NORTH DAKOTA SAFETY COUNCIL

SAFETY+HEALTH CONFERENCE

54th ANNUAL

February 22 - 25, 2027 • Bismarck, ND

Bismarck Event Center or Virtual

CONNECT. LEARN. LEAD.



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We welcome you

to connect, learn and lead over 4 days of memorable safety training



Dear Friends in Safety,

When I think about what makes the North Dakota Safety Council's Annual Safety + Health Conference so special, one thing always comes to mind: **the people**.

Every year, this event brings together individuals from different industries, backgrounds, and experiences, all with a shared purpose. We want to make a difference. We want to protect the people who count on us. And at the end of the day, we want everyone to return home safely to the people who matter most.

That's what makes this work so important, and it's why I'm excited to invite you to our **54th Annual Safety + Health Conference, February 22 - 25, 2027!**

In February, you'll have the opportunity to learn from outstanding speakers, discover new ideas, strengthen your skills, and explore solutions you can put to work right away. But just as important are the connections you'll make along the way. Some of the best ideas don't come from a presentation. They come from a conversation with someone who's faced the same challenges, found a different approach, or simply understands the work you do.

My hope is that you'll join us and leave with more than a notebook full of information. I hope you leave feeling energized, supported, and reminded of just how much your work matters. Because the impact you make doesn't stop at your workplace. It reaches families, friends, and entire communities.

Thank you for everything you do to make safety a priority. The work you do matters. The people you protect matter. And when we come together to learn from one another, we all get better.

I look forward to seeing you in February!

Sincerely,

Chuck Clairmont
Executive Director, North Dakota Safety Council

> **"Because the impact you make doesn't stop at your workplace. It reaches families, friends, and entire communities."**

NDSC
NORTH DAKOTA SAFETY COUNCIL
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1710 Canary Ave • Bismarck, ND 58501
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OUR MISSION

We are dedicated to preventing injuries and saving lives.

The North Dakota Safety Council is a private non-profit organization supported through grants, donations, training and memberships.

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CONFERENCE SCHEDULE

MONDAY, FEBRUARY 22

Pre-Conference *(NDSC Campus & Bismarck Event Center)*

7:00am - 8:00am ..... Pre-Conference Check-in
8:00am - 5:00pm ..... Pre-Conference Sessions
10:00am - 5:00pm..... Early Check-In for Conference Attendees
12:00pm..... Lunch for Pre-Conference Attendees
12:00pm - 8:00pm ..... Exhibitor Move-in

TUESDAY, FEBRUARY 23

6:30am - 7:00am ..... Final Exhibitor Setup
7:00am - 5:00pm ..... Check-In & Registration
7:00am - 7:45am ..... Exhibitor Networking & Continental Breakfast
7:45am - 9:45am ..... **Opening Session & Keynote - Dan Clark** *'Raising the Bar'*
9:45am - 5:00pm ..... Exhibit Hall Open
9:45am - 11:00am..... Exhibitor Networking
11:00am - 12:00pm..... Breakout Sessions
12:00pm - 1:30pm ..... Lunch & Exhibitor Networking
1:30pm - 2:30pm..... Breakout Sessions
2:30pm - 3:30pm..... Break & Exhibitor Networking
3:30pm - 5:00pm..... Breakout Sessions
5:30pm - 7:30pm..... **Event Social** - *Clarion Hotel & Conference Center*

WEDNESDAY, FEBRUARY 24

7:00am - 5:00pm ..... Check-In & Registration
7:00am - 8:00am ..... Exhibitor Networking & Continental Breakfast
7:45am..... **Annual Meeting & Opening Session**
8:30am - 9:15am ..... **Keynote - Rory Gardiner** *'Get Comfortable in the Uncomfortable'*
9:30am - 1:30pm ..... Exhibit Hall Open
9:30am - 10:30am..... Exhibitor Networking
10:30am - 12:00pm..... Breakout Sessions
12:00pm - 1:30pm ..... Lunch & Exhibitor Networking
1:30pm ..... Exhibit Hall Closes & Tear down
1:30pm - 2:30pm..... Breakout Sessions
2:30pm - 2:45pm..... Break
2:45pm - 3:45pm..... Breakout Sessions
3:45pm - 4:00pm..... Break
4:00pm - 5:00pm..... Breakout Sessions

THURSDAY, FEBRUARY 25

7:00am - 9:30am ..... Check-In and Registration
7:00am - 8:00am ..... **Bacon Breakfast**
8:00am - 9:15am ..... Breakout Sessions
9:15am - 9:30am ..... Break
9:30am - 10:30am..... Breakout Sessions
10:30am - 10:45am ..... Break
10:45am - 12:15pm..... **Closing Session & Keynote Danny Bader** *'Back to Life'*



What did 2026 attendees think of the Conference?

"Once again, the ND safety conference was spot on!"

"Everyone was super welcoming and professional. Everything exceeded expectations."

"Staff is absolutely fabulous. Exceptionally helpful and kind."

"Fantastic people, fantastic vendors, fantastic breakout sessions."

"One of the best overall conferences yet. Nice work and the vendor power hour is nice!"

"I loved the variety of businesses that attend and the ability to network."

ATTENDANCE OPTIONS

Choices galore! Pick what works for you.

The NDSC Annual Safety + Health Conference is an affordable opportunity to network, learn and enjoy. With a variety of registration options, you can take part no matter your budget.

Pre-Conference
Courses priced individually (see pages 9-11 for prices)
Choose from a wide array of Pre-Conference courses on Monday, Feb. 22. **Lunch included!**

Full Conference
$430 (if you qualify for all the discounts)
Receive access to three top-notch keynotes, all breakout sessions Tuesday thru Thursday, exhibitor show, breakfast and lunch Tuesday and Wednesday, Event Social Tuesday night, bacon breakfast on Thursday morning and much more!

Tuesday or Wednesday Only
$330 (if you qualify for all the discounts)
Access to one keynote, breakout sessions on Tuesday or Wednesday, exhibitor show, Event Social Tuesday night and one day of breakfast and lunch.

Thursday Only
$230 (if you qualify for all the discounts)
Access to Thursday's breakout sessions, bacon breakfast and closing keynote.

Virtual Conference
$440 (if you qualify for all the discounts)
Access to three top-notch keynotes, and your choice of different breakout sessions on Tuesday and Wednesday, plus a bonus session on Thursday livestreamed to the comfort of your own office or home.

Tradeshow Attendee
$130 (if you qualify for all the discounts)
Access to breakfast, exhibits and keynotes on Tuesday and Wednesday. **Lunch included this year!**

REGISTER NOW AT
NDSC.ORG

All prices based on full discount available.

Cancellation Policy: A refund (minus 10% processing fee) will be issued for cancellations received by Feb. 12, 2027. Refunds will NOT be issued for cancellations made after this date. In the event of inclement weather, the NDSC will transfer your Conference attendance to virtual at no additional cost.

REGISTER EARLY!
Some classes have a maximum number of students allowed.

DISCOUNTS AVAILABLE

Three ways to save big on your conference registration!

1. Become a member. Annual membership fees begin at $385 and your full conference membership discount is $205. Become a member and save! NDSC.org/membership
2. Early bird discount through Jan. 29, 2027. Save $10-$50 per registration with our early bird discount.
3. WSI Policyholder Discount. WSI policyholders can save $75-$350 per registration.



Thank you to our SPONSORS

Safer workplaces and stronger communities start with people who care, and partners like you who take action. Our sponsors make Conference week not just possible, but incredible. Thank you to those who support the NDSC in our year-round mission to make North Dakota the safest state in the nation.

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INDUSTRY SHOWCASE

Looking for impactful courses that are relevant to YOUR industry? Just check out these highlighted selections.

CONSTRUCTION

- ROCO Rescue Classes: PC01, A02, B02, B26, C10
- PC10: Traffic Control for Workers
- PC20: VitalCog: Suicide Prevention in Construction Training for Trainers
- PC21: Trenching & Excavating Hazard Awareness
- A03 & B03: Fall Protection Truck Demonstration
- A30: Electrical Safety for Non-Electricians: The Invisible Hazard
- B36 & C18: Coworker in Crisis
- C08: Suspension Trauma
- C10: Confined Spaces, Rescue and OSHA: How Does it all Tie Together?
- C20: Welding Safety

MANUFACTURING

- PC04: Incident Investigations
- A16: The H in EHS: Protecting Worker Health Through Industrial Hygiene
- A18: Reimagining Safety Through Industry 5.0
- A25: Stop Blaming the Worker
- A32: ND State of Manufacturing
- B05: Building a Safety Culture That Prevents Injuries Through Leadership and Engagement
- B31: Human-Robot Collaboration
- B37: Your Dashboard is Lying to You
- C02: Updates to ANSI Z490.1 OSH Training Standard
- C21: The 8D Framework for Root Cause Analysis

UTILITIES

- PC01: Compliance Rescue Refresher
- PC11: NFPA 70E: Demystified
- PC21: Trenching & Excavating Hazard Awareness
- A03 & B03: Fall Protection Truck Demonstration
- A06: Shared Risk, Shared Responsibility
- A10: Livestock and Landowners
- A21: Policy Does Not Equal Protection
- B11: Electrical Burn Injury: It's Shocking!
- C08: Suspension Trauma
- C10: Confined Spaces, Rescue and OSHA: How Does it all Tie Together?
- C14: Key Components for Managing a Vehicle Fleet

