



**DEPARTMENT OF BUSINESS AND INDUSTRY
OFFICE OF THE LABOR COMMISSIONER
NEVADA STATE APPRENTICESHIP COUNCIL**

www.Labor.nv.gov

**NEVADA STATE APPRENTICESHIP COUNCIL
SPECIAL HEARING MEETING MINUTES – March 19, 2026**

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

Also present: Malia Tatom, Aaron Cuellar, and Toni Giddens.

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.

Mike Kinney with the Northern Nevada Laborers apprenticeship program commented on his program's opposition to Item 6 - New Program Standards for J.T. Thorpe, citing concerns regarding duplication of existing standards and expressed concern over erosion of area standard wages and benefits. Charles Ketner with Sprinkler Fitters Local 669 JATC also provided comments stating opposition for proposed standards for Fire Sprinkler Technician from Pye-Barker program. Mr. Ketner cited concerns regarding lack of related training and wage erosion. Chair Walden invited both speakers to provide additional comments during the relevant agenda item. Hearing no

additional comments Chair Walden closed public comments.

5. New Occupation – Elevation Practice Partners.

Chair Walden asked for a representative from Elevation Practice Partners to present the proposed Apprenticeship Standards. Ashley Suarez was present for Elevation Practice Partners. Ms. Suarez presented a request to add the Medical Assistant occupation to their existing registered apprenticeship program. Ms. Suarez stated that the request builds on previously approved occupations including Medical Office Administration and Physical Therapy Technician. The proposed addition follows the same approved framework, including 2,000 hours of on-the-job learning and 144 hours of related technical instruction. Ms. Suarez told the Council that medical assistants are in high demand in outpatient healthcare settings across Nevada and workforce shortages impact patient access and provider workload. Apprentices will receive hands-on clinical training under licensed providers, including physicians and physician assistants. Training will include patient intake, vital signs, clinical support tasks, and documentation. Ms. Suarez also stated that this program supports career advancement into medical, nursing, and allied health professions and expands access to clinical experience opportunities. Chair Walden confirmed that the program already has two approved occupations and that this is a request to add a third occupation, which Ms. Suarez confirmed. Chair Walden asked the Council if there were any questions. Chair Walden asked State Apprenticeship Director about the starting wage for apprentices in non-construction occupations. Director Giddens affirmed that the wage was correct. Hearing no further questions Chair Walden asked for a motion to approve. Steve Ingersoll motioned for approval, with Mandi Wilkins seconding the motion. Motion carried.

6. New Program Standards and Apprenticeship Agreement.

Chair Walden called for a representative of JT Thorpe Industrial to present their program. John Moore with JT Thorpe Industrial was present. Chair Walden also called for a representative from the Carpenters Apprenticeship. Chair Walden asked for Mr. Moore to present their program. Mr. Moore stated that based on the Carpenters' opposition that was received the previous day, they were going to withdraw their submission, make corrections and resubmit for a future meeting. Chair Walden asked Director Giddens since the program would be resubmitted if he should allow the Carpenters to state their objections. Director Giddens stated that the revised documents that would be submitted could affect the Carpenters' objections and that this should be tabled until the program resubmits. Chair Walden tabled item 6 until a future meeting.

7. New Program Standards and Apprenticeship Agreement.

Chair Walden called for a representative of Pye-Barker Fire and Safety LLC. Jeff McCurley was present for Pye-Barker Fire and Safety. Mr. McCurley stated that he is the director of apprenticeships and skilled talent training for Pye-barker Fire and Safety, and that they are a nationwide commercial industrial fire protection detection and security contractor. Mr. McCurley stated that they have nearly 400 branches across the country with five locations and have seen rapid growth over the last few years. This growth has increased the need for quality training for their team members.

Mr. McCurley stated that the goal is to give all their employees opportunity to grow with the full foundation of knowledge while learning the Pye-Barker way.

