

**JOB TRAINING INCENTIVE PROGRAM  
MONTHLY BOARD MEETING**

**Virtual Meeting**

**MEETING SUMMARY OF July 16, 2021**

**ATTENDEES:**

**Board Members**

Mark Roper, EDD Division Director - Board Chair  
Marc Duske, NM Public Education Department  
Michelle Doran, Department of Workforce Solutions  
Monica Sandoval-Johnson, STEM Boomerang  
Amber Rodriguez, NMHED

**Board Members Absent**

Ricky Serna, NM Department of Workforce Solutions

**JTIP Staff Present**

Sara Gutiérrez, NMEDD Deputy Division Director  
Patrick Gannon, Program Manager  
Avelina Borrego, Marketing Coordinator  
Jennifer Prada, Program Administrator

**Guests**

Bill Bice, nQ Zebraworks, Inc.  
Brad Edgar, nQ Zebraworks, Inc.  
Matt Bergen, UbiQD, Inc.  
Aaron Sandeen, Cyber Security Works, LLC  
Ram Swaroop, Cyber Security Works, LLC  
Phil Mandredi, Cyber Security Works, LLC  
Shinevas Macomella, Cyber Security Works, LLC  
Alice Tyson, Systems Integration, Inc.  
Ginny Hall, Systems Integration, Inc.  
Dana Blair, Milkweed & Monarch, LLC dba tea.o.graphy  
Doug Turner, Heritage Driven, LLC  
Chris Taylor, Heritage Driven, LLC  
Lewis Byrd, Lancs Industries, Inc.  
Stephanie Ortega, Lancs Industries, Inc.  
Wendy Ederer, AED

**I. Introductions**

The meeting convened at 9:01 am. The introduction of board and staff followed.

**II. Approval of the Agenda as amended**

A motion was made by Mr. Duske to approve the agenda and seconded by Ms. Rodriguez. Motion passed.

### **III. Consideration of Proposals**

#### **a) nQ Zebraworks, Inc. – Sandia Park**

*The company requested a total of \$281,522.70 for 15 trainees at an average wage of \$34.45 per hour. The company has been approved for JTIP on one previous occasion.*

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The company expressed appreciation for the opportunity and stated that they are building up much more of operations and high wage/high-tech jobs to NM; to date has 60 employees and are anticipating 11 more by the end of the month.

A motion to approve the request in the amount of \$281,522.70 to hire and train 15 employees was made by Ms. Sandoval-Johnson and seconded by Ms. Doran. Motion passed.

#### **b) UbiQD, Inc. – Los Alamos**

*The company requested a total of \$138,654.28 for 6 trainees at an average wage of \$40.47 per hour. The company has been approved for JTIP on nine previous occasions.*

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The company expressed appreciation and stated that they are in the process of completing all of the training hours for the previous project; are promoting their first pilot project with solar windows and are doing a large install in Western Washington; they are committed to hiring from NM and recruiting to NM from out of state; are recruiting via job ads, local networks and Indeed; 27% of applicants have been New Mexicans; are working with UNM connections, NM State and NM Tech and have started discussions with NM Consortium. Are already looking at filling two of the positions on this application.

A motion to approve the request in the amount of \$138,654.28 to hire and train 6 employees was made by Ms. Rodriguez and seconded by Ms. Doran. Motion passed.

#### **c) Cyber Security Works, LLC – Albuquerque**

*The company requested a total of \$411,390.00 for 13 trainees at an average wage of \$56.88 per hour. This is the first time the company has applied for JTIP.*

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The company expressed appreciation for the opportunity and stated that they just merged July 1<sup>st</sup>; they have over 400 active customers right now; is working with Mr. Serna on a new project and were named as a domain authority by Homeland Security.

A motion to approve the request in the amount of \$411,390.00 to hire and train 13 employees and 1 intern was made by Mr. Duske and seconded by Ms. Doran. Motion passed.