OIL & GAS

- PC12: H2S Clear for Energy
- PC14: Selection and Use of Direct-Reading and Sensor Technologies for Occupational Health & Safety
- A10: Livestock and Landowners
- A17: Managing Technical Risk through Change
- B06: Process Safety Management Fundamentals
- B13: Effective TENORM Management - The Convergence of Safety, Compliance and Economics
- B16: Getting Process Safety Right: People, Partners, & Procedures
- C05: Oilfield Safety Panel Discussion

TRANSPORTATION

- PC17: DOT Compliance
- A19: Drug and Alcohol Abuse and Misuse: Impairment vs. Detection and Workplace Strategies
- A23: Get Home Safe Panel
- B01: Doomscrolling: Closing Attention Gaps on the Front Line
- B07: The Human Side of Safety
- B23: Waste that's Hazardous or Hazardous Waste? RCRA Basics & Best Practices
- B47: What's the Most Dangerous Thing on the Road? A Distracted Driver
- C14: Key Components for Managing a Vehicle Fleet

MINING

- PC05: Spring Thaw
- PC20: VitalCog: Suicide Prevention in Construction Training for Trainers (T4T)
- A06: Shared Risk, Shared Responsibility
- A16: The H in EHS: Protecting Worker Health Through Industrial Hygiene
- A25: Stop Blaming the Worker: Investigation that Actually Finds the Cause
- B07: The Human Side of Safety: Understanding Errors, Habits, and the Brain
- B14: The Rest Deficit: Beyond Sleep to Peak Cognitive Performance
- B36 & C18: Coworker in Crisis

Go to **ndsc.org/annualconference** to see more industry suggestions, focus areas and speaker credentials.

PRE-CONFERENCE COURSES

MONDAY, FEBRUARY 22

See full course descriptions at **ndsc.org/annualconference**



PC01 - Compliance Rescue Refresher

$395 member | $495 nonmember
Brad Warr and Chris Carlsen, ROCO Rescue
8 am – 5 pm, Advanced
20 Students Max
A real emergency demands rescue proficiency. OSHA 1910.146 requires that rescue team members practice making permit space rescues at least once every 12 months from actual or representative confined spaces. NFPA 1670 states that teams must undergo an annual performance evaluation, and NFPA 1006 says individuals shall demonstrate competency on an annual basis. Course includes hands-on practice as well as problem-solving confined space and elevated scenarios.

PC02 - CPR/AED/First Aid

$105 member | $115 nonmember
Aglae Young, NDSC
8 am – 2 pm, All levels
20 Students Max
Do you know how to respond if your colleague collapsed on the job site? This course teaches students to take action in a medical emergency and prepares them to respond to choking, breathing and cardiac emergencies. Participants will learn how to use an automated external defibrillator (AED) in conjunction with CPR. First Aid is taught using a combination of lecture and hands-on training.

PC03 – New Safety Professional 101

$175 member | $225 nonmember
Kacy Kirby, NDSC
8 am – 12 pm, Basic
Are you new to the safety profession, or want to gain more knowledge of the role OSHA and Workforce Safety Insurance (WSI) play within your company? In this course, you will learn how to navigate the OSHA.gov website to better understand the regulations and ensure compliance. After taking this course, students will also gain an understanding of the true cost of workplace injuries.

PC04 – Incident Investigation: Finding Root Cause and Preventing Future Incidents

$175 member | $225 nonmember
Andrea Jensen, NDSC
8 am – 12 pm, Basic-Intermediate
Learn how to move beyond the obvious and uncover the true causes of workplace incidents. In this engaging course, participants will practice proven investigation techniques. Through a hands-on case study, attendees will investigate an incident, identify root causes, and develop effective corrective actions to help prevent future occurrences.

PC05 – Spring Thaw

$55 member | $65 nonmember
Thad Sichmeller, Purushotham Tukkaraja
9 am – 3 pm, All levels
As mining operations ramp up production in April and May, changing conditions, equipment returning to service, and new employees unfamiliar with mining hazards can create additional risks. Spring Thaw brings safety into focus for surface coal and sand and gravel operations, helping both new and experienced miners recognize hazards and prepare for a safe, productive season.

PC06 - Safety Leadership 101: Building Better Leaders in High-Risk Environments

$225 member | $265 nonmember
Ryan Bouda, LEAP
8 am – 12 pm, All levels
Effective safety leadership starts with knowing your people, understanding your risks, and following through on your commitments. This interactive workshop explores how leaders across industries can build trust, communicate openly, and establish accountability that strengthens safety at every level.

PC07 - High-Risk Employee Termination and De-Escalation

$225 member | $265 nonmember
Don Moseman, NDSC
8 am – 12 pm, All levels
While human resource professionals and in-house counsel may want to take safer routes, management may nevertheless decide employee termination is necessary. Because more and more violence is being linked to disgruntled former employees, it's best to be prepared so you can lower the risk associated with high-risk employment terminations.

PC08 – Reasonable Suspicion for Supervisors

$175 member | $225 nonmember
Steven Mayer, NDSC
8 am – 12 pm, All levels
This classroom course will give supervisors from all industries valuable training on the management of drug and alcohol abuse in the workplace. Supervisors will learn what they need to look for, and actions to take if someone seems unfit for duty.

PC09 - Developing Your Next Generation Leadership Star

$325 member | $375 nonmember
Wyatt Bradbury, Avetta
8 am – 5 pm, All levels
This course is for current and future organizational leaders who desire to build a culture that nurtures leadership development in the context of today's multi-generational workforce. This course will discuss skills, approaches, and strategies that can be used to develop the next generation leaders within a company or to help those seeking to be next generation leaders to hone their skills.

PC10 – Traffic Control for Workers

$225 member | $265 nonmember
Dennis Snodgrass, NDSC
8 am – 5 pm, All levels
This course is for workers involved in street and highway work who are expected to help maintain a safe work zone. Workers who have a need for ANY type of traffic control can benefit from this training, including those in utilities, rail, road construction, maintenance, and city/county/state employees.

COURSE FEATURES

Look for these icons throughout the book to see specific course options and qualifications.

HANDS-ON TRAINING **Course includes Hands-On Training**

Course available as Virtual Conference option
(See page 23 for more information)

PRE-CONFERENCE COURSES

PC11 – NFPA 70E: Demystified
$225 member | $265 nonmember
Christian Opp, Opp Seminars
8 am – 12 pm, All levels
NFPA 70E can be intimidating—but electrical safety doesn't have to be. NFPA 70E: Demystified breaks down the standard into practical concepts that safety professionals, supervisors, electricians, and other industry professionals can understand and apply.

PC12 - H2S Clear for Energy
$155 member | $185 nonmember
Stacey Fick & Jesse Johnson, NDSC
8 am – 12 pm, All levels
Hydrogen Sulfide (H2S) is a hazard that creeps up on you. H2S is so powerful that it can kill you with one breath. H2S Clear for Energy arms workers with crucial knowledge of the dangers of H2S and the precautions, tools, and necessary actions for working around rigs, pipelines, refineries, storage tanks, tankers and terminals.

PC13 – HAZWOPER Refresher
$225 member | $255 nonmember
Jay Skarphol, NDSC
8 am – 5 pm, All levels
This refresher course fulfills the requirements of the HAZWOPER Standard for Construction and General Industry and includes updates on and an overview of HAZWOPER requirements with a hands-on approach. Focus will be placed on identification, evaluation and control of a hazmat scene or incident. This course includes an exercise utilizing the components of HAZWOPER.

PC14 - Selection and Use of Direct-Reading and Sensor Technologies for Occupational Health & Safety
$325 member | $375 nonmember
Dr. John Snawder
8 am – 5 pm, All levels
This session will describe strategies and frameworks to select and use direct-reading instruments to better protect workers from harmful exposures. The objective is to promote the competent development, adoption, and interpretation of data from real-time monitors and direct-reading methodologies.

PC15 – Bloodborne & Airborne Pathogens
$45 member | $50 nonmember
Aglae Young, NDSC
2:30 pm – 4:30 pm, All levels
29 CFR 1910.1030 requires employers to safeguard employees who face potential occupational exposure to blood or other potentially infectious materials. The National Safety Council's Bloodborne and Airborne Pathogens course helps reduce these risks by focusing on how to protect employees from blood and airborne pathogens.

2027 CONFERENCE ATTENDEE FEES

	Pre-Conference	Full Conference	Tuesday Only	Wednesday Only	Thursday Only	Tradeshow Attendee	VIRTUAL Conference
ADMISSION TYPE	**PC**	**FC**	**TO**	**WO**	**THO**	**TA**	**VC**
Base Rate	Varies	$1,035	$665	$665	$455	$160	$715
DISCOUNTS							
Early Bird *(by Jan. 29)*	N/A	-$50	-$30	-$30	-$20	-$10	-$50
NDSC Member	Varies	-$205	-$105	-$105	-$80	-$20	-$150
WSI Policyholder	N/A	-$350	-$200	-$200	-$125	N/A	-$75
Your Price *If you qualify for all discounts*	**Varies**	**$430**	**$330**	**$330**	**$230**	**$130**	**$440**

FIRST-RATE TRAINING.
BUDGET-FRIENDLY RATES.

Thanks to support from Workforce Safety & Insurance, we are able to keep our conference rates affordable for every size of business. With WSI's policyholder discount, you can save up to $350 per individual registration.

