



Supervisory Training Program

Why STP?

Effective field supervision is one of the most important factors in the success or failure of a construction project. In today's industry, compressed schedules and thin margins can cause even minor missteps to have a significant impact. The skills needed to be an effective leader are learned on the job site and in the classroom. To aid members in providing this in-class training, the CIEA has partnered with the Associated General Contractors (AGC) of New York State to bring the **AGC Supervisory Training Program (STP)** to Western New York.

Who is STP for?

The AGC STP is a construction-specific training curriculum developed, updated and field-tested by and for contractors. It is for anyone from new or aspiring supervisor/foreman to experienced superintendents who would like to brush up their skills. The curriculum is also designed to be relative for both general and sub/specialty contractors. The AGC STP is the benchmark for professional development in the industry and has been completed by more than 130,000 construction supervisors and managers.

Program Completion

Certificates of Completion will be awarded upon completion of each unit. Those who successfully complete all six units will receive a Supervisory Training Program Certificate of Completion indicating their commitment to excellence in field supervision and leadership.

Supervisory skill – or the lack of it – directly affects your company's bottom line. You make your money in the field, and STP can help!

Registration

Email Julie at julie@conexbuff.com with the names of your attendees to register. The \$225 per person registration fee includes instructor costs and a textbook.

STP Full Program Outline and Schedule

Course times are 7:30 am to 10:30 am each day, for a total of 15 hours of classroom instruction per unit. Courses are held at the CIEA office, 2660 William St, Cheektowaga, NY 14227.

Unit 1 | Leadership and Motivation

This course will describe the value of effective supervision of workers and improve the construction supervisor's ability to lead and motivate others. Instructor: Chris Wopperer, Thermal Foams, Masters in Organizational Leadership and Recon Marine.

- The dollars and sense of people in construction
- The role of the construction supervisor
- Helping people perform better
- Motivating and leading others
- Positive feedback
- Training and orienting crew members
- Teams and team building
- Leadership skills in action

Unit 1 Schedule

November 6, 2025
November 13, 2025
November 20, 2025
December 4, 2025
December 11, 2025

Unit 2 | Communication

This course presents a body of knowledge and skills that today's construction supervisors need in order to be effective communicators on their job site. Instructor: Jillian Penkin, Penkin Consulting

- Effective communication
- Learning to listen
- Carrying on conversations
- Persuasion, negotiation, and confrontation
- Communicating with your crew
- Putting it in writing
- Meetings that work
- Improving communication

Unit 2 Schedule

December 23, 2025
December 30, 2025
January 8, 2026
January 15, 2026
January 22, 2026

Unit 3 | Planning and Scheduling

This course will help construction supervisors understand ways in which planning and scheduling saves time and money, while increasing quality in the construction process. Instructor: Greg Baker, Gilbane, Project Executive

- Preparing the project plan
- Communicating the plan
- The critical path
- Computer use in scheduling
- Using the schedule on the jobsite
- Updating the construction schedule
- The schedule as documentation
- Using planning and scheduling

Unit 3 Schedule

February 12, 2026
February 19, 2026
February 26, 2026
March 5, 2026
March 12, 2026

Unit 4 | Contract Documents

This course will provide information about contract documents and construction law to help supervisors recognize the roles and responsibilities of all contracted parties, to develop an understanding of how contract

documents can be helpful to solve problems and resolve conflicts, and to develop positive relationships between all parties in the construction process. Instructor: Adam Brasky, Rupp Pfalzgraf, Partner

- Introduction to contract documents and construction law
- Creating a positive environment through partnering
- Contractual relationships
- Contract forms and documents
- Managing general conditions
- Good documentation practices
- Changes
- Differing site conditions
- Time impacts
- Negotiation of resolutions

Unit 4 Schedule

March 26, 2026

April 2, 2026

April 9, 2026

April 16, 2026

April 23, 2026

Unit 5 | Improving Productivity and Managing Project Costs

This course covers understanding how project estimates are compiled, how to compare actual project costs with those estimated and how to control costs to meet the estimate. This course also details how productivity is measured, how the supervisor plays a major role in increasing jobsite productivity and how a small increase in productivity can have a significant impact on the time and cost of a project. Instructor: TBD

- Construction estimates
- Who controls project costs
- Reporting and analyzing actual costs
- Planning for cost control
- Cost control strategies
- Labor cost variances
- Working with project partners
- Managing risk and loss potentials
- Cost control strategies
- Post-project evaluations
- Benchmarking construction productivity
- Improving productivity through pre-planning
- New skills for effective supervision
- Personnel management
- Equipment management for productivity improvement
- Jobsite productivity, planning and scheduling
- Quantifying lost labor productivity
- Record keeping, control, changes, and defect analysis

Unit 5 Schedule

October 1, 2026

October 8, 2026

October 15, 2026

October 22, 2026

October 29, 2026

Unit 6 | Risk Management and Problem Solving

This course will cover the roles and responsibilities of a construction supervisor in accident prevention and loss control. Instructor: TBD

- Safety leadership, communication and expectations
- Planning for site safety
- Site safety management
- Site security and protection
- Multi-employer jobsite safety
- Construction risk management
- Regulatory procedures, record keeping and documents

Unit 6 Schedule

November 5, 2026

November 12, 2026

November 19, 2026

December 3, 2026

December 10, 2026