

**JOB TRAINING INCENTIVE PROGRAM
MONTHLY BOARD MEETING**

Virtual Meeting

MEETING SUMMARY OF JANUARY 8, 2021

ATTENDEES:

Board Members

Mark Roper – EDD Division Director - Board Chair
Marc Duske, NM Public Education Department
Michelle Doran – Department of Workforce Solutions
Michelle Ribeiro, Adult Education Div.
Ricky Serna - NM Department of Workforce Solutions
Monica Sandoval-Johnson – STEM Boomerang
Sean Burkland – International Association of Machinists and Aerospace Workers

Board Members Absent

JTIP Staff Present

Sara Gutiérrez, NMEDD Deputy Division Director
Patrick Gannon, Program Manager
Avelina Borrego, Marketing Coordinator
Jennifer Prada, Program Administrator

Guests

Chris Ziomek, Build with Robots, LLC
Sara Magaletta, Build with Robots, LLC
Michelle Fraumeni, Kairos Power, LLC
Phil Ferguson, 3D Glass Solutions, Inc.
Katy Keim, LQ Digital, LLC
Mandy Hale, LQ Digital, LLC
Chris Erickson-King, LQ Digital, LLC
John Spruce, Kane Robotics, Inc.
Ken Daub, Kane Robotics, Inc.
Ronald Tarrson, Santa Fe Aero Services, LLC
Noel Pearson, McKinley Paper Company, Inc.
Eduardo Arizpe, McKinley Paper Company, Inc.
Teri Jaramillo, McKinley Paper Company, Inc.
Eileen Chavez-Yarborough, McKinley Paper Company, Inc.
Michael Sage, McKinley Paper Company, Inc.
Evan Williams, McKinley Paper Company, Inc.
Mike Fleisher, McKinley Paper Company, Inc.
Lisa Walter, Tempur Production USA, LLC dba Tempur Sealy
Dennis Houston, AED
Wendy Ederer, AED

I. Introductions

The meeting convened at 9:02 am. The introduction of board and staff followed.

II. Approval of the Agenda

Mr. Roper made a motion to approve the agenda. Ms. Ribeiro seconded the motion. Motion passed.

III. Amendment(s)

a) Build With Robots, LLC JTIP PRJ#2021-0032 – Albuquerque

The company requested a total of \$71,786.00 for 3 trainees at an average wage of \$41.83 per hour. The company has been approved for JTIP on three previous occasions.

The company thanked the board and added that they are adding new people monthly and the ability to scale has allowed expansion capabilities.

A motion to approve the request in the amount of \$71,786.00 to hire and train 3 employees was made by Mr. Duske and seconded by Mr. Burkland. Motion passed.

b) Kairos Power, LLC JTIP PRJ#2021-0038 – Albuquerque

The company requested a total of \$26,080.00 for 3 trainees at an average wage of \$22.75 per hour. The company has been approved for JTIP on two previous occasions.

The company thanked the board and stated that the adding the additional roles was exciting; Mesa Del Sol has proved to bring good talent, they've just hired a new Engineer and extended two job offers.

A motion to approve the request in the amount of \$26,080.00 to hire and train 3 employees was made by Mr. Serna and seconded by Mr. Duske. Motion passed.

c) 3D Glass Solutions, Inc. JTIP PRJ#2021-0040 – Albuquerque

The company requested a total of \$19,999.20 for 1 trainee at an average wage of \$38.46 per hour. The company has been approved for JTIP on ten previous occasions.

The company thanked the board and stated that it's been a challenging year, but fortunate not to have severe COVID issues; the past year was actually the foundation year of growth; have shipped out and replaced 1 to 1; are expanding further and starting to hire production folks.

A motion to approve the request in the amount of \$19,999.20 to hire and train 1 employee was made by Ms. Ribeiro and seconded by Mr. Burkland. Motion passed.

IV. Proposals

a) LQ Digital, LLC – Albuquerque

The company requested a total of \$417,164.00 for one hundred and one trainees at an average wage of \$15.70 per hour. This is the first time the company has applied for JTIP.