SAVE UP TO $605!

FULL CONFERENCE

WSI Policyholders: $350 OFF
NDSC Members: $205 OFF

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Register by Friday, January 29, 2027 to **save up to an additional $50**

PRE-CONFERENCE COURSES

PC16 – New Safety Professional 102
$175 member | $225 nonmember
Kacy Kirby, NDSC
1 pm – 5 pm, All levels
After completing this course, students will better understand what a safety program consists of and how to develop safety programs for their companies that comply with OSHA regulations. We will also discuss safety methodologies and the differences between audits, inspections, investigations, and others.

PC17 – DOT Compliance
$220 member | $255 nonmember
Andrea Jensen, NDSC
1 pm – 5 pm, All levels
Personnel responsible for managing commercial vehicles and drivers, such as Fleet Safety Managers, Driver Managers, Safety Supervisors, HR professionals and administrative support personnel, can benefit from this course. This workshop provides attendees an opportunity to learn how to use the FMCSA manual and will focus on learning all applicable federal regulations.

PC18 - Beyond Root Cause: Modern Investigation Practices That Improve Safety Outcomes
$225 member | $265 nonmember
Jonathan Neubauer, Workplace Learning Systems
1 pm – 5 pm, All levels
Unlock the full potential of your investigation capabilities with our workshop for professionals in safety, operations, and quality roles. This program transforms your approach to incident investigations, root cause analysis, and corrective/preventive actions—delivering stronger outcomes and safer workplaces.

PC19 – Workplace Violence Prevention
$125 member | $150 nonmember
Don Moseman, NDSC
1 pm – 5 pm, All levels
During this course, supervisors and employees will learn how to increase their company's level of safety and preparedness in the event of an emergency or violent act. Learn the history of mass shootings, lessons learned from each event, and if your place of work is at risk for violence.

PC20 – VitalCog: Suicide Prevention in Construction Training for Trainers (T4T)
$125 member | $150 nonmember
Erin Haugen, Haugen Performance Consulting
1 pm – 5 pm, All levels
Mining and construction are two industry groups with the highest rates of death by suicide in the US (Sussell et al., 2023). This workshop trains industry members to be VitalCog in Construction instructors. Upon successful completion of this course, you can offer your own VitalCog in Construction courses at your workplace.

PC21 - Trenching & Excavating Hazard Awareness
$220 member | $255 nonmember
Jesse Johnson, NDSC
1 pm – 5 pm, All levels
This awareness course will describe in detail OSHA's Standard - Subpart P - Excavations. This course includes the definitions to this subpart along with specific excavation requirements, requirements for protective systems, soil classifications, sloping and benching, timber shoring for trenches, aluminum hydraulic shoring, alternatives, and the selection of protective systems.

PC22 – OSHA Recordkeeping
$150 members | $175 nonmembers
Stacey Fick, NDSC
1 pm – 5 pm, All levels
Help employers understand and navigate OSHA's updated recordkeeping rule. We'll help you understand what a recordable injury is and keep non-recordables off your logs. This class uses workshops to teach how to properly prepare and maintain required records of workplace injuries and illnesses - using the revised OSHA 300, 300A and 301 forms. Participants will learn how to figure incidence rates, average employment, and hours worked, as well as new recordkeeping procedures and interpretations.

PC23 – Less Hype, More How-To: A Practical AI Workshop
$225 member | $275 nonmember
Jodie Mjoen, The Mjoen Group
1 pm – 5 pm, Basic, Intermediate
Curious about artificial intelligence but unsure where to start? This approachable workshop cuts through the buzzwords to explain what AI is, introduce commonly available tools, and demonstrate practical ways to use them in everyday work. Explore how AI can help draft communications, brainstorm ideas, summarize information, and simplify routine tasks. Learn how to write effective prompts, evaluate responses, and protect sensitive information while recognizing AI's limitations. Leave with a clearer understanding of the possibilities and practical strategies you can put to work right away. No technical background required.



Photo provided by ***Northern Improvement Co.***

REGISTER NOW AT **NDSC.ORG/ANNUALCONFERENCE**

PRE-CONFERENCE REGISTRATION

When registering to attend the Conference, select from the different in-person categories. Then you will have the option to add any available pre-conference classes to your registration.

>>>>>>> **NDSC PRE-CONFERENCE MEMBER DISCOUNT** <<<<<<<

Enter **Member27** in the discount column at the beginning of registration.

TUESDAY COURSES

Opening Session starts at 7:45



TUESDAY KEYNOTE SPEAKER

DAN CLARK

AKN-VKN • 'Raising the Bar'

TUES, FEB. 23 • 8:30am - 9:45am, All Levels

Dan is a former NFL football player, a survivor of a paralyzing football injury, a Chicken Soup for the Soul contributing & coauthor, and a global personality who travels the world to work with athletes, military personnel, global companies and trade associations. Dan's ability to encourage individuals to DO MORE than asked and BE MORE than expected is profound and thought-provoking. It moves the needle for many, personally and professionally, and makes for a memorable experience for attendees every time!

See full course descriptions at ***ndsc.org/annualconference***

A01/ VA01 – Measuring Safety in the Modern Era

Wyatt Bradbury, Aldridge Electric
11 am – 12 pm, All levels
For decades, the safety profession has been anchored by three primary metrics: TRIR, DART, and EMR. While these legacy numbers have formed the bedrock of organizational benchmarking and measurement, we are in a renaissance of health and safety data and research. This session challenges the industry to rethink our measurements and evolve from historic, lagging metrics.

A02 – Giant Erector Sets aren't just for kids.

Brad Warr and Chris Carlsen, ROCO Rescue
11 am – 5 pm, Basic
20 Students Max
Are you prepared to deal with a medical or trauma incident on a scaffold structure? Participants will learn the components of a scaffold and how to choose which parts are suitable to hang from in a rescue scenario. Students will perform scaffold-based rescues using proven techniques and patient packaging devices.

A03 – 3M Fall Protection Truck Demonstration

Joe Walch, 3M
11 am – 12 pm, All levels
This session will focus on the importance of fall protection. It will provide an overview of fall protection standards, hazard recognition, a review of fall arrest systems available, and a live demonstration. Fall protection has topped the list of OSHA's top ten violations for many years.

A04 – The Role of Relationship Functioning in Workplace Health and Safety

Erin Haugen, Haugen Performance Consulting
11 am – 12 pm, All levels
Although discussing personal relationships may not seem relevant for workplace safety, employees who have healthier relationships are more likely to have better physical and mental health and be more mentally and physically present at work. We discuss the role that healthy relationships play in workplace safety.

A05 – Saving Your Safety Culture with No-Blame Accountability

Danny Smith, SafeStart
11 am – 12 pm, All levels
Blame suffocates culture. The solution is positive accountability. This presentation will give audiences the know-how to diagnose blame within their own work cultures—highlighting the common causes of blame and the misconceptions that allow it to thrive—as well as the tools to cut it out of your organization.

A06 – Shared Risk, Shared Responsibility: Managing Hazardous Energy with Contractors

Deitrich Irving, DEKRA North America
11 am – 12 pm, Intermediate
This session explores practical strategies for managing hazardous energy when contractors are involved. Attendees will learn how host employers and contractors can improve coordination, clarify responsibilities, strengthen verification practices, and maintain effective energy controls throughout the job.

A07 – Under the Hood: Technical Architecture for Safe & Private Vision AI

Rohan Fernandez, Introid, LLC
11 am – 12 pm, Advanced, Intermediate
Deploying artificial intelligence in high-risk environments requires more than great software—it demands a robust, secure, and scalable technical foundation. Designed for safety leaders, IT directors, and operations managers, this deep-dive session breaks down the engineering behind real-world Vision AI deployments.

A08/ VA08 – From Compliance to Commitment: Building Employee Engagement for Safety

Ryan Bouda, LEAP Consulting
11 am – 12 pm, All levels
Safety doesn't happen because people are told what to do...it happens when employees are engaged, invested, and willing to take ownership. This session explores what actually motivates people at work, how leaders can create greater engagement, and how meaningful recognition and appreciation influence performance.

TUESDAY COURSES

A09 – To Record or Not to Record
Kacy Kirby, NDSC
11 am – 12 pm, Basic
Is filling out the OSHA 300 forms one of your tasks at your company? Or do you want a better understanding of recordability? If you answered yes to either of these questions, this presentation is for you! Determining whether a workplace injury or illness is OSHA-recordable can sometimes feel like navigating a maze. In this session we will break down the key requirements of the OSHA 1904 Recordkeeping Standard.

A10 – Livestock and Landowners - Building Relationships, Trust, and Animal Behavior Skills when Working with Private Landowners and their Livestock
Angie Johnson, NDSU Extension
11 am – 12 pm, All levels
Participants will learn the steps for building relationships with private landowners when conducting research on their property. Additionally, participants will learn about livestock interactions they may encounter when working on private property with livestock present, and the safety precautions they must consider to avoid potential injury.

A11 – Hand Safety 101
Doug Bohl, Ansell
11 am – 12 pm, All levels
Hand Safety 101 is a comprehensive training program designed to cover the fundamentals of hand protection and workplace hand safety. During the session, we discuss the key elements of developing an effective hand safety program, including how to identify hazards, select the appropriate hand protection, and improve worker compliance.

