



**DEPARTMENT OF BUSINESS AND INDUSTRY
OFFICE OF THE LABOR COMMISSIONER
NEVADA STATE APPRENTICESHIP COUNCIL**
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**NEVADA STATE APPRENTICESHIP COUNCIL
MEETING MINUTES – February 20, 2025**

Nevada State Apprenticeship Council (NSAC) members present: Chairman Archie Walden, Ryan Bellows, Madison Burnett, Steve Ingersoll, Mandi Wilkins, Samantha Dugan, Anna Reynolds, Natalie Brown, Dana Ryan.

Also present: Brett Harris, Toni Giddens, and David Gardner.

- 1. Call to Order.**
Chairman Walden called the meeting to order at 9:00 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.
Hearing no comment, Chairman Walden closed the initial public comment period.
- 5. Approval of November 21, 2024, Minutes.**
Chairman Walden asked if there was any discussion. Chair Walden requested a correction under Agenda Items 9 and 11. Steve Ingersoll made a motion to approve the November 2024, meeting minutes with corrections. Mandi Wilkins

seconded. The motion carried.

6. Discussion Regarding Nevada's DOL Compliance with 29 CFR 29 Regarding State Apprenticeship Council and Labor Commissioner's Report.

Chairman Walden asked with the Council's approval to move item 12 up with item 6 and asked the Labor Commissioner to give her report and discuss Item 6. Labor Commissioner Brett Harris thanked the Chair and shared with the Council the ongoing discussion between the State and the U.S. DOL regarding the differences between Nevada Revised Statute 610 and 29 CFR 29. These differences per the U.S. DOL make Nevada "non-compliant" with federal regulations. This could lead to de-recognition of Nevada as an SAA state. This would result in the NSAC no longer responsible for recognizing and registering apprenticeship programs for Federal purposes. This would result in a bifurcation of state versus federal registrations. The state would also lose access to federal grants. Labor Commissioner Harris discussed the meeting in December with the U.S. DOL, Office of the Labor Commissioner and the NSAC Chair and Co-Chair. Labor Commissioner Harris stated that she plans to share the letters received from the U.S. DOL with the legislators that have asked for this information, but stated she did not have any other information on what the plan might be. Chair Walden asked if there was any discussion. Chair Walden stated that this is something that we need to keep an eye on due to the long-term possible effects. He also stated that this is a discussion that needs to continue and to find a resolution. Hearing no further discussion, Item 6 was closed.

7. Revision of Program Standards.

Chairman Walden introduced revision of Standards for Laborers Local 872 and stepped down as acting Chair to present his standards. Madison Burnett stepped in as the acting Chair. Archie Walden presented the revision of standards for Laborers Local 872 to be in compliance with the National Standards that have been federally approved through LIUNA International. Mr. Walden discussed changes in language moving to 40-hour class, addition of concrete 3D printing, cure in place, concrete solar farm construction and Infectious Control Risk Assessment (ICRA). Mr. Walden stated that this work and training is already being done, they are just updating the standards to include this. Mr. Walden also shared that changes have been made to the Work Process Schedule including attachments 3 and 4 as well as the addition of an affirmative action plan and an age offset chart. Acting Chair Burnett asked if there was any discussion. Steve Ingersoll relayed he had questions for Mr. Walden. Mr. Ingersoll asked for an explanation of the 3D concrete pump. Mr. Walden explained that it is a printing machine that pumps concrete. The training will involve preparation of the mixtures, how to pour and how to set up forms. Mr. Ingersoll also asked about the addition of drones in the pipeline criteria and what those drones will be doing. Mr. Walden stated that the drone will be taking aerial shots of the grade and settings at solar plants. He stated that they are already using a robotic car to set up grades and marks spots in the ground for the crew to set the stakes and set up the grade. The drone will be taking aerial shots of the ground and preparing it for curb and gutter. Mr. Walden stated that they are not currently utilizing this but added it to their standards to be compliant with their international standards. Mr. Ingersoll shared concerns regarding criteria for drone operation. Acting Chair Burnett

asked if there were any further questions. Ryan Bellows stated he had a few questions. Mr. Bellows asked if the changes were to align with the federal standards. Mr. Walden stated yes, in alignment with international standards. Mr. Bellows asked if that due to overlap if any similar programs were notified of this. Director Giddens stated that per Policy 1.1 which was adopted when the NSAC was with OWINN stated that similar programs notifications do not apply to existing programs that are doing revision of standards and stated she would be happy to share that with the Council members. Acting Chair Burnett asked if there were any further questions. Hearing no further questions, he called for a motion to approve. No motions were made. Labor Commissioner Harris asked AG Gardner to clarify that procedurally there has to be a motion either way. AG Gardner affirmed this. Through the Chair, Steve Ingersoll stated that his concern was the drone, the new modification to the drone and the 3D printer. Mr. Walden stated his understanding and his consent to remove the drone from his standards. Acting Chair Burnett asked if this was being added to the curriculum as just training technology. Mr. Walden stated that the 3D printing they are currently working with, the drone operation was added as it was in international standards. Acting Chair Burnett asked if there were any further questions, hearing none he asked for a motion to approve. Mandi Wilkins called for a motion to approve with the removal of the drone training. The motion was seconded by Ryan Bellows. With 3 ayes and 1 nay the motion carried. Acting Chair Burnett closed this item and returned the Chair to Mr. Walden.

