

2017 National Training Institute “C/SC Group” Agenda

SATURDAY, JULY 29, 2017

9:00 AM – 5:30 PM **Registration** – Eastern Michigan Univ. Convocation Center
799 N Hewitt Road, Ypsilanti, MI 48197

10:00 AM – 5:30 PM **Trade Show** – Eastern Michigan Univ. Convocation 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.

SUNDAY, JULY 30, 2017

7:00 – 7:45 AM **Prayer/Worship Service** – Eastern Michigan Univ. Convocation Center – Practice Gym

7:30 – 9:00 AM **The Electric Bolt Fun Run and Walk**

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

8:30 AM – Noon **Trade Show** – Eastern Michigan Univ. Convocation Center

11:30 AM – 1:00 PM **Lunch** Michigan League – Central Campus, Univ. of MI

1:00 – 2:30 PM **C/SC Group Opening Session**–Rackham Auditorium

Welcoming Remarks – Todd Stafford

Implementing the New EEO Plans – Robert L. Duston

The IBEW and NECA are making strides at identifying, recruiting, and training the necessary workers for our industry. We will look at effective means for identifying and enlisting potential workers. New technologies are helping to attract younger, interested employees to our workforce. Likewise, nothing takes the place of good old community relationships with the younger generation (middle school and high school students) for recruiting potential workers to the electrical industry. We are in need of a serious "Awakening" regarding the talent shortage and our industry.

2:30 - 3:00 PM **Refreshment Break**

3:00 - 5:00 PM **C/SC Group Opening** – Rackham Auditorium

Retaining an “Older Workforce” While Attracting “Engaged, Career-Driven Youth” – L. Joe “Joey” Shorter, Ph.D.

Two questions that should be at the forefront of workforce conversations are: what percentage of your workforce are planning to retire in the next five to ten years; and what impact will it have on your organization? Employers and Locals/JATCs will need to focus on slowing the exodus of older workers whose skills and knowledge are of great value, while hiring and preparing younger successors to perform critical roles - learning as much as possible before those expert resources leave the workplace. Successful employers will help younger employees acquire skills and gain experience (apprenticeship programs) that is progressively challenging and rewarding with benefits beyond the paycheck.

The electrical training ALLIANCE Pre-Apprenticeship Training Program – Steve Anderson

5:30 PM **Group Photograph** – Hill Auditorium

5:45 PM **Opening of the 2017 National Training Institute** – Hill Auditorium

Immediately Following: **Welcome Reception** – Ingalls Mall (next to Hill Auditorium)
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, 2017

8:00 – 9:30 AM **BREAKOUT SESSIONS** – Rackham Building (R) and Modern Languages Building (MLB)

Assembly Hall (R-4th Fl) **Session 1: Insurance and Risk Management for the JATC** – Jared Burrell

An in depth look into the different coverages available for the JATC. This will include recommended coverages, an overview of the policies available to the JATC from multiple insurance companies and what new coverages and options are available to the JATC.

Amphitheatre (R-4th Fl) **Session 2: Marketing Your Training Center** – Ray Kasmark and John Bourne

This presentation will detail the steps needed to leverage the JATCs' training centers and programs as a resource for marketing the IBEW-NECA advantage to customers, potential recruits, and the community. This varied approach is vital to recruiting potential applicants to fill future apprentice slots. The positive exposure of your facility to existing, potential customers and others will aid in establishing the relationships vital to our continued success in the electrical construction industry in your community. The intent is to avail a bundle of options to all local JATCs to best implement this strategy.