A12 – Safety Leadership: Behaviors of Unsuccessful Safety Professionals
Andrea Jensen, NDSC
11 am – 12 pm, All levels
What separates highly effective safety leaders from those who struggle to influence change? Often, it is not a lack of technical knowledge, but the behaviors and leadership approach they choose every day. This session explores the common habits and mindsets that limit the effectiveness of safety professionals.

A13/ VA13 – OSHA Insights: Navigating the Latest Regulatory Landscape
Scott Overson, OSHA
1:30 pm – 2:30 pm, All levels
Join us for an engaging and informative session that goes beyond the surface. Our "OSHA Insights" presentation offers an in-depth look at the latest rulemaking activities, providing a comprehensive understanding of how these developments impact businesses and industries.

A14 – Using Upstream Mental Health Programming to Promote Workplace Safety
Erin Haugen, Haugen Performance Consulting
1:30 pm – 2:30 pm, All levels
Mental health concerns are projected to cost the US economy $1.3 trillion annually by 2040 (Trilliant Health, 2026). We will discuss upstream mental health and well-being strategies, such as workforce education, gatekeeper training, and gatekeeper instructor training, and how you can incorporate them into existing workforce safety programs.

A15 – Safety's Flux Capacitor: Shaping The Future of Your Organization
Danny Smith, SafeStart
1:30 pm – 2:30 pm, All levels
If you had a workplace time machine, what insights would your future self provide? Most leaders would want to use this opportunity to improve the outcome reliability in common problem areas like safety, performance, employee engagement and culture. Participants will learn the common challenges associated with human factors—within both individuals and organizations.

A16 – The H in EHS: Protecting Worker Health Through Industrial Hygiene
Deitrich Irving, DEKRA North America
1:30 pm – 2:30 pm, Intermediate
Safety professionals work hard to ensure employees go home in the same condition they arrived. Industrial hygiene extends that goal beyond the end of the shift by identifying and managing workplace health hazards that can affect workers months, years, or even decades later. This session demystifies industrial hygiene by translating technical concepts into practical applications for safety professionals.

A17 – Managing Technical Risk Through Change
Jason Waldrop, Marathon Petroleum MPLX
1:30 pm – 2:30 pm, All levels
Participants will see change management as an operating lifecycle rather than a form. The session connects hazard identification, decision quality, implementation, and startup readiness, with practical ways to scale rigor to the risk.



Photo provided by ***FCI Contractors Inc.***

TUESDAY COURSES

A18/ VA18 – Reimagining Safety Through Industry 5.0: A Human-Centered Approach to Technology

Kenna Stanley, NSC

1:30 pm – 2:30 pm, Intermediate, Advanced

From AI and autonomous robots to wearable sensors and computer vision, technology is transforming approaches to workplace safety. However, worker distrust, information overload, and lack of engagement can undermine even the most promising solutions, leaving many organizations stuck between strong pilots and stalled implementation. Industry 5.0 promises a human-centric future where people and technology work side by side.

A19 – Drug and Alcohol Abuse and Misuse: Impairment vs. Detection and Workplace Strategies

Stephannie Knutson, Sanford OccMed

1:30 pm – 2:30 pm, All levels

This session traces the history of workplace drug and alcohol testing, breaking down the compliance mandates of the Omnibus Transportation Employee Testing Act. Attendees will explore the critical distinction between impairment and detection, identify key indicators of substance use, and review recent Midwest statistical trends.

A20 – Rural Road Safety - Sharing the Road with Farm Equipment

Angie Johnson, NDSU Extension

1:30 pm – 2:30 pm, All levels

Participants will learn about the types of farm equipment crashes occurring in North Dakota, as well as the different types of crashes and why they occur. Additionally, best management practices will be discussed to help prevent roadway crashes when sharing the road with farm equipment.

A21 – Policy Does Not Equal Protection: Why FR/AR Programs Fail in the Field & Why Workers are Still Getting Hurt

Derek Sang, Bulwark Protection

1:30 pm – 2:30 pm, All levels

For more than a quarter of a century, industry has had standards, regulations, PPE programs, training requirements, and better flame-resistant and arc-rated clothing than ever before. This session challenges the comfortable assumption that compliance equals protection.

A22 – Organize It. Share It. Use It: Making Safety Resources Field Accessible

Kayla Quinnell, Northern Plains Compliance Consulting

1:30 pm – 2:30 pm, Basic, Intermediate

If your safety files are scattered across desktops, inboxes, binders, shared drives, and someone's mysterious "final FINAL" folder, this session is for you. Learn how to organize the chaos using practical technology and affordable tools your organization may already have.

A23/ VA23 – Get Home Safe Panel Discussion

Art Thompson, WSI

3:30 pm – 5 pm, All levels

The Get Home Safe Panel Discussion brings together industry leaders to explore how we can ensure every worker in North Dakota returns home safely at the end of each day. This engaging session will feature expert insights, real-world success stories, and innovative strategies to address today's workplace safety challenges.

A24 – New Hire Safety Orientation

Nathan Schulte, WSI

3:30 pm – 5 pm, Basic

In this presentation and discussion, we will cover all things New Hire Safety Orientation. We will learn about the trends WSI sees on new hire injuries. As well as the things that seem to have the greatest impact on reducing those injuries.

A25 – Stop Blaming the Worker: Investigation That Actually Finds the Cause

Scott Gaddis, Intelex

3:30 pm – 5 pm, Basic, Intermediate

Read enough incident reports and the same ending repeats: failure to follow procedure, complacency, human error. This session presents a practical, field-level methodology to push past the easy answer: recognizing when an investigation has quietly stopped, reframing "why did they do that?" into "why did that make sense to them?"

A26 – From Surviving to Thriving: Building Your Resiliency

Nikki Dixon-Foley, Future-SYNC International

3:30 pm – 5 pm, All levels

Every supervisor, manager, and leader will encounter moments when the demands of work feel greater than their available capacity. This interactive session explores resiliency as an active practice rather than simply a personal trait.

A27 – Creating a Culture of Ownership at the Line Level Through Leadership Development

Jonathan Neubauer, Workplace Learning Systems

3:30 pm – 5 pm, All levels

This presentation will focus on how to create a culture of Ownership and Accountability in your workplace. WLS has extensive experience creating highly performing teams that help transform a workplace from a culture of tolerance and reactivity to that of recognized individual authority and responsibility at all levels.

A28/ VA28 – Drug Signs and Symptoms on the Human Body

Travis Jacobson, Minnkota Power

3:30 pm – 5 pm, All levels

"Drug Signs and Symptoms on the Human Body" is an upbeat presentation on what we are dealing with this day and age when it comes to drug use amongst our society. In the presentation, Officer Jacobson will talk about what a DRE (Drug Recognition Expert) is and how a DRE can be utilized with other agencies and the public.

A29 – Fundamentals of Biological Monitoring in the Workplace

Dr. John Snawder

3:30 pm – 5 pm, All levels

Biological monitoring is the use of exposure biomarkers measured in body fluids or exhaled breath to assess exposure to chemicals. The first half of the session will define what is biological monitoring. The second part of the session will discuss when biological monitoring is required and where to find biological monitoring information.

A30 – Electrical Safety for Non-Electricians: The Invisible Hazard

Christian Opp, Opp Seminars

3:30 pm – 5 pm, All levels

Electricity is everywhere on the jobsite, yet the forces that make it dangerous remain largely unseen. Designed for safety professionals, contractors, construction managers, supervisors, and others who work around electrical systems, Electrical Safety for Non-Electricians: The Invisible Hazard makes electricity and its hazards approachable without requiring an electrical background.

A31 – Financial Domain of Behavioral Health: New Tools for Safety Pros

Jeffrey Anvari-Clark, UND

3:30 pm – 5 pm, All levels

Financial concerns remain an overlooked driver of behavioral health and workplace safety, and the blind spots run deeper than most realize. This session lays the foundation of the financial domain of behavioral health, then focuses on two blind spots: how supervisors' and HR professionals' own money beliefs shape conversations with employees, and how financial abuse shapes well-being and can signal violence risk at work.

A32 – ND State of Manufacturing

Jodie Mjoen, The Mjoen Group

3:30 pm – 5 pm, All levels

This session will deep dive into the current state of manufacturing in ND. It will cover changes and updates on the state's manufacturers, markets, workforce, and emerging opportunities.

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CONFERENCE EVENTS

The fun side of safety!



EXHIBITOR SHOW

Tues, Feb. 23, 7 am - 5 pm &
Wed, Feb. 24, 7 am - 1:30 pm

More than 100 exhibitors to help you with solutions and insights! **Booth prices start at just $815**. Reserve yours today at **ndsc.org/annualconference**



EVENT SOCIAL

Tuesday, Feb. 23, 5:30-7:30 pm

Clarion Hotel, 800 3rd St, Bismarck

Network with colleagues, enjoy delicious appetizers and a cash bar. **Hospitality Suites available for $220!** Reserve yours today by emailing **ndsafetyconference@ndsc.org.**

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FUN & GAMES

Find the **'Search for Safety'** and the ***BRAND NEW*** **'Safety Signs Gone Wild'** game pages in the Event Guide available at the Conference for a chance to **win one of TWO $150 Visa gift cards.** Plus other fun activities throughout the Event Center like puzzles and more!



