NS4ed

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An analysis of New Mexico’s four workforce regions. County-level data are aggregated to create statistics that cover entire regions. Tactical recommendations for implementation of the Southern Regional Education Board’s report Building Career Pathways are offered.

**Labor market analysis of new mexico’s workforce regions**

Contents

[The Southern Regional Education Board Report 4](#_Toc472687866)

[Introduction 6](#_Toc472687867)

[Approach 6](#_Toc472687868)

[New Mexico’s Workforce Regions: 7](#_Toc472687869)

[Population 8](#_Toc472687870)

[Total population and change 8](#_Toc472687871)

[Northern Region 8](#_Toc472687872)

[Central Region 8](#_Toc472687873)

[Southwestern Region 9](#_Toc472687874)

[Eastern Region 9](#_Toc472687875)

[Demographics 10](#_Toc472687876)

[Age Distribution 11](#_Toc472687877)

[Disability 12](#_Toc472687878)

[Northern Region 12](#_Toc472687879)

[Southwestern Region 12](#_Toc472687880)

[Central Region 13](#_Toc472687881)

[Eastern Region 13](#_Toc472687882)

[Educational Attainment 14](#_Toc472687883)

[Northern Region 15](#_Toc472687884)

[Southwestern Region 16](#_Toc472687885)

[Central Region 17](#_Toc472687886)

[Eastern Region 18](#_Toc472687887)

[Degrees and Completions 19](#_Toc472687888)

[Health Care and Related Occupations programs 20](#_Toc472687889)

[Liberal Arts and Sciences, General Studies and Humanities programs 22](#_Toc472687890)

[Business, Management, Marketing, and Related Support Services programs 24](#_Toc472687891)

[Poverty and Income 26](#_Toc472687892)

[Poverty by educational attainment 26](#_Toc472687893)

[Poverty by region 27](#_Toc472687894)

[Poverty by school district 27](#_Toc472687895)

[Employment by race, gender and ethnicity 30](#_Toc472687896)

[Econometric Indicators 32](#_Toc472687897)

[Monthly unemployment in New Mexico, 2010-2016 32](#_Toc472687898)

[Labor Force Participation in New Mexico, 2010-2016 32](#_Toc472687899)

[Labor Force Data by County, 2015 Annual Averages 33](#_Toc472687900)

[Central Region 33](#_Toc472687901)

[Eastern Region 33](#_Toc472687902)

[Southwestern Region 33](#_Toc472687903)

[Northern Region 34](#_Toc472687904)

[The Labor Market 35](#_Toc472687905)

[Labor Market by Workforce Region 38](#_Toc472687906)

[Northern Region 38](#_Toc472687907)

[Southwestern Region 39](#_Toc472687908)

[Central Region 40](#_Toc472687909)

[Eastern Region 41](#_Toc472687910)

[Occupational Projections 42](#_Toc472687911)

[Occupational Projections by Education Typically Required 42](#_Toc472687912)

[Northern Region 42](#_Toc472687913)

[Southwestern Region 47](#_Toc472687914)

[Central Region 52](#_Toc472687915)

[Eastern Region 57](#_Toc472687916)

[Projected change 62](#_Toc472687917)

[Employment-Based Career Pathways 63](#_Toc472687918)

[New Mexico trends in registered apprenticeships 64](#_Toc472687919)

[Alignment with state WIOA plan 65](#_Toc472687920)

[Potential business and industry opportunities to expand RA model 65](#_Toc472687921)

[Implementing SREB Recommendations 66](#_Toc472687922)

[Establish rigorous, relevant career pathways driven by workplace opportunities 66](#_Toc472687923)

[Set college- and career-ready standards in literacy and math 69](#_Toc472687924)

[Identify technical and workplace readiness standards and assessments 73](#_Toc472687925)

[Offer career pathways in settings that accelerate postsecondary attainment and career advancement 74](#_Toc472687926)

[Create a guidance system of career information, exploration and advisement 75](#_Toc472687927)

[Increase access to high-quality work-based learning experiences 76](#_Toc472687928)

[Attract, prepare and retain high-quality career pathway teachers 77](#_Toc472687929)

[Use career pathways to restructure high schools with low graduation rates 78](#_Toc472687930)

#

# The Southern Regional Education Board Report

In 2015 the Southern Regional Education Board (SREB) released a report commissioned by the New Mexico Public Education Department titled *Building Career Pathways to Credential Attainment and Workforce Opportunities in New Mexico*. The report presented the outcomes of a needs assessment of Career Technical Education across the state.