MLB Auditorium #4	Session 3: Harassment / Investigation Overview – Robert L. Duston
West Conf. Room (R)	Session 4: EVITP – Program Update and Installation Opportunities – Bernie Kotlier and Jennifer Mefford This presentation will include an overview of the progress of the EVITP program in the U.S. and Canada through the expanded partnership with the <i>electrical training ALLIANCE</i> . The presentation will include an overview of program density, process for signing up for the course and current certification process. Presenters will also share business opportunities for contractors who employ EVITP certified installers and review the new "Find a Contractor" feature currently being utilized in California.
9:30 – 10:00 AM	Refreshment Break
10:00 – 11:30 AM	BREAKOUT SESSIONS – Rackham Building (R) and Modern Languages Building (MLB)
Assembly Hall (R-4th Fl)	Session 1: Insurance and Risk Management for the JATC – Jared Burrell An in depth look into the different coverages available for the JATC. This will include recommended coverages, an overview of the policies available to the JATC from multiple insurance companies and what new coverages and options are available to the JATC.
Amphitheatre (R-4th Fl)	Session 2: Let’s Talk About It: Communication Tips and Tactics – Marie Arcidiacono Having strong oral and written communication skills are essential in the workplace and life. The question is: Are we as skilled as we could be when it comes to our communication? Many times, difficulties in communication can be overwhelming and stifle our desire to engage in important and meaningful discussions. We have to examine three key areas: 1) Our preferred communication style; 2) How to adapt our communication to best serve our goals and relationships; and, 3) Our public speaking confidence. We will also identify the multitude of moving parts that can hinder our ability to engage in effective communication.
MLB Auditorium #4	Session 3: Recruiting for the Electrical Industry – Options & Choices! – Chuck Little Everyone knows we will be facing a severe workforce shortage in the coming years. There are two main contributing factors: A. A large number of workers left the industry during the recession. B. Baby Boomer will be retiring. So, how do we meet the challenge? The best way is to differentiate our apprenticeship career pathway from all other career choices. Come find out how to best accomplish this!
West Conf. Room (R)	Session 4: Drone Technology: Applications in the Electrical Industry – Carl Hansen Drone technology has continued to evolve and now offers new capabilities for the electrical industry in the areas of design, estimating, construction, and maintenance of electrical systems. This presentation provides an overview of drone operation principles, features, and practical applications that can enhance safety and productivity for journeymen and contractors. Demonstration of flight techniques, drone equipment selection, and FAA licensing requirements will be provided with time allocated for specific questions from participants.
MLB Room 1	Session 5: BIM Overview / Update and Test Generator Update – Bill Ball
11:30 AM – 12:45 PM	Lunch – <i>Michigan League</i>
12:45 – 2:15 PM	BREAKOUT SESSIONS – Rackham Building (R), Modern Languages Building (MLB) and North Quad (NQ)
Amphitheatre (R-4th Fl)	Session 1: Marketing Your Training Center – Ray Kasmark and John Bourne This presentation will detail the steps needed to leverage the JATCs' training centers and programs as a resource for marketing the IBEW-NECA advantage to customers, potential recruits, and the community. This varied approach is vital to recruiting potential applicants to fill future apprentice slots. The positive exposure of your facility to existing, potential customers and others will aid in establishing the relationships vital to our continued success in the electrical construction industry in your community. The intent is to avail a bundle of options to all local JATCs to best implement this strategy.
MLB Auditorium #4	Session 2: Engaging the Right Apprentice/Employee Candidates: One Size Does Not Fit All – L. Joe “Joey” Shorter, Ph.D. Prospective apprentices/employees are becoming more and more exposed to new technologies during the job search and hiring process. Most applicants clearly prefer time-tested practices of phone screening/interviews and in-person interviews (as compared to personalized video resumes and video interviews). One size or one methodology does not fit all candidates. The nature of recruiting and interviews should be guided by the type of talent JATC Directors and employers wish to attract and engage.
MLB Auditorium #3	Session 3: Safety and Code & NECA Activity Update – Michael Johnston, Palmer Hickman and Wes Wheeler NECA Codes and Safety is involved with NFPA Electrical Standards as well as participate with OSHA in the regulatory development process. This presentation will cover many of the changes and updates that have occurred in those organizations as well as discuss some of the tools NECA has developed to assist our members in the electrical industry.
West Conf. Room (R)	Session 4: ADA and Selection Accommodations – Robert L. Duston
MLB Room 1	Session 5: Utilizing Helmets to Hardhats as an Effective Way to Recruit Military Veterans – Bill Mulcrone Helmets to Hardhats gets 1,300-1,800 Veterans and Active Duty Military a month creating a profile with Helmets to Hardhats. Discuss how to post apprenticeship opportunities on Helmets to Hardhats job board. Discuss how to search Veteran profiles in jurisdiction.