FRENCH FRY HOUR

Tuesday, Feb. 23
2:30-3:30
Exhibit Hall

Savor the crispy goodness at Cavendish French Fry Hour. Keep the conversations and the fries flowing during the afternoon networking break on Tuesday in the Exhibit Hall.



Sponsored by Cavendish Farms

COFFEE TRAILER

Need a quick break and a delicious pick-me-up? Stop by the **Chuggs Coffee Truck** in the Exhibit Hall on Tuesday and Wednesday.

CHUGGS coffee





FURRY FRIENDS

Free cuddles! See Furry Friends Rockin' Rescue on Tues & Wed in the Exhibit Hall.

WESCOM LOUNGE

Whether you need to recharge your phone or yourself, we've got you covered. Relax in our cozy, outdoor-inspired space, grab a beverage, play a game and take a break from the conference buzz.



Sponsored by WESCON

SILENT AUCTION

Place your bids in-person or virtually and help save lives. All proceeds go toward NDSC efforts to prevent injuries and save lives. **Donate by emailing Darcy at darcyt@ndsc.org.** ***Auction closes Wednesday at 1:30 pm.***

WEDNESDAY COURSES

>>>>>>> Annual Meeting & Opening Session starts at 7:45 <<<<<<



WEDNESDAY KEYNOTE SPEAKER

RORY GARDINER

BKN-VKN • 'Get Comfortable in the Uncomfortable'

WED, FEB. 24 • 8:30am - 9:15am, All Levels

Rory Gardiner is an award-winning comedian and CCMA-nominated country artist who has shared the stage with icons like Keith Urban. With over 100 million views across social media, his viral humor has been featured on Canada's Got Talent, America's Funniest Videos, and TEDx. A former corporate software consultant who worked on multimillion-dollar projects, Rory brings rare real-world business credibility to his high-impact performances. Blending stand-up comedy, live music, and powerful storytelling, Rory delivers unforgettable experiences that help audiences rethink resilience, shift perception, and take imperfect action. Equal parts practical and hilarious, his talks leave audiences ready to embrace uncertainty and get comfortable in the uncomfortable.

*See full course descriptions at **ndsc.org/annualconference***

B01 / VB01 – Doomscrolling: Closing Attention Gaps on the Front Line

Riz Vazir, Scroll by Choice
10:30 am – 12 pm, All levels
Workers can make catastrophic mistakes because their attention is under assault from distraction, poor device habits, and digital fatigue. In this session, you'll learn how digital-wellness strategies can become frontline safety tools.

B02 – Have you met my friend, Friction?

Brad Warr and Chris Carlsen, ROCO Rescue
10:30 am – 2:30 pm, Intermediate
20 Students Max
A look into the techniques of descending rope. Students will take a tour through the history of friction devices. From simple friction devices to the modern mechanical era with a look at some of the latest devices on the market. Students will have the opportunity to rappel on a variety of descent control devices.

B03 – REPEAT: 3M Fall Protection Truck Demonstration

Joe Walch, 3M
10:30 am – 12 pm, All levels
This session will focus on the importance of fall protection. It will provide an overview of fall protection standards, hazard recognition, a review of fall arrest systems available, and a live demonstration. Fall protection has topped the list of OSHA's top ten violations for many years.

B04 – Excellence Without Exhaustion: Building a Sustainable Safety Culture

Dr. Peggi Trusty, The Hub
10:30 am – 12 pm, All levels
Every safety program depends on people making sound decisions, communicating effectively, and responding well under pressure. This interactive session introduces a practical framework for building sustainable performance through intentional planning, thoughtful prioritization, and strong workplace partnerships.

B05 – Building a Safety Culture That Prevents Injuries Through Leadership and Engagement

Jonathan Neubauer, Workplace Learning Systems
10:30 am – 12 pm, All levels
Unlock the secrets of building a positive workplace safety culture capable of eradicating injuries in any manufacturing environment. This session will explore the fundamental building blocks of this approach.

B06 – Process Safety Management Fundamentals: Beyond Compliance and Toward Operational Excellence

Sing Girase, DEKRA North America
10:30 am – 12 pm, All levels
Major process safety incidents rarely result from a single equipment failure or human error. This presentation provides a practical and engaging introduction to the fundamentals of Process Safety Management (PSM) and explains why effective process safety programs are essential for organizations handling hazardous materials.

B07 – The Human Side of Safety: Understanding Errors, Habits, and the Brain

Ryan Bouda, LEAP Consulting
10:30 am – 12 pm, All levels
This session explores the psychology of human error and habit formation and examines why even experienced employees can make seemingly obvious mistakes. Participants will learn practical strategies leaders can use to interrupt autopilot, strengthen awareness, reduce preventable errors, and build safer habits.

B08 / VB08 – Growing Credibility: Setting Yourself Up for Professional Success

Nikki Dixon-Foley, Future-Sync International
10:30 am – 12 pm, All levels
Professional growth doesn't stop when you become a supervisor or manager, and advancement isn't always about waiting for the next position to open. This session explores professional credibility as a critical driver of influence, effectiveness, growth, and career mobility.

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B09 – Safety isn't Safe without Passion

Amanda Norton, Chord Energy
10:30 am – 12 pm, All levels
In this class we will review how we can improve our classes and safety culture by showing our passion. We will then practice our skills by students working together to create their own presentation and gathering peer feedback.

B10 – Behavioral Threat Assessment: A Framework to Prevent Targeted Violence with Case Study

Edward Oslica, US Secret Service National Threat Assessment Center
10:30 am – 12 pm, All levels
Part 1: This presentation will highlight past incidents, discuss behaviors of those who commit acts of violence, and focus on how communities can use a multidisciplinary approach to identify, assess, and intervene. Part 2: This presentation is a case study of a workplace attacker. An NTAC presenter will walk you through the timeline of his life leading up to the attack.

B11 – Electrical Burn Injury: It's shocking!

Rebecca Garber, HCA HealthONE Swedish Burn and Reconstruction Center
10:30 am – 12 pm, All levels
What happens to your body when it is exposed to electricity? From the perspective of specialized burn center care, this lecture provides a comprehensive medical overview of electrical burn injuries. Tailored to field linemen, safety officers and basic medical personnel, the lecture reviews the mechanisms by which electricity can injure the body and identifies associated trauma and chronic symptoms.

B12 – Financial Stress, Safety Risk: The IMARC Framework for Workplace Wellness

Jeffrey Anvari-Clark, UND
10:30 am – 12 pm, All levels
Financial stress doesn't stay in the parking lot. It shows up as distraction, fatigue, and poor decisions, raising incident risk. This session adapts IMARC (Intentional, Mindful, Adaptive, Reflective, Communicative), a financial wellness framework, into a practical tool for safety and HR teams.

B13 – Effective TENORM Management - The Convergence of Safety, Compliance and Economics

Kurt Rhea, Rad Pros
10:30 am – 12 pm, All levels
Technologically enhanced naturally occurring radioactive material (TENORM) is a real, hot issue in the Bakken. Come learn where TENORM shows up in industry, including oil and gas, mining, manufacturing, and water treatment.

B14 / VB14 - The Rest Deficit: Beyond Sleep to Peak Cognitive Performance

Jevaughn Brodie, Transformation 111, LLC
1:30 pm – 2:30 pm, All levels
In the high-stakes world of leadership, pushing through exhaustion is often worn as a badge of honor. This workshop shifts the conversation from basic sleep hygiene to neurological and physical recovery as a non-negotiable business strategy.

B15 – Rock-Solid Safety Leadership: Lessons from a Geologist!

John Jehn, Conoco Phillips
1:30 pm – 2:30 pm, Basic, Intermediate
How do everyday leadership choices shape workplace safety? This interactive session explores safety as a core value and the influence leaders have on how people recognize and respond to risk.

B16 – Getting Process Safety Right: People, Partners & Procedures

Jim Bentley, Marathon Petroleum MPLX
1:30 pm – 2:30 pm, All levels
Explore how people, contractors, and operating procedures work together to strengthen Process Safety performance. This session highlights practical ways to align expectations, build shared accountability, and make safe, reliable execution the way work gets done.

B17 – Bridging Workplace Divides with Soft Skills

Danny Smith, SafeStart
1:30 pm – 2:30 pm, All levels
Today's workforce is full of differences—and soft skills can help bridge the divides they create. In this session, attendees will learn how soft skills complement technical expertise, explore seven practical skills they can start using immediately and discover how stronger interpersonal capabilities can help people communicate, collaborate and solve problems while improving safety, quality and workplace culture.

B18 – Working with Gen Z: Moving Beyond the Stereotypes

Ryan Bouda, LEAP Consulting
1:30 pm – 2:30 pm, All levels
Every generation brings different experiences, expectations, and perspectives into the workplace. Rather than focusing on the stereotypes surrounding Gen Z, this session explores what motivates this generation, what they value, and how leaders can effectively communicate with and develop them.

B19 / VB19 – How AI Is Reshaping Safety Management

Dan Hannan/Brian Zwart, American Engineering Testing, Inc.
1:30 pm – 2:30 pm, All levels
Attendees will learn how AI tools are reducing administrative burden, accelerating document development, improving information retrieval and analysis, constructing safety learning curriculum, and supporting strategic planning initiatives across the organization.

B20 – Employee Engagement Simplified

Ellie Nickel, TeamBetter Consulting
1:30 pm – 2:30 pm, All levels
Employee engagement has become one of the most talked about workplace topics, yet many leaders still struggle to define it or know how to improve it. This session cuts through the complexity by exploring what engagement really means and why it matters.