The company thanked the board and stated that the November 1, 2020 opening had to be put on hold due to the core in California having to be shut down due to COVID but they were able to hire 80 in other states despite the shut down; New Mexico prevailed over three other states, particularly because of the partnership with Garcia Brothers, EDD folks, the JTIP program and talent. Their recruitment efforts include hiring and training remotely,

doing direct hires, online assessment tests, sample calls and interviews and targeting young college grads. Mr. Serna provided his resources to help guide with recruiting. The IRE position requires a High School level of preparation as the background for this position is someone who understands tech but has more customer service qualities; they have not signed their lease yet, will most likely go smaller to allow for employees to work remotely. Chair Roper mentioned that until the company can provide documentation that they've signed the lease providing a permanent location, we will hold off on disbursing funds. The company agreed.

A motion to approve the request in the amount of \$417,164.00 to hire and train 101 employees was made by Mr. Serna and seconded by Mr. Duske. Motion passed.

b) Kane Robotics, Inc. – Albuquerque

The company requested a total of \$65,264.00 for two trainees at an average wage of \$51.00 per hour and one intern at an average wage of \$18.50 per hour. The company has been approved on one previous occasion.

The company thanked the board and stated that the commercial air has been impacted due to COVID; the lead Roboticist is in Albuquerque and the field office in Texas will be opened soon; the company would like to speak with Ms. Johnson regarding the STEM Boomerang. Ms. Doran stated that the engineering wage may be a bit low and they may want to consider increasing the minimum wage, the company replied that due to them being a startup company, the equity has determined the entry wage.

A motion to approve the request in the amount of \$65,264.00 to hire and train 2 employees and 1 intern was made by Mr. Duske and seconded by Mr. Serna. Motion passed.

c) Santa Fe Aero Services, LLC – Santa Fe

The company requested a total of \$35,920.00 for three trainees at an average wage of \$24.25 per hour. The company has been approved on one previous occasion.

The company thanked the board and mentioned that the job market is so tight, but they are fulfilling a big job here in Santa Fe; is on call for United and American as the need to expand technical capabilities is great. Ms. Doran asked if they were an MRO, to which the company replied that they are not connected with an FBO, they just rent space from them; they are trying to appeal to students here in Santa Fe and Albuquerque.

A motion to approve the request in the amount of \$35,920.00 to hire and train 3 employees was made by Mr. Duske and seconded by Mr. Burkland. Motion passed.

d) McKinley Paper Company, Inc. – Prewitt

The company requested a total of \$256,147.68 for ten trainees at an average wage of \$32.38 per hour. This is the first time the company has applied for JTIP.

The company thanked the board and stated that with the closure of the Escalante Power Plant, it took on quite a bit to take on operations, but have been able to expand and hire locally, lots of great talent and candidates; with the expansion, the need for additional employees is crucial. The NM Workforce Solutions has been able to help with recruitment efforts; their green footprint is great, they are using steam, solar and other forms of green energy; they are firing boilers with natural gas and are working with Escalante to obtain water rights.

A motion to approve the request in the amount of \$256,147.68 to hire and train 10 employees was made by Mr. Serna and seconded by Mr. Duske. Motion passed.

e) Tempur Production USA, LLC dba Tempur Sealy – Albuquerque

The company requested a total of \$1,135,683.60 for one hundred forty-one trainees at an average wage of \$20.97 per hour. The company has been approved on three previous occasions.

The company stated that they are excited with the growth opportunity; the assembly and Fab Tech training is about 3-6 months; minimum qualifications are High School education or GED, past manufacturing experience is great, but not necessary; they now have a 3rd shift and it has a \$1.50 per hour differential.

A motion to approve the request in the amount of \$1,135,683.60 to hire and train 141 employees was made by Mr. Duske and seconded by Mr. Serna. Motion passed.

V. Approval of the Minutes

a. December 11, 2020 – a motion was made by Mr. Duske and seconded by Mr. Burkland. Motion passed.

VI. Fiscal Update

Mr. Gannon reviewed the fiscal report and mentioned the projects in the pipeline. Ms. Gutierrez spoke of the budget and legislative amounts in the process.

VII. Other (Discussion Items)

a. Next Board Meeting – February 12, 2021; 9:00 am-12:00 pm; Virtual Meeting

VIII. Adjourn

A motion to adjourn was made by Mr. Burkland and seconded by Mr. Duske. The motion passed and the meeting adjourned at 11:22 am.