

2025 UBC Leadership Training Programs

CREATING THE NEXT GENERATION OF JOBSITE LEADERS

United Brotherhood of Carpenters and Joiners of America (UBC) and the Department of Education and Training (DET) have put together five training programs to help develop the future leaders of your jobsite. Combining their hands-on, technical skills with soft skills such as communication, mentoring and transformational leadership to give you a new group of professionals in the construction industry. Enclosed is the list of training opportunities for 2025 and contact information for the North Central States Council of Carpenters.

UBC JOURNEYMAN

Building Leadership for a Strong Future

This four-day program is geared toward journey-level craftsmen and women who are leaders on the jobsite. It provides them with the tools and inspiration needed to create a culture of productivity, professionalism, safety and profitability, while instilling can-do attitudes and emphasizing strong partnerships with our contractors. Some of the topics covered are time/resource management, teamwork, generational differences, effective communication skills, mentoring, and transformational leadership.

2025 DATES

- May 29-31

COLLABORATIVE LEADERSHIP

Building Jobsite Leaders

This three-day weekend program is open to Foremen Level employees and higher who have interaction with the field/jobsite, including but not limited to: foremen, general foremen, safety managers, project managers, estimators, superintendents and owners. The program is designed to give jobsite supervisors the tools necessary to improve the overall jobsite, taking it from good to great. Collaborative leadership focuses on four key areas:

Entrepreneurship: Demonstrates how an individual at any level can create a strong personal brand that makes them essential, as well as strategies to use personal power to create collaborative relationships.

Leadership as a Response: Engages jobsite leaders to better their leadership responses through commitment and involvement.

Culture of Collaboration: Encourages workers to engage each other, make decisions together, improve processes and products together, and to create a sense of commitment and ownership for all.

Communications Skills for Leaders: Strengthens communication skills and creates an external awareness that turns good communicators into great ones.

Attendees DO NOT have to be a union member to attend this program, but they must be employed by a signatory contractor.

2025 DATES

- February 17-19
- April 21-23
- July 7-9
- October 27-29
- November 10-12

THIRD YEAR APPRENTICE

Helping Build Our Industries

This four-day program was created for apprentices in the third year of their training who are showing exceptional promise as carpenters and leaders. The goal of this program is to help them further understand their role as leaders. They must have positive effect on productivity, safety and professionalism on every jobsite, as well as the UBC's strong partnership with its contractors.

2025 DATES

- January 23-25
- February 20-22
- April 10-12
- April 24-26
- May 29-31
- September 4-6 & 18-20

FOREMAN TRAINING

Building a Solid Foundation

There are several versions of the Foreman Training program available this year: Interior Systems and concrete. The program is for UBC members who have worked as a foreman for a minimum of nine months, are currently working and have contractor approval and buy-in to attend. This class is ideal for contractors whose foremen oversee a project or crew. This four-day skill-building program examines the leadership role of the foreman as a planner, communicator, production manager, crew supervisor, and problem solver. During the program, participants will look at the major responsibilities of a foreman in relation to the three phases of a job: pre-job/job start-up; peak construction; and project close-out. The training is highly interactive with real job applications and classroom skill practice. Tips, tools and techniques are discussed throughout the program.

The foremen who are selected to attend will arrive in Las Vegas mid-morning Sunday and return home late afternoon Thursday or Friday. Hourly wages and benefits for that week shall be provided by each participant's employer.

2025 DATES

- **February 10-12** Interior Systems
- **March 31-April 2** Concrete
- **April 28-30** Pile Driver
- **June 16-18** Millwright
- **July 28-30** Interior Systems
- **September 22-24** Concrete
- **November 17-19** Interior Systems
- **December 15-17** Concrete

DELEGATE TRAINING PROGRAM

Building a Better, Stronger Union

A Regional Council delegate is a leader and a role model. "Attending this Delegate Training Program is a great opportunity for delegates to increase their understanding of the Brotherhood and gain insight into Regional Council leadership," said NCSRCC Executive Director Pat Nilsen. Delegates will learn the value they bring and the important role they play in the UBC's mission. This program builds skills that help delegates educate, motivate, and inspire their fellow members.

The Delegate Training Program:

- Develops an understanding of a delegate's role and the value they bring to the Brotherhood.
- Increases understanding of what the Brotherhood is doing and why, so that delegates can successfully convey this message to the members they represent.
- Develops skills for effectively communicating with fellow members about issues important to them and to the Brotherhood.
- Strengthens relationships with other delegates from their Council and other areas.

2025 DATES

- **March 27-30**
- **July 17-20**
- **September 25-28**
- **October 30-Nov 2**

212 JOURNEYMEN

Next Level UBC Leaders

This four-day program is open only to journeypersons who have completed the UBC Journeymen: Building Leadership for a Strong Future program. The program is specifically designed for journeypersons who exemplify the principles of the UBC Journeymen program by having returned to their job sites and making a measurable impact or stepping up in a leadership role at the Council level.

2025 DATES

- **June 26-28**

For more details, visit www.northcountrycarpenters.org/ubctraining