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NEVADA STATE APPRENTICESHIP COUNCIL

MEETING MINUTES – August 24, 2023

Nevada State Apprenticeship Council (NSAC) members present: Chairman Archie Walden, Vice-Chairman Jeremy Newman, Ryan Bellows, Madison Burnett, Mike Kennedy, Steve Ingersoll, Thomas Pfundstein, Natalie Brown, Dana Ryan, Craig Statucki.

Also present: Brett Harris, Toni Giddens, David Gardner, Corinna Pereira.

1. Call to Order.

Chairman Walden called the meeting to order at 9:01 AM.

2. Roll Call and Quorum.

Per direction from Chairman Walden, State Apprenticeship Director Giddens took a roll call and confirmed the presence of a quorum.

3. Verification of Public Posting.

Director Giddens affirmed pursuant to Nevada Revised Statutes (NRS) Section 241.020, the Nevada Open Meeting Law, that the agenda and notice for the meeting were properly posted.

4. Public Comment.

Chairman Walden called for public comment.

- Mr. Nathan Ring commented on Agenda Item 11, not on behalf of any specific client but stating support for the proposed policy concerning the presentation and opposition to presentations of parallel programs as it takes into account changes put into law by the 2021 Nevada Legislature.
- Mr. Matthew Dustin, Executive Director of the Southern Nevada Chapter of NECA, to reiterate the comments made by Mr. Ring and support Agenda Item 11 and supporting it going into effect.
- Mr. Alan Darney with the Northern Nevada Electrical Apprenticeship expressing support for Agenda Item 11, and in addition opposes Agenda Item 10, specifically the electrical standards included in that item.
- Mr. Ray Johnson on behalf of the Nevada Farm Apprenticeship program, this program is overdue and will be a real boost to the small farm industry in Nevada and the need for trained individuals to participate in the small farms throughout the state.

- Mr. Al DeVita, Northern Nevada Laborers Apprenticeship Program, in opposition to Agenda Item 10 standards for construction craft laborer. They are signed to a collective bargaining agreement, and that is a violation.

Chairman Walden called for further public comment. Hearing nothing further, Chairman Walden closed the initial public comment period.

5. Approval of May 25, 2023 Minutes.

Chairman Walden made a motion to approve the May 25, 2023 meeting minutes as written. Vice-Chairman Jeremy Newman seconded. The motion carried.

6. Change in Agenda Order

Prior to moving on to Agenda Item 6, Chairman Walden called to go straight to Agenda Item 10, new Program Standards of Apprenticeship Agreement, Affirmative Action Plan, Qualifications and Selections for McCarthy Building Companies. They have withdrawn their application for Apprenticeship and will no longer be recognized during this meeting. They can resubmit at a future meeting. Item 10 is closed and move back to Item 6.

7. Apprentice Appeal of Dismissal.

After the presentation from Mr. Jon Morales on his appeal of dismissal, representatives from Sheet Metal Local 88 including Attorney Bryce Loveland, Coordinator Ed Abraham and Administrative Assistant Graviela Garcia presented that Mr. Morales was probationary Apprentice, and despite not requiring cause, was terminated for cause. Mr. Loveland stated that Mr. Morales was given opportunity and was terminated twice from the apprenticeship and asked the council to uphold the termination. Chairman Walden motioned to uphold the removal of Mr. Morales from the program. Council Member Madison Burnett seconded the motion. The motion carried.

8. New Program Standards.

Chairman Walden called for a representative from University of Nevada—College of Education. Ms. Danica Hays, Dean of the College of Education, Mr. Kenny Varner, Associate Dean, and representatives for Clark County School District were present. Ms. Hays stated that College of Education has served as a workforce development leader as it relates to Nevada's teacher shortage and provides wrap-around support that is in alignment with apprenticeship guidelines. Mr. Varner stated that the program has grown from 36 participants and now in its fourth year to 235 participants. He also stated that they have a 92% graduation rate and that 70% of their participants are students of color. Dr. Varner provided information on the two-year program, the required 1000 hours of related instruction and the apprentice to journey ratio. Council Member Burnett asked for clarification on the 5910 Form and wage progression. Dr. Varner clarified the pay steps. Chairman Walden called for a motion to approve the program. Council Member Burnett made the motion for approval with the addition of the Office of the Labor Commissioner to the complaint procedure. Council Member Bellows seconded the motion. The motion carried.

