The largest number of educational seminars ever conducted at an AWCI convention will be featured at the meeting in Toronto in late April according to Glenn Modesitt, Chairman of AWCI’s Academy Council.

Modesitt said that the Academy Council had met for three days developing the Convention educational programming and that because AWCI convention attendance was growing annually, agreed that the number of educational breakouts had to be increased in order to accommodate the larger number of registrants.

Seminars divided. . .

In order to meet the needs and interests of most members and others attending the AWCI convention, the seminars will be divided between business-oriented subjects and technical meetings.

Business subjects will include the following:

Employee Practices will cover government regulations affecting your business, and go into the nuts and bolts of developing a legal and effective employee hand- book and policy manual. **Business fraud** will highlight embezzlement, workmen’s comp fraud, insurance fraud, and similar practices which may be costing your company money. Speakers will dwell not just on how such fraud is committed, but how to prevent it.

**Light general contracting** will give contractors basic information on moving into light general contracting, covering such areas as job selection, recognizing and defining opportunities, dealing with regular GCs, and seeking customers. This session will also go into liability, insurance, financing, permits and bonding.

**Employee motivation** according to Peter Cockshaw, Editor of *Cockshaw’s Labor News + Opinion*, will be one of the most important areas of knowledge construction businesses will need in the 90s. AWCI will bring Norb Slowikowski to Toronto to talk on ways to motivate your employees so that they not only do a better job for you, but decide to **stay on your payroll**.

Marketing Your Firm will get into the nitty-gritty of company public relations. You’ll learn how to develop company brochures, use mass mail, analyze your market and your competition, and the use of advertising.

**Educating and keeping your workforce.** Topics to be covered include finding, recruiting, and keeping a qualified workforce, markets where you can locate better employees, training programs and probation periods.

**Tracking and collecting receivables** should be a subject dear to the heart of every AWCI contractor and supplier member. You’ll learn contractual language, when to make your first collection call and what to say as well as whom you should be calling. The seminar will also go into actions to be taken to get money not being paid to you.

**Business opportunity:** How long will your company continue? What types of Buy/Sell agreements are there? How about ESOPs and going public? You’ll learn about stock transfers and estate planning.

**MBE Set Asides** may not be your favorite subject, but it’s a problem that you must face, so AWCI is going to help you learn the ins and outs. We’ll talk about goals vs. requirements, joint ventures, pitfalls, forms required and even how your company can
develop into an MBE firm.

**Job site communication** is a second session which will be put on by Norb Slowikowski. The subject speaks for itself.

**Strategic planning:** Here we’ll go into the reasons to develop a strategic plan, how to form a working budget, writing a business plan and how to develop long range plans and goals as well as how to put your plan into action so it isn’t just another looseleaf folder on the shelf!

**Budgeting** for business will help you in determining future sales, how to develop a company buyout, setting the breakeven point and how to set your profit goals. You’ll learn how to determine cash flow needs and how to meet them as well as general financial needs.

**Personal organization systems** will go into time management, developing to-do lists, keeping track of your time; filing systems; getting better organized in general and how to conduct and control company meetings.

In addition to the above, technical sessions scheduled will cover the following:

- **Caulking and sealants.** This session will go into joint design, types of sealants and their various uses, MSDS requirements, problems, and application quality control.
- **Interior finishes.** Here we’ll again address MSDS. In addition, this meeting will cover surfaces and products, labor pool requirements, prefab and ornamental, the effects of WTV, problems and trends; and critical lighting.
- **Asbestos problems.** Every time you renovate a building put up before 1979, the chances are good you are going to run into asbestos. We’ll teach you how to make pre-bid inspections, how to recognize asbestos, contract conditions to expect and demand, insurance requirements, educating your employees and post abatement procedures.
- **Air barriers.** This seminar is under development as we go to press.
- **Acoustics and sound control.**
We’ll cover basic definitions, performance specifications, wall/ceiling assemblies, problems, and material substitutions, and much more.

**Scaffolding.** With the assistance of the scaffold Industry Association, AWCI is developing an excellent scaffolding seminar which will be a *must* for every contractor member. We’ll go into aluminum pole scaffolding, 2-point suspension, tubular and mobile, planking, safety considerations, wood scaffolding, scissor lifts, and much more.

**Glass Fiber Reinforced Gypsum (GFRG).** AWCI is working here in cooperation with CISCA and this meeting will cover applications, products, finishing and repairs, standards, show drawings, problems and remedies.

**Demountables.** Applications, remodeling, and much more will be covered in this important session. You’ll learn how to market the various products, life cycle costing, the various products/types/accessories as well as listen to a discussion on demountables vs. office landscaping. We’ll get into installation procedures, fire ratings, and codes.

**Ceiling access.** An AWCI member from Great Britain who is also a member of the Suspended Ceilings Associations in the British Isles, has agreed to present a special seminar on ceiling access. His presentation has been very successful in Britain and we are fortunate to have him on the AWCI convention program.

It’s true: No other industry meeting offers the variety and “meat” of an AWCI convention! Every reader of *Construction Dimensions* will find something worthwhile at the 73rd Annual Convention and Exposition set for Toronto the 28th of April through the 3rd of May. If you have misplaced registration materials sent to you earlier, call 703-684-2924 today and ask that another set of registration materials be rushed to you!