

**JOB TRAINING INCENTIVE  
PROGRAM MONTHLY BOARD  
MEETING**

**Virtual Meeting**

**MEETING SUMMARY OF July 8, 2022**

**ATTENDEES:**

**Board Members**

Sara Gutierrez, EDD Deputy Division Director - Board Chair  
Marc Duske, NM Public Education Department  
Ricky Serna, Acting Secretary, Department of Workforce Solutions  
Michelle Doran, Department of Workforce Solutions  
Kathleen Sena, NMHED  
Monica Sandoval-Johnson, STEM Boomerang

**Board Members Absent**

Mark Roper, EDD Division Director - Board Chair

**JTIP Staff Present**

Patrick Gannon, Program Manager  
Avelina Borrego, Marketing Coordinator  
Jennifer Prada, Program Administrator

**Guests**

Vicky Ho, Kairos Power, LLC  
Michelle Fraumeni, Kairos Power, LLC  
Jonathon Bartlett, Indica Labs, Inc.  
Alexandra Schultz, Indica Labs, Inc.  
Chris Ziomek, Build with Robots, Inc.  
Kristal LeDoux, Build with Robots, Inc.  
Phil Ferguson, 3D Glass Solutions, Inc.  
Adam Besherd, 3D Glass Solutions, Inc.  
Kristen Worthington, Worthington Farms, LLC  
Jessica Lyn Robles, Nobuda  
Louise Marquez, NMEDD Regional Representative  
Ann Ezell, Nature's Toolbox, Inc., dba NTxBio  
Fred Shepherd, Sandoval Economic Alliance  
Dr. Charles Harb, RingIR, Inc.  
Hilary Fabich, ABQMR  
Marti McDonald, PPC Solar  
Ronald Tarrson, Santa Fe Aero Services, LLC

## **I. Introductions**

The meeting convened at 9:03 am. The introduction of board and staff followed.

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

Motion to approve the amended agenda to include the amendment for 3D Glass Solutions, Inc. was made by Mr. Serna and seconded by Ms. Sena. Motion passed unanimously.

## **III. Consideration of Amendments**

### **a) Kairos Power, LLC – Albuquerque**

*The company requested a total of \$179,480.00 for 6 trainees at an average wage of \$55.42 per hour. The company has been approved for JTIP on six previous occasions.*

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The company thanked the board and stated that they have filled 14 positions on this contract and expect to fill the rest in the next few months and they currently have 81 employees.

A motion to approve this request was made by Mr. Duske and seconded by Ms. Sena. Motion passed unanimously.

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

*The company requested a total of \$16,879.20 for 1 trainee at an average wage of \$32.46 per hour. The company has been approved for JTIP on eight previous occasions.*

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The company stated that they are looking for tech support experience and are partnering with recruiting firms because they are struggling to find that talent. Mr. Bartlett offered their conference room for future on-site board meetings. Madame Chair stated that their retention and promoting of jobs was exemplary and congratulated them for that.

A motion to approve this request was made by Mr. Serna and seconded by Ms. Sena. Motion passed unanimously.

### **c) Build With Robots, Inc. – Albuquerque**

*The company requested a total of \$14,040.00 for 1 trainee at an average wage of \$27.00 per hour. The company has been approved for JTIP on six previous occasions.*

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The company stated that the intern to full term position is what this position will be for; the company is already doing ambulances, buses and conference rooms with the Breezy Blue Bot and is getting pre-orders for others as well.

A motion to approve this request was made by Mr. Duske and seconded by Ms. Sena. Motion passed unanimously.

### **d) 3D Glass Solutions, Inc. – Albuquerque**

*The company requested a total of \$15,002.00 for 1 trainee at an average wage of \$28.85 per hour. The company has been approved for JTIP on fifteen previous occasions.*

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The company expressed appreciation for the support and stated that they needed another position due to down time due to COVID and that only they have 5G and 6G antenna and filters on the planet and would love some referrals. Madame Chair commended them on their promotion and retention rates.

A motion to approve this request was made by Mr. Serna and seconded by Mr. Duske. Motion passed unanimously.

#### **IV. Consideration of Proposals**

##### **a) Worthington Farms, LLC – Mesilla Park**

*The company requested a total of \$4,341.20 for 1 trainee at an average wage of \$12.88 per hour. The company has been approved for JTIP on one previous occasion.*

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Mr. Serna asked the company about future intentions to offer health coverage to which they stated yes, it is being considered, but they need to get the building up and going first, then can pump up production for more revenue. They would also like to offer comp time. Ms. Louise Marquez spoke on their behalf.

