



**DEPARTMENT OF BUSINESS AND INDUSTRY  
OFFICE OF THE LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL**  
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**NEVADA STATE APPRENTICESHIP COUNCIL  
MEETING MINUTES – December 3, 2025**

Nevada State Apprenticeship Council (NSAC) members present: Chairman Archie Walden, Vice-Chair Bill Kephart, Mandi Wilkins, Jordan Krahenbuhl, Steve Ingersoll, Elaine Silverstone, Anna Reynolds, Natalie Brown.

Also present: Brett Harris and Toni Giddens.

- 1. Call to Order.**  
Chairman Walden called the meeting to order at 9:06 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 August 21, 2025, Minutes.**  
Chairman Walden asked if there was any discussion. Chair Walden requested a correction under Agenda Items 8 and 10. Chair Walden made a motion to approve August 2025, meeting minutes with the corrections. Bill Kephart seconded. The motion carried.

**6. Discussion Regarding 2026 NSAC Meeting Dates.**

Chairman Walden asked the State Apprenticeship Director to present the proposed quarterly 2026 meeting dates. Director Giddens informed the Council that she will also be adding four special hearing dates to ensure a quorum for these hearings. Director Giddens also stated that there was a need to schedule a special hearing in January due to the cancellation that occurred in September. Chair Walden requested an email be sent to determine availability for this hearing. Chair Walden motioned for the approval of the 2026 Meeting Dates. Steve Ingersoll seconded the motion. Motion carried.

**7. Revision of Program Standards.**

Chairman Walden asked for a representative from Operating Engineers Local 3 to present their revision of standards. J.D. Friend, Training Director was present. Mr. Friend provided a summary of changes, including updated terminology to align with federal and state regulations, modernization of equipment descriptions, the addition of autonomous equipment, GPS, drones, and innovative technology training. Mr. Friend also presented updated language regarding harassment, essential job functions and scoring of entry exams. Chair Walden asked for any further questions from the Council. Hearing none, Chair Walden motioned to approve the standards. Mandi Wilkins seconded the motion. Motion carried.

**8. Revision of Program Standards.**

Chairman Walden asked for a representative from Sheet Metal Workers Local 88 to present their revision of standards. Ed Abraham, Director, and Attorney Michael Navarro presented the revision. Mr. Navarro provided the revisions, including updated language on physical fitness and medical evaluations, addition of OSHA references and fiduciary/EEO member training. Mr. Navarro also provided information on the updated documentation requirements and drug screening language. The updated standards also include an adjusted probationary period clarification and updated affirmative action and anti-discrimination language, as well as modified harassment complaint timelines to align with applicable law. Chair Walden asked for any questions or comments from the Council. Bill Kephart raised concerns regarding broad “credible moral manner” language, discussion occurred regarding typical use of this language in standards. Chair Walden motioned for approval of the standards. Steve Ingersoll seconded the motion. Mandi Wilkins recused herself due to her relationship as a trustee on the JATC. Motion carried.

**9. New Program – UNLV NIHAN GWEP CNA Apprenticeship.**

Chairman Walden asked for a representative from the Kirk Kerkorian School of Medicine at the University of Nevada Las Vegas (UNLV) Nevada Interprofessional Healthy Aging Network (NIHAN) Geriatric Workforce Enhancement Program (GWEP) Certified Nursing Assistant (CNA) to present their new program. Angelo Gonzalez and Sunmi Wallace were present for UNLV. Mr. Gonzalez shared that this is a CNA apprenticeship with a specialization in geriatric care. This program will work with existing CNA candidates, upskilling them to provide geriatric care services. Chair Walden asked Director Giddens if this program met the minimum apprentice wage requirement. Director Giddens affirmed that the wages did meet the requirement for a non-construction occupation. Chair Walden also asked for clarification on the ratios for

different shifts. Mr. Gonzales stated that day would be 1:1 while night shift could be 1:2 as it is a slower paced shift. Chair Walden asked for any questions from the Council. Hearing no questions, Chair Walden asked for a motion for approval of the UNLV NIHAN GWEP CNA Apprenticeship. Jordan Krahenbuhl motioned for approval. Mandi Wilkins seconded the motion. Motion carried.

**10. New Program – NuThera.**

Chairman Walden called for a representative of NuThera to present their new program. Ashley Suarez and Jesse Harvey were present. Ms. Suarez stated that they are presenting two new occupations: Medical Office Assistant and Physical Therapy Technician. Ms. Suarez stated that there is high demand for trained clinical workers and this program has strong alignment with Nevada’s healthcare workforce shortages. Ms. Suarez also highlighted the qualifications of the instructors from clinical and academic fields. Chair Walden asked for any further questions, hearing none he called for a motion to approve the new program. Mandy Wilkins seconded the motion. Motion carried.

**11. Labor Commissioner Report.**

Labor Commissioner Harris highlighted the publishing of the new Nevada Prevailing Wage Survey Rates on October 1<sup>st</sup>. Commissioner Harris shared the 2025 Apprenticeship Utilization Act reporting period will be open January 1<sup>st</sup> through February 15<sup>th</sup>, 2026, and stated that no extensions will be offered for 2026. Commissioner Harris also discussed the upcoming 2026 National Apprenticeship Week and the “No-Debt” career fairs that are planned statewide. Commissioner Harris cited the need to appoint a Vice-Chair to the council and asked for anyone interested in the position. Bill Kephart expressed his interest and was supported by Chair Walden. Commissioner Harris appointed Mr. Kephart as Vice-Chair. Council votes on the appointment, and it passed with no opposition.

**12. 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 263 completions since the last NSAC meeting. There are currently 71 programs, 758 employers and 8,102 active registered apprentices. Director Giddens told the NSAC the number of registered apprentices has nearly doubled post-pandemic numbers. Director Giddens also reviewed demographic increases across gender, race, veteran status, and youth participation.

**13. Future Agenda Items.**

Chair Walden asked for any discussion on future agenda items. Council discussed increasing collaboration with Nevada school districts on apprenticeship outreach. Vice-Chair Kephart motioned to add agenda item to February 2026 meeting for Community Outreach & School District engagement update. Steve Ingersoll seconded the motion. Motion carried.

**14. Public Comment.**

Chairman Walden called for public comment. Charlie Zemp thanked the Council for allowing him to attend and stated he looks forward to being a verified member of the Council. Chair Walden introduced both new Council Members, Mr. Zemp and Mr. Krahenbuhl. Hearing No further public comment Chair Walden closed this public comment period.

**15. Adjournment.**

Chairman Walden adjourned the meeting at 10:15 AM.