Designing Curriculum to Close the Skills Gap

July 21-23, 2020 | Brookfield (Milwaukee), Wisconsin
August 14-16, 2020 | Halifax, Nova Scotia

Register now! Class size is limited.

It Doesn’t Just Happen

www.ifebp.org/skills-gap
Designing Curriculum to Close the Skills Gap

Designing Curriculum to Close the Skills Gap is a three-day, hands-on workshop that will help seasoned and new professionals improve the development, delivery and evaluation of learning by providing a proven process to incorporate into their apprenticeship programs. Upon completion, participants will understand and be able to apply a systematic approach, based on the Develop a Curriculum (DACUM) model, to deliver a more impactful apprenticeship program. As a participant, you will:

- **LEARN** how to improve apprenticeship program performance with greater learner efficiency, effectiveness and engagement.
- **BUILD** a curriculum road map that will prepare your program for success today and in the future.
- **GAIN** a foundation in analysis to ensure your training initiatives are aligned and have the impact you and your program expect.
- **QUICKLY and EFFICIENTLY** create learning content that expedites a learner’s mastery of specific skills, enabling your program to meet the needs of your stakeholders.
- **COLLECT** data from subject matter experts to identify competencies and skills that will enable the achievement of program (business) goals.
- **DETERMINE** expected performance levels of skills for successful employment and assess learning impact to drive continuous improvement.
- **SEQUENCE LEARNING** to enhance learning transfer to the worksite.
- **BUILD** a curriculum road map that will prepare your program for success today and in the future.

**WORKSHOP LEADERS**

**R. Lance Hogan, Ph.D.**
Professor
Eastern Illinois University,
Lumpkin College of Business and Technology
Charleston, Illinois

**Luke J. Steinke, Ph.D.**
Professor
Eastern Illinois University,
Lumpkin College of Business and Technology
Charleston, Illinois
Brookfield, WI  USA

PROGRAM AT A GLANCE

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Topic</th>
<th>Date</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday, July 21</td>
<td>8:00 a.m.-12:00 noon</td>
<td>The New Workforce and Skills Gap</td>
<td>Friday, August 14</td>
<td>8:00 a.m.-12:00 noon</td>
</tr>
<tr>
<td></td>
<td>12:45-4:30 p.m.</td>
<td>Focus on Skills</td>
<td></td>
<td>12:45-4:30 p.m.</td>
</tr>
<tr>
<td>Wednesday, July 22</td>
<td>8:00 a.m.-12:00 noon</td>
<td>Occupational Analysis</td>
<td>Saturday, August 15</td>
<td>8:00 a.m.-12:00 noon</td>
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<tr>
<td></td>
<td>12:45-4:30 p.m.</td>
<td>How We Learn</td>
<td></td>
<td>12:45-4:30 p.m.</td>
</tr>
<tr>
<td>Thursday, July 23</td>
<td>8:00 a.m.-12:00 noon</td>
<td>Learning Module Development</td>
<td>Sunday, August 16</td>
<td>8:00 a.m.-12:00 noon</td>
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<tr>
<td></td>
<td>12:45-4:30 p.m.</td>
<td>Assessment of Achievement</td>
<td></td>
<td>12:45-4:30 p.m.</td>
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WHO SHOULD ATTEND

This program is designed specifically to meet the needs and interests of stakeholders involved in apprenticeship training and education funds in both the United States and Canada:

• Training directors/coordinators
• Trustees/joint apprenticeship and training committee (JATC) members who work with curriculum
• Instructors/instructional designers
• Educators from community and technical colleges.

This program may be of special interest to small- or medium-sized training funds with limited resources who want a do-it-yourself approach to upgrading their curriculum.

REGISTRATION INCLUDES

• Continental breakfasts, lunches and refreshment breaks
• Comprehensive take-home materials
• DACUM: The Seminal Book, 2nd Edition
• Networking opportunities

“The explanations on everything about DACUM were done with great detail and no question went unanswered. Change is good and change is necessary—I’m excited to implement this within my company.”

Vanessa Nicholls-Thomas
Curriculum Developer/E-learning
OETIO
Morrisburg, Ontario
Designing Curriculum to Close the Skills Gap

DAY 1 | July 21 (Brookfield) or August 14 (Halifax)

7:30-8:00 a.m.
Registration

8:00 a.m.-12:00 noon
The New Workforce and Skills Gap
- Generational differences and new workers
- Challenges facing apprenticeship programs
- Systems and change
- Human performance gaps
- Why traditional training often fails

12:00 noon-12:45 p.m.
Luncheon

12:45-4:30 p.m.
Focus on Skills
- The “new” requirements
- DACUM rationale and history
- DACUM model
- Defining terms
- Brainstorm an occupation

“Amazing! I can’t wait to begin working on this with my Local. The tools provided will allow me to train more effectively and build better journeyworkers.”

Matthew Wittenborn
Training Director
Roofers, Waterproofers and Allied Workers Local 2
St. Louis, Missouri
DAY 2 | **July 22 (Brookfield)** or August 15 **(Halifax)**

8:00 a.m.-12:00 noon

**Occupational Analysis**
- Continuing to brainstorm an occupation
- Establishing general areas of competence
- First skill band development
- Additional skill bands

12:00 noon-12:45 p.m.

