community Room
12:45 – 2:00 PM	GENERAL SESSION – Student Center, Garretts
	Insurance 101 – Nick Giovenco Education on insurance for AJATC/JATCs.
2:00 – 2:15 PM	Refreshment Break
2:15 – 3:30 PM	GENERAL SESSION – Student Center, Garretts
	ERISA 101 – James V. Cole II This sessions give a basic overview of the regulations governing apprenticeship programs.
3:30 – 3:45 PM	Break
3:45 – 5:00 PM	GENERAL SESSION – Student Center, Garretts
	etA-PTSI Workflow Essentials – Jim Stover and William Orick Focus on CLCS, Bookstore, Rostering, Enrolling, and Accessing along with basic functionality.
5:00 – 6:30 PM	Training Director/Assistant Training Director Reception – ML, Atrium
TUESDAY, JULY 29, 2025	
7:30 – 8:45 AM	GENERAL SESSION – WCC, Student Center, Garretts

	Investigations – Including Harassment – Robert L. Duston
	This session will cover how to investigate issues that a Training Director may encounter, including harassment.
8:45 – 9:00 AM	Refreshment Break
9:00 – 10:15 AM	GENERAL SESSION – Student Center, Garretts
	In-Depth Look at the Standard Documents – Pam Schinner
	This session will look at the new boilerplate template documents and answer questions.
10:15 – 10:30 AM	Break
10:30 – 11:45 AM	GENERAL SESSION – Student Center, Garretts
	Trust & Plan Document Walkthrough – James V. Cole, II
	Basics of plan governance documents: Trust and Standards
11:45 AM – 12:45 PM	New TD Group Discussion Lunch – Student Center, Community Room
12:45 – 2:00 PM	GENERAL SESSION – Student Center, Garretts
	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.
2:00 – 2:15 PM	Refreshment Break
2:15 – 3:30 PM	GENERAL SESSION – Student Center, Garretts
	Selection Procedures – What is New? – Robert L. Duston
	This session will give an overview of what is in the Selection Procedures that were changed in the 2024 version of the Standards.
3:30 – 3:45 PM	Classroom Change
3:45 – 5:00 PM	GENERAL SESSION – Student Center, Garretts
	Attorney Roundtable – Lucas Aubrey, James V. Cole II, and Robert L. Duston
	Come prepared with questions for the three attorneys.
6:00 – 9:00 PM	Training Partner Evening Presentations – WCC, Various Locations
WEDNESDAY, JULY 30, 2025	
7:30 AM SHARP!	NTI's Annual A.J. Pearson Charity Golf Event – Stonebridge Golf Club – PM (Proceeds to St. Jude Children's Research Hospital) https://electricaltrainingevents.org/event/720/info
1:30 PM	NTI's Annual A.J. Pearson Charity Golf Event – Stonebridge Golf Club – PM (Proceeds to St. Jude Children's Research Hospital) https://electricaltrainingevents.org/event/720/info
2:00 PM Start	Sporting Clay Shoot – Island Lake Shooting Range (12:00-1:30 pm Registration/Lunch) https://electricaltrainingevents.org/event/722/info
6:00 – 10:00 PM	Destination Ann Arbor invites you to Main Street for a Block Party Celebrating the 2025 NTI
THURSDAY, JULY 31, 2025	
7:30 – 8:45 AM	GENERAL SESSION – WCC, Student Center, Garretts
	Let's Set the Tone for Communication – Cindy Sanderfur

8:45 – 9:05 AM	Refreshment Break
9:05 – 10:20 AM	GENERAL SESSION – Student Center, Garretts
	Basic Budgeting – Mark Cerulla
	This session will concentrate on the basics of budgeting and financial statements.
10:20 – 10:40 AM	Break
10:40 – 11:55 AM	GENERAL SESSION – Student Center, Garretts
	From Tension to Understanding: Innovative Strategies in Dispute Resolution – Richard Barnes
	A look at how dispute resolution can serve not just to end conflict, but to restore relationships and build stronger foundations moving forward.
11:55 AM – 1:15 PM	New TD Group Discussion Lunch – Student Center, Community Room
1:15 – 2:30 PM	GENERAL SESSION – Student Center, Garretts
	Instructor Recruitment, Selection, and Management – Steve Harper and Danny Van Sickle
	A good working relationship between apprenticeship instructors and training directors or committee members is both essential and unique. This session explores effective strategies for managing instructors across the full spectrum of their involvement - from recruitment to classroom placement. Key topics will include attracting high-quality candidates, conducting insightful interviews, setting clear expectations, delivering meaningful performance reviews, and fostering long-term retention. Join us for guidance on strengthening your instructor team.
2:30 – 2:50 PM	Refreshment Break
2:50 – 4:05 PM	GENERAL SESSION – Student Center, Garretts
	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!
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.
6:00 PM	Graduation Ceremonies – Michigan Theater (Liberty Street)
FRIDAY, AUGUST 1, 2025	
	GENERAL SESSION – WCC, Morris Lawrence Building, Towsley Auditorium
7:30 – 8:45 AM	Empowering Apprenticeship: Key Tools, Resources and Latest Updates - Greg Greiner
	The <i>electrical training ALLIANCE</i> 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.
8:45 – 9:05 AM	Refreshment Break
9:05 – 10:20 AM	Program Spotlight Awards – facilitated by Greg Greiner
With C/SC Group	This session will review all of the entries in this award program.
10:20 – 10:40 AM	Break

10:40 – 11:55 AM	etA Staff Roundtable – Greg Greiner, Facilitator
With C/SC Group	This session will be a time for attendees to learn about the etA staff.
11:55 AM – 1:00 PM	New TD Group Lunch – WCC, ML, Atrium
With C/SC Group	<i>WCC, ML, Towsley Auditorium</i>
1:00 – 2:15 PM	Roundtable with <i>electrical training ALLIANCE</i> Executive Director – Todd Stafford
With C/SC Group	Todd Stafford will review the week and answer any questions that attendees may have.
2:15 – 2:30 PM	Refreshment Break
2:30 – 3:00 PM	TD, C/SC Group Wrap-Up – Todd Stafford