



Elite Academy Overview

In 2019, SMACNA Colorado created a program to empower future sheet metal industry leaders and develop essential skills necessary for the future of union sheet metal construction. This program includes interactive content and discussion with current industry executives who will bring their experience and expertise in this unique 5-day format. One class participant will represent the cohort at the SMART/SMACNA Partners in Progress Conference in February 16-18, 2026 in Las Vegas

5 All Day Classes

- **Tuesday, September 16, 2025**
- **Tuesday, October 14, 2025**
- **Tuesday, November 11, 2025**
- **Tuesday, December 16, 2025**
- **Tuesday, January 13, 2026**

- Provide future leaders with non-trade specific skills that will deliver the next generation of foremen and construction industry leaders
- Empower participants to improve industry processes and practices
- Improve industry understanding and promote a positive work culture
- Empower contractors in developing leaders
- Provide formal coaching to participants
- Set a standard for continual learning
- Increase productivity, efficiency and industry competitiveness
- Prepare for additional education, such as SCI courses
- Encourage collaboration between labor and management

Our Goals



- Establishing a Vision (personal, professional, industry)
- Self-Leadership (what do you want out of this profession and why?) and leading others
- Effective communication and conflict resolution
- Knowing yourself and understanding others (personality and leadership styles)
- Professionalism (critical conversations, authority, legal issues)
- Entrepreneurship (thinking like the boss, personal finance, personal ROI)
- Business (competition, market share, financial management)
- Talent Identification (choosing your replacement, what can you teach?)
- Mentorship (what makes a great mentor and creating a formal process)
- Organizations, Estimating and Software (overview of process, case studies, challenges)
- Accountability (using what we've gained to continually learn, engage and teach)

Course Content



Nic Bittle is the founder of Work Force Pro and works with contractors that want to prepare and develop their workforce to lead with impact, act like a pro, and perform at their best on a daily basis. He does this



Course Leader

in a variety of different ways. Through presentations and workshops, through tools that he has developed which are designed to support the learning process. He is the architect of two performance improvement process curriculums specifically designed to prepare and develop our current and next generation work force for the roles and responsibilities that lie ahead. Nic is author of three books, *Small Business, BIG Mistakes, Perform Like the Boss! & Good Foreman; Bad Foreman*



Elite Academy Application

This course is open to 3rd- and 4th-year Sheet Metal Apprentices for the 2025-2026 school year.

Name _____
(First) (Last)

Email _____ Phone _____

Company Name _____

Who is making your employer endorsement? _____

Who is making your training and union endorsement? _____

Please ask each to submit a statement on your behalf to ncooper@smacnacolorado.org

Why do you want to be part of Elite Training? _____

What makes you Elite? _____

What specific knowledge or skills are you hoping to gain? _____

If you are selected, are you able to attend all sessions? Yes No

Comments: _____

- **This opportunity requires an employer nomination.**
Please include your employer's nomination and in your employer's words, what makes you a candidate for Elite Training.
- *Please include an endorsement from an apprenticeship instructor or coordinator on what makes you a great candidate for the Elite Academy.*
- *Please include a summary of your JATC course grades.*

Please complete and return by August 11, 2025