B21 – Carbon Monoxide: The Invisible Danger

Mindy Andrasevits, NFPA
1:30 pm – 2:30 pm, All levels
Carbon monoxide (CO) is an invisible, odorless, and colorless gas that can become deadly in just minutes. This course provides participants with a practical understanding of how carbon monoxide is produced, why it is so dangerous to the human body, and the situations that most commonly lead to CO poisoning at home, at work, and during emergencies.

B22 – Inhalation Burns: Recognizing the Hidden Danger

SIM ND
1:30 pm – 2:30 pm, All levels
20 Students Max
Not all burn injuries are visible. Breathing in smoke, heated gases, steam, or chemical fumes can cause serious injury to the airway and lungs. This session explores how inhalation injuries occur, workplace hazards that increase exposure risk, and warning signs that require immediate attention.

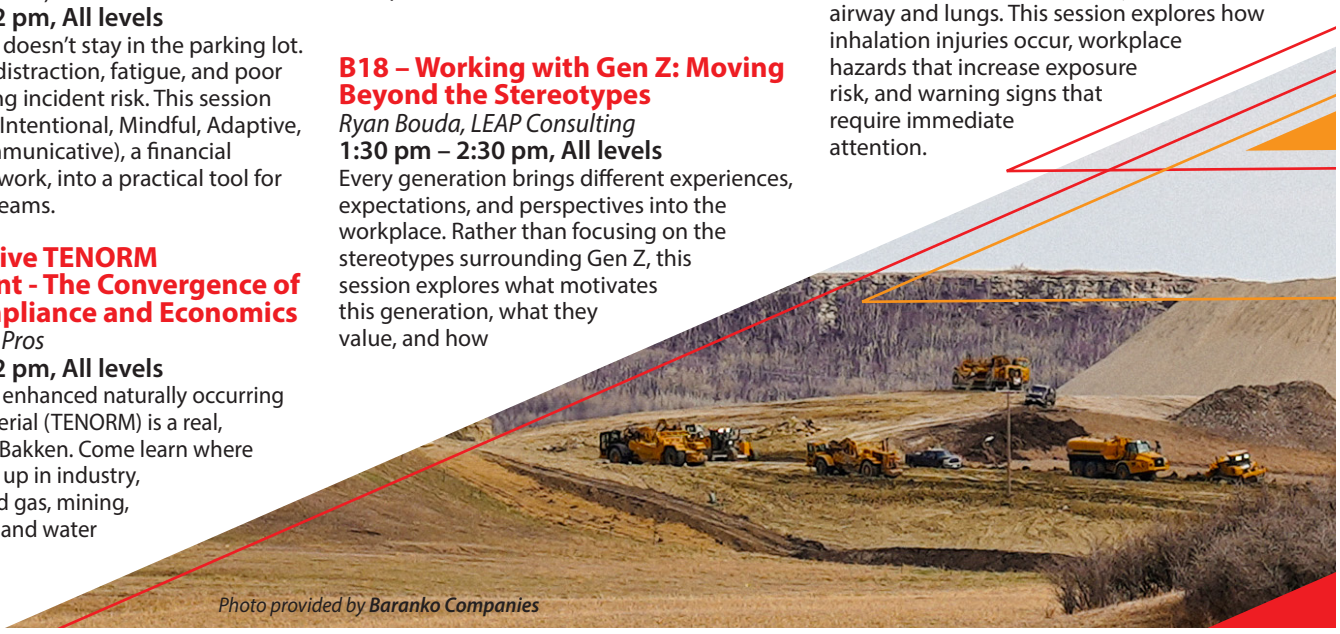


*Photo provided by **Baranko Companies***

WEDNESDAY COURSES

B23 – Waste That's Hazardous or Hazardous Waste? RCRA Basics & Best Practices

Derek Kannenberg, Insight Environmental

1:30 pm – 2:30 pm, Basic, Intermediate

We'll discuss key points for getting your hazardous waste program set up for success! Everything from waste characterizations, transporter selections, and best management practices.

B24 – Claims 101

Nichole Schlosser, WSI

1:30 pm – 2:30 pm, Basic

This course provides an overview of Workers' Compensation, including injury reporting requirements and timeliness, what constitutes a work-related injury, and the roles and responsibilities of the key parties involved in a Workers' Compensation claim.

B25 / VB25 – Beyond Chatbots: Deploying Vision AI for Proactive Safety

Brant Hummel, Introid, LLC

2:45 pm – 3:45 pm, Basic, Intermediate

While many companies start their AI journey using basic administrative chatbots or office automation, the highest-value application for industrial operations is protecting frontline workers. This session explores how safety leaders can move beyond basic productivity tools to leverage Vision AI (computer vision) for real-time hazard detection and proactive risk management.

B26 – The Numbers Don't Lie – but the pulleys might

Brad Warr and Chris Carlsen, ROCO Rescue

2:45 pm – 5 pm, Basic

20 Students Max

For some rope rescue technicians, mechanical advantages are still a bit of a mystery. This hands-on presentation will provide easily understood principles for determining the theoretical mechanical advantage of a given rope system.

B27 – Beyond the Title: The Hidden Power of Informal Safety Leadership

Dr. Ashley Gill, McGough Construction

2:45 pm – 3:45 pm, All levels

Every organization has them: workers without a safety title whose daily actions shape safety culture more than any policy or program. Attendees will leave with practical tools to identify informal leaders on their own crews and to engage them without turning them into unofficial safety cops.

B28 – REPEAT: OSHA Insights: Navigating the Latest Regulatory Landscape

Scott Overson, OSHA

2:45 pm – 3:45 pm, All levels

Join us for an engaging and informative session that goes beyond the surface. Our "OSHA Insights" presentation offers an in-depth look at the latest rulemaking activities, providing a comprehensive understanding of how these developments impact businesses and industries.

B29 – It's Not Rocket Surgery, It's Brain Science! Understanding the Complexities of Safety

Danny Smith, SafeStart

2:45 pm – 3:45 pm, All levels

It's easy to get lost in the discussion of the neuroscience surrounding the brain's conscious and subconscious functions and their impact on injury potential. Gaining an understanding of concepts including habit formation, intentional and unintentional actions, and how human factors influence our actions is critical to improving our workers' safety.

B30 – Communication Styles: Why We Communicate the Way We Do

Ryan Bouda, LEAP Consulting

2:45 pm – 3:45 pm, All levels

People don't communicate the same way, and those differences can create significant challenges for safety teams. Using the DiSC® framework, this session helps participants understand their own communication style, recognize the different ways others approach communication, and adapt their approach to work more effectively with others.

B31 / VB31 – Human-Robot Collaboration: Physical, Psychosocial, and Organizational Risks Associated with Cobots

Dr. Matt Law, NSC

2:45 pm – 3:45 pm, All levels

Collaborative robots, or cobots, are increasingly being used to improve productivity and reduce the risk for humans normally engaged in hazardous or highly manual processes. This presentation will explore crucial concepts for organizations to consider to protect and engage workers who will be working directly with or in close proximity to cobots in the workplace.

B32 – Organizational Health: The Hidden Challenge Leaders Face

Ellie Nickel, TeamBetter Consulting

2:45 pm – 3:45 pm, All levels

Leaders can often sense something isn't working on their teams - communication has broken down, accountability is inconsistent, or collaboration feels strained - but they can't always identify the root cause of why these things are happening or what to do about it. This session introduces a practical framework for diagnosing and strengthening organizational health.

B33 – The 101s of NFPA 70E and What's New in the 2027 Standard

Kam Alipour, Cintas Corporation

2:45 pm – 3:45 pm, Basic, Intermediate

During this educational session, you will take away the key points of NFPA 70E to ensure you have a base knowledge of the standard. During this time, you will learn about PPE, arc flash assessments, training needed as well as the newest updates in the 2027 edition.



Photo provided by ***American Crystal Sugar***

B34 – The ABCs of emergent burn resuscitation

Rebecca Garber, HCA HealthOne Swedish Burn and Reconstruction Center

2:45 pm – 3:45 pm, All levels

Burn injuries are high-stress, low-frequency patient encounters, making fast, competent decision-making critical for the best outcomes. Designed for emergency responders and ER personnel, this lecture provides a concise but thorough review of what you need to know to stabilize a burn patient.

B35 – Eight Steps to Retaining Talent

Rod Koch, Koch Engineering

2:45 pm – 3:45 pm, All levels

Safety, training and retention are the largest challenges for any organization. Retaining the correct talent (and removing the incorrect) are keys to success.

B36 – Coworker in Crisis

SIM ND

2:45 pm – 3:45 pm, All levels

30 Students Max

Mental health challenges in the workplace are increasingly recognized as a critical issue that impacts employee well-being, productivity, and safety. This hands-on session will provide participants with the essential skills and knowledge needed to offer effective mental health first aid to coworkers in distress.

B37 / VB37 – Your Dashboard Is Lying to You

Scott Gaddis, Intelex

4 pm – 5 pm, All levels

This session presents a methodology for governing technology, so it protects presence instead of eroding it: auditing where your hours actually go, evaluating any tool by whether it moves you closer to your people or further away, and keeping it an efficiency partner that buys floor time back.

