

# **JOB TRAINING INCENTIVE PROGRAM MONTHLY BOARD MEETING**

Central New Mexico Community College  
Workforce Training Center  
5600 Eagle Rock Ave. NE  
NW Corner of I-25 & Alameda  
Albuquerque, NM

## **MEETING SUMMARY OF December 13, 2019**

### **ATTENDEES:**

#### **Board Members**

Mark Roper – EDD Division Director - Board Chair  
Michelle Doran – Department of Workforce Solutions  
Marcos Martinez - NM Department of Workforce Solutions  
Mark Duske, NM Public Education Department  
Frances Bannowsky – NM Higher Education Department via phone call

#### **Board Members Absent**

Brian Tremko – Organized Labor

#### **JTIP Staff Present**

Sara Gutiérrez, Program Manager  
Patrick Gannon, Marketing Coordinator  
Jennifer Prada, Program Administrator  
Jesika Ulibarri, General Counsel

#### **Guests**

Shawn Ricketts, Unity BPO, Inc.  
Jonathon Bartlett, Indica Labs, Inc.  
David Joyner, Systems Integration, Inc.  
Ann Marie Collins, Faneuil, Inc  
Brittnay Ward, Faneuil, Inc.  
Sue Tore, Faneuil, Inc.  
Wendy Ederer, AED  
Denice Tally, Amfabsteel, Inc. & Phat Steel, Inc.  
Michelle Bunyard, Amfabsteel, Inc. & Phat Steel, Inc.  
Elsa Lydia Gonzales, Carenet Healthcare Services  
Amanda Cola, OpenEye Scientific Software, Inc.  
Perri Needham, OpenEye Scientific Software, Inc.  
Darren Crouch, Passages International, Inc.  
Dennis Houston – AED  
John Sedillo, Family Hemp Brands, LLC  
Daniel Scharf, Family Hemp Brands, LLC  
Diego Garcia, Roses Southwest Papers, Inc.  
Jeff Apodaca, Fathom NM  
Gabi Suggs, Fathom NM  
Danni Sutana Gardner, Fathom NM via phone  
Bruce Bradford, Bank of Albuquerque

## **I. Introductions**

The meeting convened at 9:00 am. The introduction of board and staff followed.

## **II. Approval of the Agenda**

Ms. Doran made a motion to approve the agenda. Mr. Martinez seconded the motion. Motion passed.

## **III. Amendment(s)**

### **a) Unity BPO – Albuquerque**

*The company requested a total of \$59,439.12 for 5 trainees at an average wage of \$23.29 per hour. The company has been approved for JTIP on three previous occasions.*

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The company stated that they have filled 12 of the 14 positions that were approved in November; a new contract will be signed next week; the company has had a lot of growth and anticipates coming back for funding on a monthly basis.

A motion to approve the request in the amount of \$59,439.12 to hire and train 5 employees was made by Ms. Doran and seconded by Mr. Martinez. Motion passed.

### **b) Indica Labs, Inc. – Albuquerque**

*The company requested a total of \$25,000.44 for 1 trainee at an average wage of \$43.27 per hour. Total request includes \$250.00 for audit fees. The company has been approved for JTIP on three previous occasions.*

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The company expressed that the position is crucial; stated they are branching more into pharmaceuticals and FDA requirements are applicable to this position.

A motion to approve the request in the amount of \$25,000.44 to hire and train 1 employee was made by Mr. Martinez and seconded by Ms. Doran. Motion passed.

### **c) Systems Integration, Inc. - Albuquerque**

*The company requested a total of \$35,553.96 for 2 trainees at an average wage of \$32.22 per hour. The company has been approved for JTIP on one previous occasion.*

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The company expressed gratitude for EDD's continued support; the company goes live tomorrow, they've hired 16, of which 2 positions are crucial, approximately 12-15 start on Monday. The company will be up to 90 at that point and by mid next year, should have an additional 100 - positions are mostly entry level.

A motion to approve the request in the amount of \$35,553.96 to hire and train 2 employees was made by Ms. Doran and seconded by Mr. Martinez. Motion passed.

## **IV. Proposals**

### **a) Faneuil, Inc. – Albuquerque**

*The company requested a total of \$2,435,528.00 for 564 trainees at an average wage of \$15.19 per hour. Total request includes \$3,250.00 for audit fees. This is the first time the company has applied for JTIP.*

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The company thanked the board for the opportunity; stated that they have already started the recruiting process, and are working with the Department of Workforce Solutions, 68 employees begin work on Monday. In the last 10 years, the company has only lost 1 client, they focus on creating a culture where employees can thrive and be successful. The company has a 70% retention rate and are planning for an additional 700 employees if not more in the next six months.

A motion to approve the request in the amount of \$2,435,528.00 to hire and train 564 employees was made by Mr. Martinez and seconded by Ms. Doran. Motion passed.

**d) Amfabsteel, Inc. – Bernalillo**

*The company requested a total of \$353,974.00 for 26 trainees at an average wage of \$21.04 per hour. Total request includes \$1,500.00 for audit fees. The company has been approved for JTIP on three previous occasions.*

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The company stated that they have been very busy! 12 positions will begin in January; they have a new Human Resources Department; their relationship with Bernalillo High School will continue; approximately 2-6 job corps students come in every 6 weeks, they are also partnering with CNM for welders; a suggestion was made to increase the Project Manager rate if a candidate cannot be found – the company is trying to train someone up in that position as there aren't many people with the experience they need.

A motion to approve the request in the amount of \$353,974.00 to hire and train 26 employees was made by Ms. Doran and seconded by Mr. Martinez. Motion passed.