Mr. McCurley also stated that they have partnered with American Fire Spectra Association and Electronic Security Association for training providers to provide two occupations, fire sprinkler technician or sprinkler fitter, and fire alarm technician. He stated that both organizations are leaders in the industry for entry level and advanced level training. Mr. McCurley also stated that their safety culture includes basic training for all the apprentices and building on that training throughout the program. Chair Walden asked Charles Ketner, representative with Sprinkler Fitters 669 JATC, for his rebuttal, stating that the JATC had not submitted any documentation for their opposition. Mr. Ketner stated that it was unclear how Pye-Barker would conduct their RTI training and at what location, and also addressed the low wage submitted in their standards. Chair Walden asked Mr. Ketner if Pye-Barker wages did not match the JATC wages. Mr. Ketner affirmed this. Chair Walden asked Mr. Ketner to clarify the difference in the RTI training versus what the JATC offers. Mr. Ketner stated that they have two brick and mortar training facilities with a combination of virtual and in-person training. Chair Walden asked if the hours of training were different. Mr. Ketner stated they were similar. Chair Walden asked if OJT was similar, Mr. Ketner affirmed this. Chair Walden asked Mr. McCurley if he would like to address Mr. Ketner's statement. Mr. McCurley stated that Pye-Barker RTI is provided virtually live, with four classes per week, and apprentices are able to ask questions and engage with instructors. Mr. McCurley also stated that apprentices receive hands-on training through labs with their journeyman one on one. Mr. McCurley stated that the wage scale depends on the market, an apprentice is paid the going rate in that market and receive a raise every six months. Chair Walden asked for any questions from the council. Steve Ingersoll asked if all the training was virtual. Mr. McCurley stated that all classroom training was virtual, but apprentices receive hands-on training in the lab and warehouse settings with a journeyman. Mr. Ingersoll also asked if this would be a statewide program and Mr. McCurley affirmed this. Mr. Ingersoll also asked if the twenty-dollar starting rate would be paid if they were working in Las Vegas or Elko, NV. Mr. McCurley stated that the rate was the minimum that apprentices would be hired at, but that starting wages would be dependent on market wages for the area. Mr. Ingersoll asked Mr. McCurley to again explain the virtual versus hands-on training. Mr. McCurley stated that an online instructor teaches the particular lesson, and once the classroom is done the apprentices go out to a lab or a warehouse type setting with the local journeyman or superintendent and practice before they go to a jobsite. Chair Walden asked a follow up question if the apprentices are performing the hands-on component of training in the labs. Mr. McCurley affirmed this. Chair Walden also asked if Mr. McCurley had reached out to Mr. Ketner's organization in regard to using their apprentices on projects or did they want their own program. Mr. McCurley stated that they are training their own employees, and no they had not reached out to Mr.

Ketner. Chair Walden asked if there were any further questions from the council. Jordan Krahenbuhl asked if the apprentices going through the program would only be employees of Pye-Barker. Mr. McCurley affirmed this. Mr. Krahenbuhl also asked if Pye-Barker has manuals for their curriculum that were from a national association. Mr. McCurley stated the AFSA supplies the manuals for program training, and that the apprentice receives a nationally accredited manual at each level. Mr. Krahenbuhl also asked Director Giddens if the proposed wages met the minimum state requirements or apprentice wages. Director Giddens affirmed this. Mr. Ingersoll asked a follow-up question to Director Giddens regarding the proposed wages meeting or exceeding the wages of the existing program. Director Giddens stated that the proposed wages did not meet those of the existing program. Samantha Dugan also asked about the location of the hands on RTI. Mr. McCurley reaffirmed that it was done in their local offices, and that each office has their own lab and warehouse area in which they do training. Chair Walden asked if their locations across the US operate individually or do they follow the same standards. Mr. McCurley affirmed that they all follow the same standards. Chair Walden also asked if the wage scale was set based on the area they are working in. Mr. McCurley affirmed this. Chair Walden asked for any further questions from the council. Hearing none, he called for a motion for approval. Jordan Krahenbuhl motioned for approval. Hearing no second, Chair Walden called for a motion to deny approval. Steve Ingersoll motioned to deny. Samantha Dugan seconded the motion. Director Giddens addressed Chair Walden that the reason for denial must be stated to ensure compliance with regulations. Chair Walden asked Mr. Ingersoll to restate his motion. Steve Ingersoll motioned to deny due to wage conditions and questions concerning training of apprentices. Chair Walden asked Samantha Dugan if she seconded the motion based on that information. Ms. Dugan affirmed her second. Motion carried to deny.

8. Public Comment.

Chairman Walden called for public comment. Hearing no public comment
Chair Walden closed this public comment period.

9. Adjournment.

Chairman Walden adjourned the meeting at 9:42 AM.