B38 – Impacting with Intentionality

Wyatt Bradbury, Aldridge Electric

4 pm – 5 pm, All levels

This session will help leaders understand how to begin impacting and developing future safety leaders with intentionality. It is designed to help leaders think through how to build a plan for the future and create a legacy that can successfully sustain the natural transition of leadership.

B39 – What Leaders Really Do

Kurt Rhea, Rad Pros

4 pm – 5 pm, All levels

What are the hallmarks of the best leaders? Why do people like them and want to follow their lead? And how can I become that leader? Come find out in this insightful session how to win and be a more effective leader. We will give you the keys to how great organizational leaders get things done!

B40 – 29.CFR.1910.Blah, Blah, Blah: What Comes Next Makes All the Difference

Danny Smith, SafeStart

4 pm – 5 pm, All levels

Compliance training is obviously required, but does it go far enough? If your safety program is only meeting minimal requirements, then it's very likely it's not keeping your workers as safe as possible. Moving from basics to best practices that address human factors can produce more reliable and predictable outcomes.

B41 – Measuring the Unmeasurable: How to Ditch Bad Metrics and Develop Meaningful Key Performance Indicators for BBS, HOP and SIF

Dr. Matt Law, NSC

4 pm – 5 pm, All levels

The bottom line is that just because you can measure it doesn't necessarily mean you should. The guiding questions safety professionals must ask include, "What are we measuring now that doesn't matter or doesn't help,"and "What should we measure and manage to do better?" In practice, the answers to these questions may look different for each organization.

B42 / VB42 – Offensive Safety Leadership Model (OSLM) - Shaping the Environment So Incidents Struggle to Exist

Max Milne, ONEOK

4 pm – 5 pm, Basic, Intermediate

Safety is often viewed as the responsibility of the safety department. In reality, the leaders who have the greatest influence on safe performance are rarely safety professionals. The Offensive Safety Leadership Model (OSLM) challenges leaders to move beyond a reactive approach focused solely on incidents, investigations, and compliance activities.

B43 – Understanding Safety Prescription Programs and Benefits

Ryan Pappas, Bolle Safety

4 pm – 5 pm, All levels

This presentation covers ANSI Z87.1/Z87.2+ standards for safety eyewear compliance, the importance of prescription safety eyewear over alternatives like OTG solutions, and the three main program models.

B44 – Lithium-Ion Battery Safety at Home and at Work

Mindy Andrasevits, NFPA

4 pm – 5 pm, All levels

Lithium-ion batteries power many of the devices we rely on every day—from cell phones and laptops to power tools, e-bikes, and industrial equipment. The course also covers proven best practices for charging, storage, handling, transportation, and disposal, along with simple steps that can significantly reduce risk.

B45 – Safety Beyond the Jobsite: How the Energy Industry Can Disrupt Human Trafficking Networks

Lindsey Mattson, TAT

4 pm – 5 pm, All levels

Human trafficking is a horrific crime in which perpetrators exploit the bodies and labor of vulnerable people for their own illicit profits. This session explores the national and regional prevalence of both labor and sex trafficking through real-world case examples and key statistics.

B46 – Contractor Pitfalls

Nicole Spoor, WSI

4 pm – 5 pm, Basic

This session provides a foundational look at workers' compensation coverage requirements in North Dakota, offering participants a practical understanding of key policy concepts.

B47 - What's the Most Dangerous Thing on the Road? A Distracted Driver

Steven Mayer, NDSC

4 pm – 5 pm, All levels

Distracted driving is one of the greatest threats to roadway safety, and it can happen to even the most experienced drivers. This session explores the science behind distracted driving.

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THURSDAY COURSES

Closing Session starts at 10:45



THURSDAY KEYNOTE SPEAKER

DANNY BADER

CKN-VKN • 'Back to Life'

THUR, FEB. 25 • 11:10am - 12:15pm, All Levels

Most keynotes give people something to think about. This one gives them something they can't unfeel. Danny opens with the story of the day he died — and the room comes with him. Because the point isn't the accident. The point is what most people are doing—or not doing—with the life they still have. Back to Life moves audiences through three levels of living — from Rock Bottom to Functional Fog to Radical Reverence — and leaves them with one question they'll carry long after the event is over: *What will I create with the time I have left?* This isn't inspiration that expires. It's a shift in how people see their work, their relationships, and how they engage with their life. Audiences leave with clarity, renewed purpose, and the awareness that life is not forever — and that awareness replaces fear…with freedom to be fully alive!

See full course descriptions at ***ndsc.org/annualconference***

C01 / VC01 – Trevor's Story

Jay Skarphol, Trevor's Story
8 am – 9:15 am, All levels
Jay Skarphol had his post-retirement planned out. But that was before tragedy struck. On Friday, May 25, 2012, the Skarphol family was changed forever. Their eldest son, Trevor, who was a lead electrician, was killed at a West Fargo construction site. He was 35 days short of his 31st birthday.

C02 – Updates to ANSI Z490.1 OSH Training Standard

Wyatt Bradbury, Aldridge Electric
8 am – 9:15 am, All levels
This session will review the recent changes to ANSI Z490.1 from one of the drafting committee members. ANSI Z490.1 is a comprehensive update to the OSH training standard bringing a systems-based and ADDIE-based approach to OSH Training.

C03 – Psychosocial Hazards Are Safety Hazards: A Practical Framework

Dr. Ashley Gill, McGough Construction
8 am – 9:15 am, All levels
Stress, fatigue, unclear roles, and harassment don't just affect wellbeing. They drive errors, shortcuts, and injuries. This session reframes psychosocial hazards as safety hazards and gives attendees a practical way to manage them using tools they already know.

C04 – Being a True Safety Leader

Don Moseman, NDSC
8 am – 9:15 am, All levels
Being a True Safety Leader is a course designed to help supervisors, managers, and employees understand the critical role leadership plays in creating and maintaining a safe workplace. Participants will explore the essential traits and behaviors of effective safety leaders.

C05 – Oilfield Safety Panel Discussion

Ron Ness, NDPC
8 am – 9:15 am, All levels
NDPC President Ron Ness and oil and gas leaders discuss how safety remains the top priority in the oil and gas industry, demanding continuous innovation. This panel discussion features industry leaders sharing insights on the latest trends, technologies, and strategies to advance safety standards.

C06 – AI for All Minds

Josh Penzell, Imagination Applied
8 am – 9:15 am, All levels
Every team, product, and organization is shaped by invisible cognitive assumptions. Through live cognitive experiments, real-time audience data, and AI-powered analysis, you will discover things about your own mind and see how cognitive diversity creates both blind spots and breakthroughs in any organization.

C07 – Building Stronger Teams: Getting Everyone Involved

Stacey Fick, NDSC
8 am – 9:15 am, All levels
This interactive session explores who should be involved in team building and why their involvement matters. Through a hands-on exercise, participants will explore practical strategies for strengthening connections, encouraging collaboration, and keeping everyone engaged.

C08 – Suspension Trauma

SIM ND
8 am – 9:15 am, All levels
20 Students Max
A fall protection harness can stop a fall—but what happens while a worker waits for rescue? This session explores how suspension affects the body, warning signs to recognize, and ways to reduce risk. Attendees will learn why proper harness fit, worker training, and a practiced rescue plan are essential parts of a fall protection program.

C09 – How Much Risk is too Much Risk?

Dennis Snodgrass, NDSC
8 am – 9:15 am, All levels
How often do managers overlook risky behavior in an effort to simply get the job done? What potential impact can that have on a workforce? This session helps identify risk takers and the cost of bypassing hazards with a real-world case study.

C10 – Confined Spaces, Rescue and OSHA – How does it all tie together?

Brad Warr and Chris Carlsen, ROCO Rescue
8 am – 9:15 am, All levels
Do you have a Permit-required Confined Space program? If you do, then you already know that rescue plays a large part. This session will delve into the actual rescue requirements in OSHA 29 CFR 1910.146.

C11 – Understanding your Workers' Compensation Coverage Requirements

Nicole Spoor, WSI

8 am – 9:15 am, Basic

This presentation offers a foundational overview of workers' compensation coverage with Workforce Safety & Insurance (WSI—think of it as Policy 101). The session introduces key concepts that guide coverage responsibilities for employers operating in North Dakota.

C12 – Professional Ethics for the Safety Leader

Wyatt Bradbury, Aldridge Electric

9:30 am – 10:30 am, All levels

Safety professionals are expected to act with integrity, demonstrate high professional conduct, and exhibit ethical behaviors. They are expected to make leadership decisions that directly impact the lives of both employees and the public. This course will seek to provide some context to the world of professional ethics.

C13 – The Ergonomic Challenges of Working from Home

Jeannie DeKrey, Jeanne M. DeKrey Ergonomics, LLC

9:30 am – 10:30 am, Basic, Intermediate

As remote work has become a viable option for some jobs, employees may gain greater flexibility in life balance. This opportunity also presents concerns in many areas, including proper ergonomics. This session will explore five of the most common ergonomic challenges of working remotely, as well as practical solutions to address those challenges.

C14 – Key Components for Managing a Vehicle Fleet

Don Moseman, NDSC

9:30 am – 10:30 am, All levels

Operating a fleet of vehicles creates significant risks and potential liabilities for any organization. This session introduces participants to the nine essential elements of a comprehensive fleet safety program recommended by the National Safety Council.