- 2:15 – 2:45 PM **Refreshment Break**
- 2:45 – 4:15 PM **BREAKOUT SESSIONS – Rackham Building (R), Modern Languages Building (MLB) and North Quad (NQ)**
- Amphitheatre (R-4th Fl)** **Session 1: Recruiting for the Electrical Industry – Options & Choices!** – Chuck Little
(See earlier description.)
- MLB Auditorium #4** **Session 2: Substance Abuse: IBEW-NECA electrical training ALLIANCE Model Substance Abuse Policy and Program for JATCs** – Nora Leyland
This session will focus on issues related to testing for drug and alcohol use. While we can discuss employer plans that JATCs encounter, we will begin by focusing on the ALLIANCE’s Model Substance Abuse Policy and Program for JATCs. We will consider: why we test; who we test and under what circumstances; what drugs we test for; what testing procedures we use; what safeguards we put in place to protect worker dignity and privacy rights; and the consequences of testing positive. We will also discuss current issues, such as (1) medical marijuana; and (2) problems being encountered with testing, such as on-site “quick” tests, and how to deal with them.
- MLB Auditorium #3** **Session 3: Let’s Talk About It: Communication Tips and Tactics** – Marie Arcidiacono
(See earlier description.)
- West Conf. Room (R)** **Session 4: Energy Storage and Microgrid (ESAM-TAC)** – Bernie Kotliar and David Riley
- MLB Room 1** **Session 5: TradeSchool Apprenticeship Software** – Lance Hallberg
Looking for a software solution for your JATC? TradeSchool is the complete solution for complex data tracking with an intuitive interface. Use TradeSchool to track Applications, Apprentices, Journeyman, Contractors, Classes, Document Management, Batch Emails and SMS text messaging. Web features include class registrations, hour submission, online applications, job evaluations and more. This session will demonstrate the core functionality and latest features added to the platform.
- 5:00 – 6:15 PM **Training Director/Assistant Training Director Reception** – *Michigan Stadium*
REMEMBER: There is no “standing” in any classrooms, if there are no seats, please attend another session.

TUESDAY, AUGUST 1, 2017

- 8:00 – 9:30 AM **GENERAL SESSION – Modern Languages Building (MLB), Auditorium 4**
Implementing Recruitment, Outreach, Retention of Minority and Female Applicants Panel – moderated by Robert L. Duston
Panel: Chuck Little, Danny Haddad, Paul Reinert, David McCraw
- 9:30 – 10:00 AM **Refreshment Break**
- 10:00 – 11:30 AM **BREAKOUT SESSIONS – Rackham Building (R) and Modern Languages Building (MLB)**
- Assembly Hall (R-4th Fl)** **Session 1: Intellectual Property of the electrical training ALLIANCE** – Cass Cook
This presentation will cover the *electrical training ALLIANCE*'s copyright and trademark rights, how the *electrical training ALLIANCE* protects these rights, enforces these rights and highlight some recent enforcement actions. It will also provide an overview of existing and soon-to-be implemented intellectual property management policies.
- Amphitheatre (R-4th Fl)** **Session 2: Important Lines of Separation between the JATC and the Union: (1) Union Membership and Dues Payment and (2) Meeting Minutes** – Nora Leyland
AJATC/JATC members and employees may also be union members and officials. It is very important for these individuals to act only in the interest of the JATC when acting in their capacity as JATC representatives. Questions of appropriate separation arise most often in connection with (1) apprentices’ union membership and dues payment, and (2) confidentiality of JATC and Fund meeting matters and written minutes. In this session we will discuss (1) the legal need for separation; (2) problems with JATC involvement in matters of the apprentices’ union membership and dues payment; and (3) best practices to promote confidentiality in taking, maintaining and distributing JATC/AJATC meeting minutes.
- MLB Auditorium #4** **Session 3: ERISA 101** – James V. Cole II
- West Conf. Room (R)** **Session 4: Accounting 101 for Non-Profits** – Mark J. Cerulla
- 11:30 AM – 12:45 PM **Lunch - Michigan League**
- 12:45 – 2:15 PM **BREAKOUT SESSIONS – Rackham Building (R), Modern Languages Building (MLB) and North Quad (NQ)**
- Assembly Hall (R-4th Fl)** **Session 1: What to Look for in an Accounting Audit** – James Gomes
- Amphitheatre (R-4th Fl)** **Session 2: Employment and Reemployment Rights of Apprentices with Military Service Obligations** – Nora Leyland
The Uniformed Services Employment and Reemployment Rights Act of 1994 provides two sets of protections for employees and applicants with military service obligations: (1) a number of re-employment entitlements for employees; and (2) protection against discrimination related to military service obligations for employees and