9. New Program Standards.

Chairman Walden asked for a representative from Desert Farming Initiative to present on the Farmer/Agricultural Manager apprenticeship program. Ms. Jill Moe, Director of the Desert Farming Initiative, was present to represent the program. Ms. Moe presented details about the Initiative including information on its 10 years of operation and funding through the USDA Agricultural

Marketing Service Grant. Ms. Moe stated that this will be an intensive one-year hybrid apprenticeship program with 168 hours of required instruction and that on-the-job training would take place at the Desert Farming Initiative as well as partner farms in Northern Nevada. Ms. Moe also stated that this program is supported by the Governor's Council on Food Security, as it will increase the number of agricultural producers in Nevada. Chairman Walden asked for questions. Council Member Burnett asked about the wages listed in Appendix A and the difference in wages listed on the 5910 Form. Ms. Moe stated that the Appendix A is correct and would correct the 5910 Form. Chairman Walden called for a motion to approve with the changes to the 5910 Form and addition of the Nevada State Apprenticeship Council to the complaint procedure. Vice-Chairman Newman motioned for approval. Council Member Burnett seconded the motion. The motion carried.

10. New Program Standards.

Chairman Walden asked for a representative from Career Development Solutions to present their proposal. Ms. Cindy Sutherland, President of Career Development Solutions, was present. Ms. Sutherland presented on the post-secondary program that would be operational in both Las Vegas and in Reno. Ms. Sutherland presented information on this Information Technology Training and that they have had an 81% completion rate in their 16 years of operation. Ms. Sutherland stated that their goal is to train individuals while meeting the needs of businesses. Ms. Sutherland also stated that this program is in partnership with CompTIA and utilizes training created specifically for apprenticeships. Chairman Walden asked for questions. Vice-Chairman Newman asked Ms. Sutherland about her funding mechanisms, stating concern for program longevity. Ms. Sutherland stated that she is working on the funding and that she will be working to place her program on the Eligible Training Provider List as well to obtain WIOA funding. Chairman Walden asked Ms. Sutherland to review the O*NET Codes as there is an error. Ms. Sutherland agreed that there was a typographical error and would correct it. Chairman Walden asked for a motion to approve with the changes to O*NET Codes to match the names of the programs, OJL learning objectives further detailed, and a Council review in one year. Council Member Burnett motioned for approval. Council Member Pfundstein seconded the motion. The motion carried.

11. Proposed Policy on Hearings for Proposed Applications for Parallel Programs.

Chairman Walden called on Council Member Bellows to read into record the proposed policy on hearings for proposed applications and parallel programs and occupations. Mr. Bellows read the proposed policy and asked that it be incorporated into the record. Chairman Walden asked Mr. Bellows regarding Item #4 and how the future hearings would be set. Mr. Bellows answered that the parallel program or occupation would be placed on the quarterly NSAC agenda and a hearing date would be set for that agenda item. Chairman Walden motioned that this policy be adopted. Council Member Burnett seconded the motion. The motion carried.

12. Labor Commissioner's Report.

Labor Commissioner Brett Harris thanked the Council for their work on approving the new programs, stating that the UNLV—College of Education Teacher Apprenticeship is the first registered teacher apprenticeship in the Pacific Time Zone. Commissioner Harris noted that National Apprenticeship Week is November 13th through the 19th this year and to look out for information on events that are being planned. Commissioner Harris announced the award of the State Apprenticeship Expansion Formula Grant from the Department of Labor. Commissioner Harris announced the upcoming presentations that will be starting in early October on the Senate Bill 82 changes to the Apprenticeship Utilization Act.

13. State Apprenticeship Director's Report

Director Giddens went over the Registered Apprenticeship Program summary of RAPIDS statistics and stated there were 430 completions since last NSAC meeting. There are currently 63 programs, 748 employers and 6,525 active registered apprentices. Director Giddens told the NSAC the number of female registered apprentices has increased by 10% since the last meeting.

14. U.S. Department of Labor Report.

Region 6 Multi-State Navigator of the U.S. DOL Office of Apprenticeship Corinna Pereira submitted a first-quarter report for meeting attachments.

15. Future Agenda Items.

Vice-Chairman Newman requested that in-person meetings be added to the next NSAC meeting agenda. Vice-Chairman Newman requested that discussion be raised to return to in-person meetings starting in 2024.

16. Public Comment.

Chairman Walden called for public comment. Hearing none he closed public comment.

17. Adjournment.

Chairman Walden adjourned the meeting of the Nevada State Apprenticeship Council at 11:00 AM.