**Luncheon**

12:45-4:30 p.m.

**How We Learn**
- Skill sequencing and structuring
- Application of rating scale
- MBTI (preference types)
- Basics of adult learning theory
- Types of learners
- Personal learning profile

DAY 3 | **July 23 (Brookfield)** or August 16 **(Halifax)**

8:00 a.m.-12:00 noon

**Learning Module Development**
- Learning-evaluation model
- Instructor selection
- Define learning activities
- Selecting and developing learning materials

12:00 noon-12:45 p.m.

**Luncheon**

12:45-4:30 p.m.

**Assessment of Achievement**
- Learning-evaluation model
- Entry rating/self rating
- In-process ratings
- On-the-job skill development and certification
- Wrap-up and review
## Training Facility and Hotel Accommodations

### July 21-23, 2020  
**Brookfield (Milwaukee), Wisconsin**

#### International Foundation Training Center

All training sessions are held at the International Foundation Training Center in Brookfield, Wisconsin. Located just west of downtown Milwaukee, the International Foundation headquarters provide a secluded yet convenient location. Hotel accommodations are provided by the DoubleTree by Hilton Hotel Milwaukee-Brookfield, located less than one mile from the training center. A complimentary shuttle is provided for transportation between the hotel and training center. Visit [www.ifebp.org/skills-gap](http://www.ifebp.org/skills-gap) for more information or to register.

**International Foundation of Employee Benefit Plans Training Center**  
18700 West Bluemound Road  
Brookfield (Milwaukee), WI 53045  
Phone: (262) 786-6700

**DoubleTree by Hilton Hotel Milwaukee-Brookfield**  
18155 West Bluemound Road  
Brookfield, Wisconsin 53045  
Phone: (262) 792-1212

**Room Rate:** US$127 single/double  
**Room Reservation Deadline:** June 23, 2020

<table>
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<th>Registration Fees</th>
<th>Until June 9</th>
<th>After June 9</th>
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<td>Member</td>
<td>US$1,550</td>
<td>US$1,850</td>
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<tr>
<td>Nonmember</td>
<td>US$1,880</td>
<td>US$2,180</td>
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### August 14-16, 2020  
**Halifax, Nova Scotia**

#### Halifax Convention Centre

This program will be held in conjunction with the 53rd Annual Canadian Employee Benefits Conference at the Halifax Convention Centre, a new facility located in the heart of the city. The Convention Centre has easy access to walking and biking routes and is just steps away from the ocean, as well as a mere 30 minutes from the airport.

The International Foundation has negotiated special room rates at select hotels. Hotel availability varies—Book early for best rates and options. For a full list of hotels, please visit [www.ifebp.org/CanACHalifaxhotels](http://www.ifebp.org/CanACHalifaxhotels). Visit [www.ifebp.org/canannual](http://www.ifebp.org/canannual) for more information about the Annual Canadian Employee Benefits Conference and to register for this preconference program.

**Room Reservation Deadline:** July 13, 2020

<table>
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<tr>
<th>Registration Fees</th>
<th>Until July 6</th>
<th>After July 6</th>
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<tr>
<td>Member</td>
<td>C$1,990</td>
<td>C$2,290</td>
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<tr>
<td>Nonmember</td>
<td>C$2,320</td>
<td>C$2,620</td>
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REGISTRATION INCLUDES
Continental breakfasts • Lunches • Beverage breaks

CONTINUING EDUCATION CREDIT
Programs sponsored by the International Foundation of Employee Benefit Plans are consistently accepted for credit by agencies governing continuing education for license renewal and professional recertification. Please note that preapproval by the governing agency is sometimes necessary. It is important, therefore, to register at least 60 days prior to the program taking place.

Note: Requests made for continuing education credit do not guarantee administration of credit.
For further information on continuing education credit, please call (262) 786-6710, option 2.

POLICIES
Cancel and transfer fees are based on registration fee paid: 60+ days of meeting is 10%; 31-59 days of meeting is 25%; within 30 days of meeting is 50%. Hotel deposit is forfeited for cancellations/transfers received within 3 days (5 days for Disney properties) of arrival. Registration fee is forfeited once program commences. Visit www.ifebp.org/policies for additional details.

NEW MEMBER BENEFIT—APPRENTICESHIP PROGRAM ANSWER GUIDE
This exciting new online resource is designed to be a quick reference for apprenticeship program coordinators, trustees and directors, and other interested constituents whenever a question arises. With a focus on practicality, the guide addresses apprenticeship program topics from top to bottom, with subjects ranging from recruiting to audits to trends and more. For more information, visit www.ifebp.org/guide.

JOIN US ONLINE
#IFEBP
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**Session Topics Include:**

- The New Workforce and Skills Gap
- Focus on Skills
- Occupational Analysis
- How We Learn
- Learning Module Development
- Assessment of Achievement

Register Early to Save $300.

Visit www.ifebp.org/skills-gap to register, or call (888) 334-3327, option 2, for more information.

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**International Foundation of Employee Benefit Plans**

18700 West Bluemound Road
Brookfield, WI 53045
www.ifebp.org

**Source Code:** 2030 W ED200194