applicants. In this session, we will focus on your JATC's responsibilities to applicants and indentured apprentices with military service obligations under USERRA. We will also talk about the specific rights of your apprentices under USERRA, as well as the responsibilities they must meet to qualify for re-employment benefits. Because JATCs function in the construction industry, your obligations under USERRA, as well as those of your apprentices, may be much broader than you, and/or they, realize. Come and learn what's expected of you, what your apprentices are entitled to, and what they need to do to earn those entitlements. In addition, we'll talk about what the JATC needs to do to avoid discriminating on the basis of past, present or future military service obligations.

MLB Auditorium #4 **Session 3: ERISA 201** – James V. Cole II

MLB Auditorium #3 **Session 4: Harassment / Investigation Overview** – Robert L. Duston

West Conf. Room (R) **Session 5: TradeSchool Apprenticeship Software** – Lance Hallberg
(See description from Monday, July 31).

MLB Room 1 **Session 6: EICA – Crane and Digger Derrick Certifications** – Neil Tolson

EICA was formed in 2015 to address a certification need identified by Employers and others in the electrical construction industry of crane and digger derrick operation near or around electrical lines, as well as the normal difficult terrain found in transmission line construction environments. While other entities were doing crane certifications based on both construction and railroad scenarios, nobody specifically addressed the electrical power line environment. If you are working in the electrical construction industry, we believe we are the certification entity that will be held in the highest regard by your current and future employers.

2:15 – 2:45 PM **Refreshment Break**

2:45 – 4:15 PM **BREAKOUT SESSIONS** – *Rackham Building (R) and Modern Languages Building (MLB)*

Assembly Hall (R-4th Fl) **Session 1: Intellectual Property of the electrical training ALLIANCE** – Cass Cook
(See earlier description.)

Amphitheatre (R-4th Fl) **Session 2: Scholarship Loan Agreements and Tuition Reimbursement Programs** – Nora Leyland

Scholarship Loan Agreements (SLAs) have proven to be effective at retaining apprentices in the unionized construction industry throughout the term of training and beyond. Under the Alliance's Model SLA, the JATC advances the cost of training to the apprentice, and the apprentice agrees to repay those costs, either in cash or, the preferred way – "in kind" – by working a specified number of years after graduation for contributing employers. The Courts have unanimously approved these agreements. However, there have been changes in the law that have made it more difficult to collect "in cash" when an apprentice, or former apprentice, defaults on the loan. As a result, a number of JATCs are now using "Tuition Reimbursement Programs," under which the apprentice pays as he or she goes, through payroll deductions when working. This session will discuss both options and address questions about structure and enforcement of each.

MLB Auditorium #4 **Session 3: Fiduciary Insurance Panel** – Facilitated by James V. Cole, II

Potential Invitees: Jared Burrell, Grimes Insurance; Tina Fletcher, ULLICO; Sally Corbin, Union Services Agency; Brian Smith, Segal; Richard Tyson, Chubb; Philadelphia Insurance

MLB Auditorium #3 **Session 4: ADA and Selection Accommodations** – Robert L. Duston

West Conf. Room (R) **Session 5: What to Look for in an Accounting Audit** – James Gomes

MLB Room 1 **Session 6: EICA – Crane and Digger Derrick Certifications** – Neil Tolson
(See earlier description.)

7:00 – 10:00 PM **Training Partner Evening Presentations - North Quad**

WEDNESDAY, AUGUST 2, 2017

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

2017 NTI Tours and Activities - Other Excursions Available – Enjoy Your Day!

6:00 – 10:00 PM *The Ann Arbor Convention & Visitors Bureau invites you to Main Street for a Block Party Celebrating the 2017 NTI*

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THURSDAY, AUGUST 3, 2017

8:00 – 9:30 AM **BREAKOUT SESSIONS** – *Rackham Building (R) and Modern Languages Building (MLB)*

Assembly Hall (R-4th Fl) **Session 1: Warning Signs of Drug Use and the Opioid Epidemic** – Carl Schinner

Amphitheatre (R-4th Fl) **Session 2: Interim Credentials** – Bill Ball

MLB Auditorium #4 **Session 3: NEBF / NEAP / FMCP Overview** – Lawrence J. Bradley