C15 – Building Brain-Healthy Habits

Joan Danks, Alzheimer's Association

9:30 am – 10:30 am, All levels

Building Brain-Healthy Habits, an education program presented by the Alzheimer's Association®, provides research-backed guidance on brain health and the importance of taking action to protect your brain at every age. Participants will gain tips for building brain-healthy habits into their daily lives.

C16 – AI as a Right, Not a Feature: Why Inclusion Requires Technology

Josh Penzell, Imagination Applied

9:30 am – 10:30 am, All levels

This session makes the case that AI and technology are not optional additions to inclusive design. They are necessary to make it work. Drawing on lessons from building an AI-powered module on technology and inclusion for a global nonprofit's learning academy—reaching practitioners across 170+ countries—Josh Penzell shares the design thinking and decisions that made real accessibility possible at scale.

C17 – Fired up for Safety: Preventing industrial burn injuries

Rebecca Garber, HCA HealthONE Swedish Burn and Reconstruction Center

9:30 am – 10:30 am, All levels

Have you ever wondered what happens to your body after exposure to fire, chemicals, electricity or extreme cold? Participants will gain insight into burn depth determination, total body surface area calculation, surgical interventions, and chronic considerations.

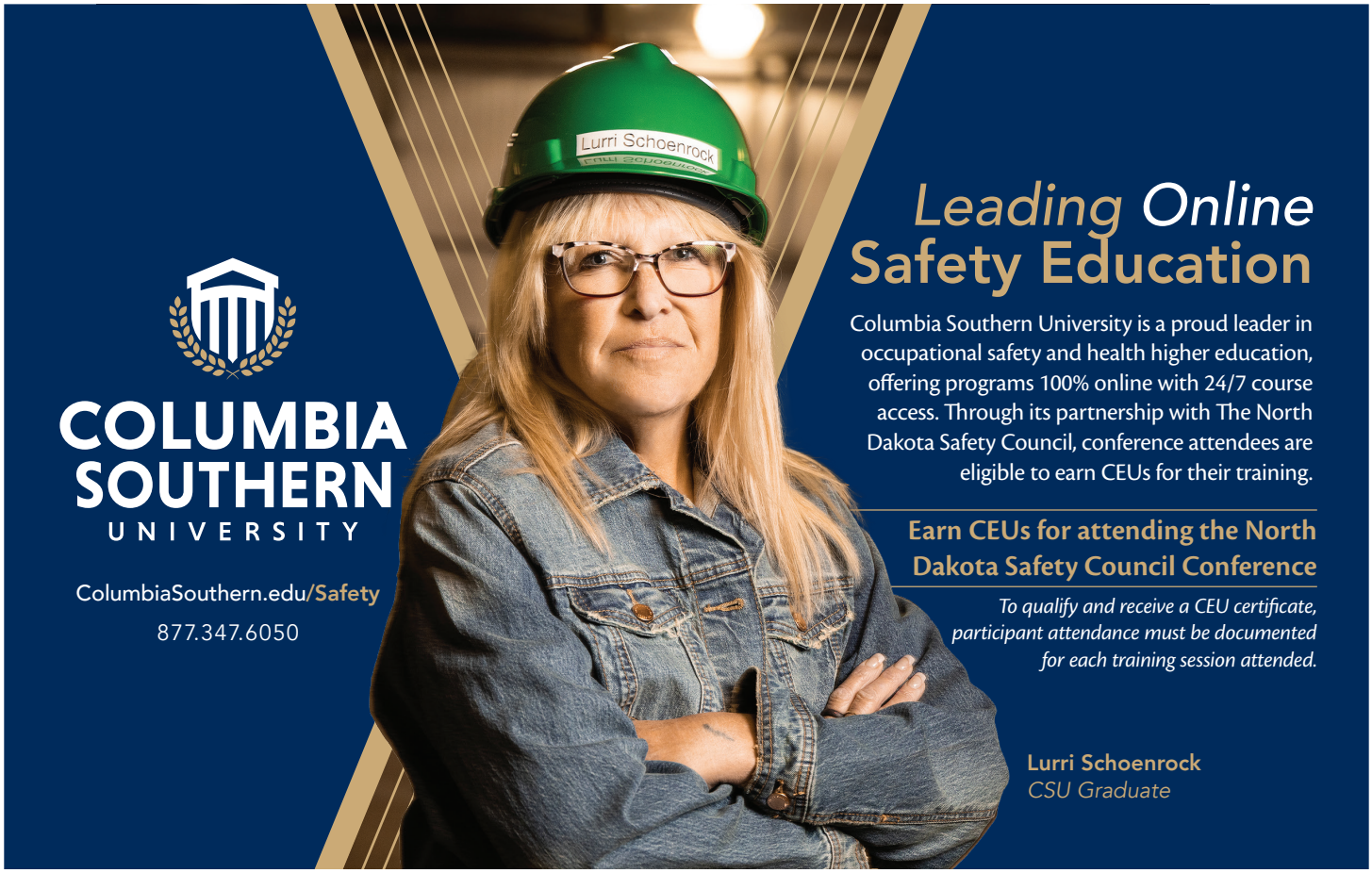
C18 – REPEAT: Coworker in Crisis

SIM ND

9:30 am – 10:30 am, All levels

30 Students Max

Mental health challenges in the workplace are increasingly recognized as a critical issue that impacts employee well-being, productivity, and safety. This hands-on session will provide participants with the essential skills and knowledge needed to offer effective mental health first aid to coworkers in distress.



THURSDAY COURSES

C19 – Safety at a Crossroads: Modernizing the Profession for Today's Workplace
Andrea Jensen, NDSC
9:30 am – 10:30 am, All levels
Participants will leave with actionable ideas to transform safety from a separate function into a critical driver of organizational success. Ideal for safety leaders seeking to modernize their approach and increase their influence within their organizations.

C20 – Welding Safety
Leland Vetter, Weld Inspection Services
9:30 am – 10:30 am, All levels
An overview of the arc welding processes and how to keep safe while working with machines and others. Learn some simple things welders can do to protect themselves and others.

C21 – The 8D Framework for Root Cause Analysis
Rod Koch, Koch Engineering
9:30 am – 10:30 am, All levels
8D root cause analysis is a structured eight-step problem-solving method—originating at Ford—that identifies, verifies, and eliminates root causes through steps D0–D8, including defining the problem, containment, root cause verification, corrective actions, and prevention.

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TUESDAY, FEBRUARY 23

INCLUDED! TUESDAY MORNING KEYNOTE

8:30am - 9:45am *Dan Clark*	VAKN Keynote **Raising the Bar**

TUESDAY AM BREAKOUT SESSION OPTIONS

11am - 12pm *Wyatt Bradbury*	VA01 **Measuring Safety in the Modern Era**	**OR**	11am - 12pm *Ryan Bouda*	VA08 • **From Compliance to Commitment: Building Employee Engagement for Safety**

TUESDAY PM BREAKOUT SESSION OPTIONS - BLOCK 1

1:30pm - 2:30pm *Scott Overson*	VA13 • **OSHA Insights: Navigating the Latest Regulatory Landscape**	**OR**	1:30pm - 2:30pm *Kenna Stanley*	VA18 • **Reimagining Safety Through Industry 5.0**

TUESDAY PM BREAKOUT SESSION OPTIONS - BLOCK 2

3:30pm - 5pm *Art Thompson*	VA23 **Get Home Safe Panel Discussion**	**OR**	3:30pm - 5pm *Travis Jacobson*	VA28 • **Drug Signs and Symptoms on the Human Body**

WEDNESDAY, FEBRUARY 24

INCLUDED! WEDNESDAY MORNING KEYNOTE

8:30am - 9:15 am *Rory Gardiner*	VBKN **Get Comfortable in the Uncomfortable**

WEDNESDAY AM BREAKOUT SESSION OPTIONS

10:30am - 12pm *Riz Vazir*	VB01 • **Doomscrolling: Closing Attention Gaps on the Front Line**	**OR**	10:30am - 12pm *Nikki Dixon-Foley*	VB08 • **Growing Credibility: Setting Yourself Up for Professional Success**

WEDNESDAY PM BREAKOUT SESSION OPTIONS - BLOCK 1

1:30pm - 2:30pm *Jevaughn Brodie*	VB14 • **The Rest Deficit: Beyond Sleep to Peak Cognitive Performance**	**OR**	1:30pm - 2:30pm *Dan Hannan*	VB19 • **How AI Is Reshaping Safety Management**

WEDNESDAY PM BREAKOUT SESSION OPTIONS - BLOCK 2

2:45pm - 3:45pm *Brant Hummel*	VB25 • **Beyond Chatbots: Deploying Vision AI for Proactive Safety**	**OR**	2:45pm - 3:45pm *Dr. Matt Law*	VB31 **Human-Robot Collaboration**

WEDNESDAY PM BREAKOUT SESSION OPTIONS - BLOCK 3

4pm - 5pm *Scott Gaddis*	VB37 **Your Dashboard Is Lying to You**	**OR**	4pm - 5pm *Max Milne*	VB42 • **Offensive Safety Leadership Model (OSLM)**

THURSDAY, FEBRUARY 25

INCLUDED! THURSDAY MORNING KEYNOTE

11:10am - 12:15pm *Danny Bader*	VCKN Keynote • **Back to Life**

THURSDAY AM BREAKOUT SESSION OPTION

8am - 9:15am *Jay Skarphol*	VC01 • **Trevor's Story**

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