

**JOB TRAINING INCENTIVE PROGRAM
MONTHLY BOARD MEETING**

Joseph M. Montoya Building
Bid Room (Lobby)
1100 S. St. Francis Drive
Santa Fe, NM

MEETING SUMMARY OF March 8, 2019

ATTENDEES:

Board Members

Juan Torres, EDD Finance Development Director - Acting Board Chair
Frances Bannowsky – NM Higher Education Department
Teresa Valverde - NM Department of Workforce Solutions
Louise Williams - NM Public Education Department
Brian Tremko – Organized Labor
Marcos Martinez - NM Department of Workforce Solutions

Board Members Absent

Paul DiPaola – US Bank, Private Sector
Michelle Doran – Department of Workforce Solutions

JTIP Staff Present

Sara Gutiérrez, Program Manager
Patrick Gannon, Marketing Coordinator
Jennifer Prada, Program Administrator

Guests

Scott Schawe, Carenet Healthcare Services
Lydia Gonzales, Carenet Healthcare Services
Miguel Sotelo, Compass Components, Inc. DBA Compass Made
Amanda Cola, OpenEye Scientific Software, Inc.
Phillip Sawunyoma, OpenEye Scientific Software, Inc.
Beatrice Montoya, OpenEye Scientific Software, Inc.
Craig Bruce, OpenEye Scientific Software, Inc.
Shawn Ricketts, Unity BPO, Inc.
Shanna Hicks, Unity BPO, Inc.
Mark Gaspers, The Boeing Company
Elaine Landon, The Boeing Company
Christa Romwalter, Flow Science, Inc.
Aimee Abby, Flow Science, Inc.
Amir Isfahani, Flow Science, Inc.
Thomas Lamfieri, US Bank
Wendy Ederer, AED
Dennis Houston, AED
Lindsay Taylor, RDC
Fabian Trujillo, City of Santa Fe

I. Introductions

The meeting convened at 9:04 am. The introduction of board and staff followed.

II. Approval of the Agenda

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

III. Proposals

a) Carenet Healthcare Services – Albuquerque

The company requested \$344,940.00 for 108 trainees at an average wage of \$13.25 per hour. Total request of \$344,940.00 includes \$1,500.00 for audit fees. This is the first time the company has applied for JTIP.

The company thanked the board and expressed that they are invested in Albuquerque long term; are consistently hiring approximately 30 employees each month; their overall target is 244 employees; and they support 100 different healthcare organizations.

A motion to approve the request in the amount of \$344,940.00 to hire and train 108 employee was made by Ms. Williams and seconded by Mr. Martinez. Motion passed.

b) Compass Components, Inc. dba Compass Made - Deming

The company requested \$184,104.40 for 30 trainees at an average wage of \$13.41 per hour. Total request of \$184,104.40 includes \$1,250.00 for audit fees. The company has been approved for JTIP on eight previous occasions.

The company provided an update on their current employment level and their new contract; reported a 2019 projected growth of 20-30%; upgrades to software equipment; rebranding of company name and logo; Deming good location, owners live there, lots of jobs/opportunities for residents; retention issue in past due to employees moving out of state, some looking for just seasonal work – overall retention rate is good now; recruiting of some employees from High Schools; taking advantage of the STEP UP program, is able to provide internal training so that current employees have 1st chance at promotion.

A motion to approve the request in the amount of \$184,104.40 to hire and train 30 employees was made by Ms. Bannowsky and seconded by Mr. Martinez. Motion passed.

c) OpenEye Scientific Software, Inc. – Santa Fe

The company requested \$86,336.36 for 4 trainees at an average wage of \$38.17 per hour. Total request of \$86,336.36 includes \$1,000.00 for audit fees. The company has been approved for JTIP on one previous occasion.

The company explained that revenue is reported as deferred revenue, and how that impacts the company financials; ended 2018 with \$15 million in revenue, their 2019 goal is \$17 million; they are now leveling out with their staffing with this application; have had some struggles with new hires in terms of training/bringing up to speed, but also some successes; benefits and retention are great; so far all 6 hired have been from NM; they have been able to take advantage of the revised R&D tax credit and High Wage Tax; large companies to compete with, but has consistent client base. City of Santa Fe representative was present to support the company; SFCC was mentioned as a good source for employees.

A motion to approve the request in the amount of \$86,336.36 to hire and train 4 employees was made by Mr. Tremko and seconded by Ms. Williams. Motion passed.

d) Unity BPO, Inc. – Albuquerque

The company requested \$121,394.00 for 17 trainees at an average wage of \$19.29 per hour. Total request of \$121,394.00 includes \$1,250.00 for audit fees. The company has been approved for JTIP on one previous occasion.

The company expressed appreciation for JTIP; gave a description of their services, have expanded their services related to devices; they have 168 local employees and serve clients in 41 states; recruiting has not been easy, but have a new HR generalist with a great recruitment approach; has been able to hire 10 employees through the CNM ITAP NM program; will look for more apprenticeships.

A motion to approve the request in the amount of \$121,394.00 to hire and train 17 employees was made by Mr. Martinez and seconded by Ms. Bannowsky. Motion passed.

e) The Boeing Company – Albuquerque

The company requested \$734,093.96 for 24 trainees at an average wage of \$53.82 per hour. Total request of \$734,093.96 includes \$1,750.00 for audit fees. This is the first time the company has applied for JTIP.

The company expressed appreciation for JTIP; gave an overview of the company in NM as well as Albuquerque operations and technology; 25 hires in the last year, the majority are NM grads; local and national recruiting methods bring good pool of candidates, no delays expected in being able to hire the 24 employees; have strong internship program, hiring 8 this summer of which ½ are from NM schools; has strong charitable and community involvement; great benefits; building up STEM pathways; CNM airline manufacturing program is a great source for recruitments. Encouragement from board member to use contractors that use apprentices for construction projects; apprenticeship is a key part of their mission nationwide; have been in NM since 2001.

A motion to approve the request in the amount of \$734,093.96 to hire and train 24 employees was made by Ms. Williams and seconded by Mr. Tremko. Motion passed.

IV. Recess

A motion by Mr. Torres was made for a 5-minute recess at 10:10 am, meeting reconvened at 10:15 am.

V. Amendments

a) Flow Science, Inc. – Santa Fe – PRJ-2019-0019

The discussion included recruiting earlier, less risk; a benefits overview; community involvement; STEM programs; celebrating 40th anniversary next year; 2 new offices in UK and Australia; was advised to plug in to NM Tech and UNM; some positions can be filled with NM grads, others require more credentials; already have a candidate for this one position.

A motion to approve the request in the amount of \$19,741.92 to hire and train 1 employee was made by Mr. Martinez and seconded by Ms. Williams. Motion passed.

VI. Approval of the Minutes

a. February 8, 2019 – JTIP Board Meeting

A motion to approve the minutes for the meeting on February 8, 2019 was made by Ms. Williams and seconded by Ms. Bannowsky. Motion passed.

VII. Fiscal Update – Ms. Gutiérrez reviewed the fiscal report and the projects in the pipeline.

VIII. Other (Discussion Items)

- a. Ms. Gutiérrez provided a legislative update and went over the JTIP Policy Amendment Schedule for 2019.
- b. Next Board Meeting – April 12, 2019, 9:00 am-12:00 pm; Albuquerque, CNM Workforce Training Center.

IX. Adjourn

A motion to adjourn was made by Mr. Martinez and seconded by Mr. Tremko. The motion passed and the meeting adjourned at 10:46 am.