

2025 National Training Institute

“TD Development Group”

Year Two

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. (EMU), George Gervin GameAbove Center (G3)*

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** – *EMU, G3, Auxiliary Gym*

8:00 AM – Noon **Registration** – *EMU, G3*

8:30 AM - Noon **Trade Show** – *EMU, G3*

11:30 AM – 1:00 PM **New TD Group Lunch** – *Washtenaw Community College (WCC), Morris Lawrence Bldg. (ML) Atrium*

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

1:00 – 3:00 PM **C/SC/TD Group Opening Session**– *Washtenaw Community College (WCC), Morris Lawrence Building, Towsley Auditorium*

1:00-2:15 PM **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.

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

3:00 – 3:15 PM **Refreshment Break**

3:15 – 5:00 PM **C/SC/TD Group Opening - Continued**

3:00-4:15 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.

4:15-5:00 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.

5:30 PM **Group Photograph** – *EMU, G3*

5:45 PM **Opening of the 2025 National Training Institute** – *EMU, 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 in the Event Guide.

Immediately Following:

Welcome Reception – EMU, G3, South Parking Lot (Tent)

Reception is a relaxed, informal atmosphere.

MONDAY, JULY 28, 2025

7:30 – 8:45 AM

GENERAL SESSION – WCC, Crane Liberal Arts (LA), Room 140

Active Threat/Shooter – Carl Schinner and Andrew Williams

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.

8:45 – 9:00 AM

Refreshment Break

9:00 – 10:15 AM

GENERAL SESSION – LA 140

Technology Integration and Digital Transformation (Training and Change Management for Construction Tech Adoption) – L. Joe (Joey) Shorter, Ph.D.

This session examines how to successfully implement technology and drive digital transformation in the construction industry. Participants will explore key tools such as BIM, drones, wearables, and AI, while learning best practices for training, change management, and workforce engagement. The course emphasizes aligning tech adoption with organizational goals, overcoming resistance to change, and building a culture that embraces innovation on and off the jobsite.

10:15 – 10:30 AM

Break

10:30 – 11:45 AM

GENERAL SESSION – LA 140

Streamlining Tasks with Microsoft Copilot: AI Solutions for Training Directors – Greg Bianchi, Allyson Knox and Seth Reznick

This session introduces training directors to how generative AI, specifically Microsoft Copilot, can support their daily responsibilities. From organizing ideas and building presentations to drafting emails and managing documents, participants will explore how AI can streamline administrative tasks and enhance productivity. The session will cover practical applications of AI in various roles, the importance of responsible AI use, and hands-on activities to help participants get started with AI tools.

11:45 AM – 12:45 PM

TD Group Discussion Lunch – Student Center, Community Room

12:45 – 2:00 PM

GENERAL SESSION – LA 140

A Blueprint for Grant Success: Candid Conversations with Training Directors – Facilitated by Valerie Mojeiko

Learn about JATC grant success from the pros - a dynamic panel of Training Directors who have successfully secured and managed grants. Hear firsthand accounts about how grants have transformed their apprenticeship and pre-apprenticeship programs. Training Directors will share candid insights into grant preparation, application strategies, and post-award management. Discover how JATCs have leveraged grants to expand programs, acquire equipment, and support apprentices. In this interactive session, attendees will learn from peers who have navigated the grant landscape, offering practical advice, and inspiration. Engage with successful Training Directors and gain valuable knowledge to enhance your own grant pursuits.

2:00 – 2:15 PM

Refreshment Break

2:15 – 3:30 PM

GENERAL SESSION – LA 140

Art of Apprenticeship – Part 2 – Tina Williams

3:30 – 3:45 PM

Break

3:45 – 5:00 PM

GENERAL SESSION – LA 140

Lines of Separation between AJATC/JATCs and the Local Union – Lucas Aubrey

In this session, we will discuss (1) the legal need for separation between the AJATC/JATC and the local union; (2) problems with AJATC/JATC 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

5:00 – 6:30 PM

Training Director/Assistant Training Director Reception – ML, Towsley Auditorium Atrium

TUESDAY, JULY 29, 2025

7:30 – 8:45 AM

GENERAL SESSION – WCC, LA 140

Substance Abuse: IBEW-NECA *electrical training ALLIANCE* Model Substance Abuse Policy and Program for JATC/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.

8:45 – 9:00 AM

Refreshment Break

9:00 – 10:15 AM

GENERAL SESSION – LA 140

With C Group

Trustee Expenses – James V. Cole II

10:15 – 10:30 AM

Break

10:30 – 11:45 AM

GENERAL SESSION – LA 140

Standards, Policies and Other Documents – Pam Schinner

This session will cover the standards briefly and will focus on policies and other documents that programs should have in their policy/procedures manual.