#### **d) Systems Integration, Inc. – Albuquerque**

*The company requested a total of \$545,750.00 for 100 trainees at an average wage of \$17.00 per hour. The company has been approved for JTIP on two previous occasions.*

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A revision to the summary was read by Ms. Borrego - the amount requested went from \$233,250.00 to \$545,750.00 and the training hours from 320 to 640 due to the average wage changing from \$14.50 to \$17.00.

The company stated that the primary customer service position is for TSA and the public; training is for a period of 4 weeks – two weeks in the classroom, then a test is taken over the content, then for the remaining two weeks, trainees sit along-side employees, which is called “nesting”. The company coordinates with TSA for an intense training program.

A motion to approve the request in the amount of \$545,750.00 to hire and train 100

employees was made by Ms. Doran and seconded by Ms. Sandoval-Johnson. Motion passed.

**e) Milkweed & Monarch, LLC dba teo.o.graphy – Taos**

*The company requested a total of \$17,086.00 for 3 trainees at an average wage of \$14.12 per hour. This is the first time the company has applied for JTIP.*

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The company expressed appreciation for JTIP; and stated that they are a self-funded company; the traditional niche is not COVID pandemic proof, so the company diversified its product line and revamped their website and was able to bounce back despite the COVID hit; they have been able to maintain growth, retain employees and even come back after a short layoff. Their increased sales revenues are from out of state via their website and internationally as well, but they are wholesale in NM. Chairman Roper suggested the company get in touch with NMEDD as the SBA program can help with possibilities on the international side.

A motion to approve the request in the amount of \$17,086.00 to hire and train 3 employees was made by Ms. Doran and seconded by Mr. Duske. Motion passed.

**f) Heritage Driven, LLC – Albuquerque**

*The company requested a total of \$45,160.00 for 4 trainees at an average wage of \$23.00 per hour. This is the first time the company has applied for JTIP.*

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The company stated that they are a debt free company and have had a consistent profit growth in the last three years; they provide hands on training especially since the fabricators make a lot of custom parts themselves; will be talking with Mr. Gruner regarding LEDA for a new facility; recruiting is up and down; they use several platforms, such as Indeed. CNM has been unresponsive and so Mr. Duske offered to put the company in touch with his contact. So far, the company has a good number of applicants to look at now.

A motion to approve the request in the amount of \$45,160.00 to hire and train 4 employees was made by Mr. Duske and seconded by Ms. Doran. Motion passed.

**g) Lancs Industries, Inc. – Albuquerque**

*The company requested a total of \$165,804.00 for 49 trainees at an average wage of \$15.82 per hour. The company has been approved for JTIP on one previous occasion.*

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The company stated that they are just north of 50 trainees so far and are appreciative for the opportunity once again.

A motion to approve the request in the amount of \$165,804.00 to hire and train 49 employees was made by Ms. Sandoval-Johnson and seconded by Ms. Rodriguez. Motion passed.

**IV. Approval of the Minutes**

- a. JTIP Board meeting, June 11, 2021 - a motion was made by Mr. Duske and seconded by Ms. Doran. Motion passed.

**V. Fiscal Update**

Mr. Gannon reviewed the fiscal report and the projects in the pipeline. Chairman Roper suggested Mr. Gannon reduce the information from the System Integration revision.

## **VI. Other (Discussion Items)**

- a. Future JTIP Board meetings – there was a split discussion and Chairman Roper suggested it be put on next month's agenda for further discussion.
- b. Workforce Connection Offices & Posting Remote Worker Positions – a discussion was had about posting as open to the entire state and when to post to Ms. Doran, she will investigate. Difference between whether DWS posts or company goes online to DWS to post – is there a duration difference? And that it must be in the description but may not be easy, perhaps a checkmark box to be clicked?
  - I. Next Board Meeting – August 13, 2021; 9:00 am -12:00 pm; Virtual

## **VII. Adjourn**

A motion to adjourn was made by Chairman Roper. The motion passed and the meeting adjourned at 11:04 am.