**e) Phat Steel, Inc. – Bernalillo**

*The company requested a total of \$165,698.00 for 12 trainees at an average wage of \$20.79 per hour. Total request includes \$1,250.00 for audit fees. The company has been approved for JTIP on two previous occasions.*

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The company state that the CEI laid off 65 employees and they are hoping to pick up many of those welders.

A motion to approve the request in the amount of \$165,698.00 to hire and train 12 employees was made by Mr. Martinez and seconded by Ms. Doran. Motion passed.

**f) Carenet Healthcare Services – Albuquerque**

*The company requested a total of \$87,480.00 for 46 trainees at an average wage of \$11.75 per hour. Total request includes \$1,000.00 for audit fees. The company has been approved for JTIP on two previous occasions.*

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The company expressed appreciation for consideration; they are looking to expand and plan to be at 244 employees over the next several years; all 45 of the positions awarded in October have been filled.

A motion to approve the request in the amount of \$87,480.00 to hire and train 46 employees was made by Ms. Doran and seconded by Mr. Martinez. Motion passed.

**g) OpenEye Scientific Software, Inc. – Santa Fe**

*The company requested a total of \$136,814.00 for 5 trainees at an average wage of \$47.40 per hour. Total request includes \$1,250.00 for audit fees. The company has been approved for JTIP on two previous occasions.*

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The company expressed appreciation for the program and stated that they are working hard on community outreach and on getting funds for research and development for their satellite offices in other countries; one of the engineering positions may be hard to fill in NM, may have to go outside of NM; and that they are interested in LEDA.

A motion to approve the request in the amount of \$136,814.00 to hire and train 5 employees was made by Mr. Martinez and seconded by Ms. Bannowsky. Motion passed.

**h) Passages International, Inc. – Albuquerque**

*The company requested a total of \$28,737.96 for 3 trainees at an average wage of \$20.64 per hour. Total request includes \$1,000.00 for audit fees. The company has been approved for JTIP on two previous occasions.*

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The company gave a description of their products and stated that there has been a big shift in consumer values, which they are capitalizing on; and NFDA findings align with what the company is already doing.

A motion to approve the request in the amount of \$28,737.96 to hire and train 3 employees was made by Ms. Doran and seconded by Mr. Martinez. Motion passed.

**i) Family Hemp Brands, LLC – Santa Fe**

*The company requested a total of \$68,980.00 for 7 trainees at an average wage of \$20.79 per hour. Total request includes \$1,000.00 for audit fees. This is the first time the company has applied for JTIP.*

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The company expressed appreciation for the program and stated that they have hired 2 more employees and are now up to 9; they will need an additional 7-9 in the next 6 months; they gave an overview of the company and its product - they have a potential for repurposing waste; and they have been in contact with several state agencies to establish regulations, now the state agencies look to the company for its expertise.

A motion to approve the request in the amount of \$68,980.00 to hire and train 7 employees was made by Mr. Martinez and seconded by Ms. Doran. Motion passed.

**j) Roses Southwest Papers, Inc. – Albuquerque**

*The company requested a total of \$163,607.60 for 34 trainees at an average wage of \$15.03 per hour. Total request includes \$1,250.00 for audit fees. The company has been approved for JTIP on three previous occasions.*

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The company has expanded their current client contract and as a result has been able to acquire new equipment lines; they were able to up train existing employees on the automated equipment and will focus more on training in the next year.

A motion to approve the request in the amount of \$163,607.60 to hire and train 34 employees was made by Ms. Doran and seconded by Mr. Martinez. Motion passed.

**k) Fathom NM – Albuquerque**

*The company requested a total of \$364,966.56 for 57 trainees at an average wage of \$17.44 and 1 intern at an average wage of \$11.00 per hour. Total request includes \$1,500.00 for audit fees. This is the first time the company has applied for JTIP.*

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The company gave a description of its operations and their plans for NM as well as the services they provide to farmers; their current location is being sold and a new location will be built in the next couple of years and are expecting a lot of growth. They will however be able to continue occupancy at the current facility for a while; they have had a lot of qualified candidates and have been working with NM Workforce Solutions and UNM.

A motion to approve the request in the amount of \$364,966.56 to hire and train 57 employees and 1 intern was made by Mr. Martinez and seconded by Ms. Bannowsky. Motion passed.

## **V. Approval of the Minutes**

- a. November 8, 2019 – JTIP Board Meeting
- b. November 20, 2019 – JTIP Public Hearing

A motion to approve the minutes for the meeting on November 8, 2019 and the minutes for the public hearing on November 20, 2019 was made by Ms. Doran and seconded by Mr. Martinez. Motion passed.

**VI. Fiscal Update** – Ms. Gutiérrez reviewed the fiscal report, mentioned the projects in the pipeline and gave handouts of the final recommendations for policy amendments related to the JTIP wage requirements.

## **VII. Other (Discussion Items)**

- a. Review and Approval of Policy Amendments for FY 2021  
JTIP staff reviewed the final recommendations. The language change in the original proposal regarding the company's benefits will remain. Guidelines may be forthcoming.

A motion to approve the Policy Amendments for FY 2021 was made by Chairman Roper and seconded by Ms. Doran. Motion passed.

- b. Next Board Meeting – January 10, 2020, 9:00 am-12:00 pm; Santa Fe, Joseph M. Montoya Building, Bid Room

## **VIII. Adjourn**

A motion to adjourn was made by Chairman Roper and seconded by Ms. Doran. The motion passed and the meeting adjourned at 11:55 am.