11:45 AM – 12:45 PM

TD Group Discussion Lunch – Student Center, Community Room

12:45 – 2:00 PM

GENERAL SESSION – LA 140

Advanced Excel – Stephen Boyd

This session offers a fast-paced, practical walkthrough of advanced Excel capabilities tailored for real-world use. You'll gain clarity on when and why to use powerful functions like XLOOKUP, FILTER, and LAMBDA, see how to build dynamic dashboards with PivotTables and charts and explore common pitfalls to avoid. Whether you're looking to sharpen your data analysis skills or streamline your reporting workflows, this session will equip you with techniques you can apply immediately—plus, you'll leave with handouts, sample files, and demos to revisit later.

2:00 – 2:15 PM

Refreshment Break

2:15 – 3:30 PM

GENERAL SESSION – LA 140

Mastering Your Finances in the etA-PTSI System - Jim Stover and William Orick

3:30 – 3:45 PM

Classroom Change

3:45 – 5:00 PM

GENERAL SESSION – LA 140

The Path to Global Power Standards: The Role of Fault Managed Power, PoE, and USB – Jeff Beavers

The convergence of power and data is reshaping the workforce—and the playbook for training for it. Class 4 Fault Managed Power (FMP), the first new power classification added to the NEC in nearly 50 years, is a transformative advancement that delivers high wattage with IT-like safety profiles, enabling the same cable to safely carry both power and data. This shift, combined with global growth in PoE and USB-C, is disrupting legacy electrical design, accelerating smart device deployment, and demanding new skillsets across the trades. With IoT at the core of user expectations for real-time control and remote visibility, training directors must rapidly adapt curricula to build competencies in power/data convergence, digital infrastructure standards, and safe installation practices. This session provides a strategic framework to bridge the training gap—and future-proof your workforce.

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	<i>Destination Ann Arbor invites you to Main Street for a Block Party Celebrating the 2025 NTI</i>
THURSDAY, JULY 31, 2025	
7:30 – 8:45 AM	GENERAL SESSION – WCC, LA 140 Budgeting 201 – Mark Cerulla This session will give a more in-depth look into accounting and financial documents, including the Trust Document.
8:45 – 9:05 AM	Refreshment Break
9:05 – 10:20 AM	GENERAL SESSION – LA 140 Managing Expectations – Chris Kelly
10:20 – 10:40 AM	Break
10:40 – 11:55 AM	GENERAL SESSION – LA 140 Building an Effective Staff Development Plan – Greg Greiner This presentation equips Training Directors with practical strategies for assessing, planning, and implementing staff development initiatives. This session covers key areas: evaluating staff needs, setting SMART goals, tracking progress, and allocating budget resources. TDs will engage in discussions, hands-on activities, and explore tools such as assessment forms, goal-setting templates, tracking systems, and budget planners. By the end of the session, TDs will have a clear framework for fostering staff growth and ensuring continuous improvement in their apprenticeship programs.
11:55 AM – 1:15 PM	TD Group Discussion Lunch – Student Center, Community Room
1:15 – 2:30 PM	GENERAL SESSION – LA 140 Workshop Your Curriculum: Live Planning with the Curriculum Compass – Nate Eaton Bring your curriculum ideas to life in this hands-on session using the Curriculum Compass. You'll engage in real-time planning, aligning content to standards, mapping learning goals, and exploring pathways for instructional improvement. Whether starting from scratch or refining existing materials, this interactive workshop offers practical strategies and immediate feedback using the Compass platform. Ideal for instructors, coordinators, and planners ready to collaborate, experiment, and take actionable steps toward more effective curriculum design. Come ready to build!
2:30 – 2:50 PM	Refreshment Break
2:50 – 4:05 PM	GENERAL SESSION – LA 140 Training Director Roundtable – facilitated by Tina Williams Experienced training directors share their journey, challenges, and successes. Key topics will cover effective training program design, managing training budgets, measuring training effectiveness, and leveraging technology today. This will be an open Q&A giving training directors the opportunities to ask questions and seek advice on specific challenges they are facing. Interactive discussion to address real-world scenarios and provide actionable solutions.
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

<i>GENERAL SESSION</i> – WCC, LA 140	
7:30 – 8:45 AM	Training Director Panel – Question and Answer Session
<i>GENERAL SESSION with other Groups</i> – WCC, Morris Lawrence Building, Towsley Auditorium	
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	<i>electrical training ALLIANCE</i> Staff Introduction Session – 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	TD Group Lunch – WCC, ML, Atrium
With C/SC Group	WCC, ML, Towsley Auditorium
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