A motion to approve this request was made by Mr. Duske and seconded by Ms. Sena. Motion passed unanimously.

##### **b) Natures Toolbox, Inc. dba NTxBio – Rio Rancho**

*The company requested a total of \$389,216.00 for 17 trainees at an average wage of \$40.75 per hour. The company has been approved for JTIP on four previous occasions.*

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The company stated that the new HR Director has helped with morale, did a complete restructure and added more sick and annual days. Mr. Fred Shepherd stated they the company was a presenter at a conference in San Diego in which he attended, and the company is doing great things. Also mentioned was the company's retention rate, increase in salaries, employee benefits package, which is to be commended.

A motion to approve this request was made by Ms. Sena and seconded by Mr. Duske. Motion passed unanimously.

##### **c) RingIR, Inc. – Albuquerque**

*The company requested a total of \$14,380.00 for 1 trainee at an average wage of \$25.25 per hour. The company has been approved for JTIP on six previous occasions.*

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The company stated that they are moving more into their RedX program, quality management and are ramping up the next phase of their software. Are looking into expanding due to an increase in employees in the next few months; already have a candidate for this position. The company elaborated on what they do and their future plans. Great things are happening.

A motion to approve this request was made by Mr. Serna and seconded by Ms. Sena. Motion passed unanimously.

##### **d) ABQMR, Inc. – Albuquerque**

*The company requested a total of \$34,740.60 for 2 trainees at an average wage of \$30.64 per hour. This is the company's first JTIP application.*

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The company expressed appreciation; they are a small company and are expecting new contracts by the end of the year; that the company's hope is that the 2 trainees will recognize the training opportunity. One is hoping to join later this year and they have candidates for the other. 1-2 years of training will be accomplished. Ms. Doran stated that the entry rate for the Research Team Member position is low, to which the company stated that it is a training position and that they will get a wage increase. The company went on further to elaborate on its practices.

A motion to approve this request was made by Mr. Serna and seconded by Mr. Duske. Motion passed unanimously.

**e) Paradise Power Company, Inc. (PPC Solar) – Albuquerque**

*The company requested a total of \$64,309.04 for 6 trainees at an average wage of \$24.91 per hour. The company has been approved for JTIP on five previous occasions and Step-Up on six previous occasions.*

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The company stated that they are struggling with finding qualified/quality applicants despite Workforce Solutions and Indeed. Elaborated on the skill sets needed and was recommended to use Dona Ana campuses, apps like Next Door, Albuquerque Journal and local labor unions for apprenticeship/intern placement opportunities as well as various other means. Mr. Serna offered to help with finding good, qualified candidates and Mr. Duske will provide contact information at NMSU DACC.

A motion to approve this request was made by Mr. Serna and seconded by Mr. Duske. Motion passed unanimously.

**f) Santa Fe Aero Services, LLC – Santa Fe**

*The company requested a total of \$58,227.12 for 4 trainees at an average wage of \$28.95 per hour. The company has been approved for JTIP on three previous occasions.*

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The company stated that a seminar was held at the hangar and the intern, and his mom attended. The intern will be a senior and will be taking CNM aviation mechanic courses. Some positions are in demand and are hard to fill as employees don't want to leave their current jobs; the company initiated a four-day work week, which has proved to be very beneficial to the company and its employees. A recommendation to contact the Aerospace Tech Program at Dona Ana college was made as well as a recommendation to contact Mike Espirito with AerSale, whom Mr. Duske will coordinate a meeting with.

A motion to approve this request was made by Mr. Duske and seconded by Ms. Sena. Motion passed unanimously.

**V. Approval of Minutes**

- a. JTIP Board meeting, June 10, 2022 - a motion was made by Mr. Duske and seconded by Ms. Sena. Motion passed unanimously.

**VI. Fiscal Update**

Mr. Gannon shared the fiscal report and the projects in the pipeline. No additions were added to the long-term pipeline and year-end snapshot/slideshow of numbers was provided.

**VII. Other (Discussion Items)**

- a. Next Board Meeting – August 12, 2022; 9:00 am -12:00 pm; Virtual

**VIII. Adjourn**

A motion to adjourn was made by Madam Chair. The motion passed unanimously, and the meeting adjourned at 11:33 am.