8. Revision of Program Standards.

Chairman Walden asked for a representative from Plumbing Heating and Cooling Contractors (PHCC) of Nevada to present their revisions. Jordan Krahenbuhl was present representing PHCC. Mr. Krahenbuhl shared the current status and information regarding the program. Mandi Wilkins asked the chair to have Mr. Krahenbuhl walk them through the standards revisions. Mr.

Krahenbuhl shared the revisions including changes to their address, moving probationary period from 6 to 12 months and OJT hours from and 900 to 1800 during probationary period, addition of the apprenticeship under the supervision of the JATC and removed the term under supervision, added 1800 hours on page 10, and removed successfully passing the journey workers exam, and added the level 73% passing grade. Chair Walden asked if there were any questions from the council, hearing none he motioned for approval of the revision of standards. Mandi Wilkins recused herself due to her role with Local 525 JATC. Steve Ingersoll seconded the motion. Motion carried.

9. Revision of Program Standards.

Chairman Walden asked for a representative from Truckee Meadows Community College & Workforce Connections to present their revision of standards. Diane Ferguson was present with Truckee Meadows to present the revision. Ms. Ferguson stated that they have changed to five of their occupations, updating them to be in line with the needs of the employers along with the courses that are offered at TMCC. This included reducing OJT hours, removal of the OSHA course as OSHA is imbedded in other courses as well as OJT, and the removal of a few courses that were no longer

offered at TMCC, the inclusion of two mandatory elective courses that complement the field of study and updating one O*Net code to what is currently in RAPIDS. Chair Walden asked Ms. Ferguson if this is considered a manufacturing application and not a construction application. Ms. Ferguson confirmed that this is all advanced manufacturing. Chair Walden asked if there were any other questions from the Council. Hearing no questions, Chair Walden motioned for approval of the revision of program standards. Ryan Bellows seconded the motion. Motion carried.

10. New Program Standards and Apprenticeship Agreement for Truckee Meadows Community College.

Chairman Walden called for a representative of Truckee Meadows Community College to present their program. Julie Kauffman, Education Coordinator was present for Truckee Meadows Community College (TMCC) to present their program for paraprofessionals also known as Para-Educators. Ms. Kaufman shared that this program was created based on the needs of school districts to educate and enhance the paraprofessionals that are hired in the local school districts. She also stated that this program is also supported by Nevada Department of Education and is in collaboration with UNLV's Teacher Pathway apprenticeship program as a stackable credential. Chair Walden asked if there were any questions from the Council. Madison Burnett asked about the 5910 and pay rates. Ms. Kaufman explained that the rates were estimates, as different school districts have different rates for their paraprofessionals. Chair Walden asked for any further questions, hearing none, he motioned for the approval of the standards for Truckee Meadows Community College Paraprofessional program. Madison Burnett seconded the motion. Motion carried.

11. New Program Standards and Apprenticeship Agreement for University of Nevada Reno Pups to Pack Teacher Pathway Program.

Chairman Walden called for a representative of UNR. Jennifer McClendon from UNR College of Education and Human Development was in attendance to present their program. Ms. McClendon shared that UNR is trying to support teacher retention in Northern Nevada, supporting early career educators and providing them with mentorship, work experience as well as completing a master's degree which yields higher wages. Ms. McClendon shared that completion of this program would result in a 17% wage increase for classroom teachers and could be even higher. She also stated that this program is intended for early childhood educators focusing on Pre-K through 2nd grade. Chair Walden asked for any questions from the Council. Hearing no questions, Chair Walden motioned for approval of the University of Nevada, Reno Pups to Pack program. Mandi Wilkins seconded the motion. Motion carried.

12. Labor Commissioner Report.

Labor Commissioner Report was moved to align with Item 6.

13. State Apprenticeship Director Report.

Chairman Walden called for Director Giddens to present the report. Director Giddens went over the Registered Apprenticeship Program summary of

RAPIDS statistics and stated there were 206 completions since the last NSAC meeting. There are currently 70 programs, 758 employers and 6670 active registered apprentices. Director Giddens told the NSAC the number of female registered apprentices has increased to 706. Director Giddens also stated that as compliance reviews and standards revisions are being carried out it has come to her attention that some of the standards in the construction trades do not meet standards for OJT hours under 29 CFR and NRS 610 and encouraged everyone to ensure that standards are starting 2000 hours of on-the-job training and 144 hours of related training and instruction per year.

14. U.S. Department of Labor Report.

Chairman Walden asked if a representative U.S. DOL was present. A representative from U.S. DOL was not present. Chair closed this item

15. Future Agenda Items.

Chair Walden asked for any discussion on future agenda items. Hearing none, the Chair closed this item.

16. Public Comment.

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

17. Adjournment.

Chairman Walden adjourned the meeting at 10:03 AM.