9:30 – 10:00 AM **Refreshment Break**

10:00 – 11:30 AM	BREAKOUT SESSIONS – Rackham Building (R) and Modern Languages Building (MLB)
Assembly Hall (R-4 th Fl)	Session 1: NABTU Update – Tom Kriger
Amphitheatre (R-4 th Fl)	Session 2: Accounting 101 for Non-Profits – Mark J. Cerulla
MLB Auditorium #4	Session 3: Online Craft Certification – Jim Boyd
11:30 AM – 12:45 PM	Lunch - Michigan League
12:45 – 2:15 PM	BREAKOUT SESSIONS – Rackham Building (R) and Modern Languages Building (MLB)
Assembly Hall (R-4 th Fl)	Session 1: Instrumentation Update – Jason Lunardini Update of recent changes to the instrumentation training program.
Amphitheatre (R-4 th Fl)	Session 2: Installer-Technician / Residential Curriculum Update – Jim Simpson
MLB Auditorium #4	Session 3: NEBF / NEAP / FMCP Overview – Lawrence J. Bradley
2:15 – 2:30 PM	Refreshment Break
2:30 – 4:00 PM	BREAKOUT SESSIONS – Rackham Building (R)
Assembly Hall (R-4 th Fl)	Session 1: Warning Signs of Drug Use and the Opioid Epidemic – Carl Schinner
Amphitheatre (R-4 th Fl)	Session 2: Expanding Pathways through College Collaborations – Mary Beth Lakin Learn about American Council on Education’s (ACE) College and University Partnerships (CUP) and its work with higher education institutions to create pathways with ACE credit recommendations. ACE CUP provides access to the ACE Credit College and University Network, partnerships with "pathways ready colleges", assistance for apprentices with ACE credit recommendations and Back to College events and services. Workshop participants will discuss ways in which ACE, colleges and training programs can work together to design more effective outreach strategies regarding opportunities for and benefits of apprenticeship/college pathways and approaches that alleviate obstacles to postsecondary credential completion.
4:00 – 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 – Hill Auditorium Dining for Dollars Voucher Program: Any participant (and family member) attending graduation will receive a voucher worth \$25.00 for use at any participating local restaurant listed in the Event Guide on Thursday evening only. You must be in attendance and seated in the auditorium to receive the voucher.

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FRIDAY, AUGUST 4, 2017

8:00 – 9:30 AM	GENERAL SESSION – Modern Languages Building (MLB), Auditorium 4 LMS Update – Greg Greiner
9:30 – 10:00 AM	Refreshment Break
10:00 – 11:30 AM	GENERAL SESSION – Modern Languages Building (MLB), Auditorium 4 Roundtable with electrical training ALLIANCE Directors
11:30 AM – 12:45 PM	Lunch - Michigan League
12:45 – 2:15 PM	GENERAL SESSION – Modern Languages Building (MLB), Auditorium 4 Platinum Training Partners Roundtable with Executive Director – Todd Stafford
2:15 – 2:30 PM	Refreshment Break
2:30 – 3:00 PM	GENERAL SESSION – Modern Languages Building (MLB), Auditorium 4 C Group Wrap-Up – Todd Stafford

T-168 New Technology & Training from *electrical training ALLIANCE* Training Partners
Rackham – West Study Hall

Seating is limited however we encourage any C Group participants to join T-168 when time allows or interest.
There is no “standing” in any classrooms, if there are no seats, please attend another session.

Monday, July 31

7:30 – 9:20 AM	Greenlee by Textron
9:35 – 11:25 AM	Lutron Electronics
12:25 – 2:30 PM	Greenlee by Textron
2:45 – 5:00 PM	Lutron Electronics

Tuesday, August 1

7:30 – 9:20 AM	Graybar
9:35 – 11:25 AM	Schneider Electric
12:25 – 2:30 PM	Graybar
2:45 – 5:00 PM	Schneider Electric

Thursday, August 3

7:30 – 9:20 AM	Harger Lightning
9:35 – 11:25 AM	Milwaukee
12:25 – 2:10 PM	Harger Lightning
2:25 – 4:15 PM	Milwaukee

Friday, August 4

7:30 – 9:20 AM	ABB
9:35 – 11:25 AM	Southwire
12:25 – 1:35 PM	ABB
1:50 – 3:00 PM	Southwire