The report submitted dozens of actionable recommendations to address the needs of the Career Technical Education system. Five recommendations were identified as “core” and were presented as the essential actions the state should take immediately.

This report *A Labor Market Analysis of New Mexico’s Workforce Regions* by NS4ed provides context for the recommendations of the SREB from the perspective of the state’s economic and labor market conditions. It also offer recommendations on finding or creating synergies with the state’s workforce development system.

The author would like to express respect and gratitude for the quality of the SREB report along with an earnest hope that the report’s recommendations are fully implemented and prove ultimately successful. An excerpt from the SREB report’s preface follows:

*New Mexico…deserves acknowledgement for recognizing the importance of career pathways to its educational and economic goals and for significantly investing in improving the quality of career and technical education (CTE). In March 2015, the New Mexico House of Representatives passed House Memorial 14, which commissions the state’s secondary, postsecondary and workforce agencies to establish high-quality career pathways spanning high school, postsecondary studies and 21st-century job opportunities. At the request of Governor Susana Martinez, New Mexico has experienced a growing investment of state funds to support career-ready programs. The state has also aligned its existing pathways with the 16 national Career Clusters® and the Common Career Technical Core workplace readiness standards. And in 2014, as a decisive step toward retooling and reinvigorating its career pathways and better aligning them with postsecondary and workforce opportunities, New Mexico contracted with the Southern Regional Education Board (SREB) to conduct a comprehensive needs assessment of CTE across the state.*

*This report,* Building Career Pathways to Credential Attainment and Workforce Opportunities in New Mexico, *presents the outcomes of that needs assessment. The sections that follow link the results of SREB’s analyses of course enrollment data, state and regional workforce data, stakeholder survey data and other data with an extensive review of the literature on college and career readiness and examples of policies and practices in New Mexico and other states. Organized around 10 core goals, the report offers dozens of targeted recommendations for building and strengthening career pathways that respond to regional and state workforce needs.*

**Building Career Pathways in New Mexico: SREB’s Five Core Recommendations**

**Core Recommendation 1** — New Mexico needs to establish a vision of rigorous, relevant career pathways that build bridges from high school to postsecondary education and the workplace and help more young adults earn industry and postsecondary credentials.

**Core Recommendation 2** — In order to prepare more students for college and careers, New Mexico needs to raise the quality of instruction and assignments offered by its high school CTE teachers.

**Core Recommendation 3** — New Mexico’s middle grades schools and high schools need to prepare their students for challenging high school and postsecondary studies and for the rising requirements of the workplace by implementing strategies designed to improve literacy and math achievement.

**Core Recommendation 4** — New Mexico needs to broaden its graduates’ horizons by ensuring that all students have ongoing opportunities to explore life after high school with caring adults in their schools, on postsecondary campuses, at work sites and in their communities.

**Core Recommendation 5** — To support its efforts to build high-quality career pathways, New Mexico needs to refine its accountability system to ensure that it equally values academic and technical readiness for college and careers.

SREB made an observation that summarizes the intent of this report:

*SREB’s surveys of New Mexico high school CTE students show that few students are participating in a range of activities that help them understand their career and college options and bring them into close and frequent contact with employers, postsecondary faculty and admissions counselors, and members of their communities. Such activities may include career exploratory lessons and assignments, visits to work sites and postsecondary campuses, regularly scheduled guidance and advising sessions with a dedicated teacher-adviser, and opportunities to engage in progressively intensive work-based learning experiences like job shadowing, internships and co-ops.*

The realities of the workplace must inform New Mexico’s approach to developing high-quality career pathways that have real currency in the labor market and have the ultimate effects of improving career prospects for New Mexico students and fueling the state’s economic growth with a highly-qualified talent supply. Human capital is the lifeblood of the economy, and with these steps, New Mexico is positioning itself as a national leader in developing the high-value workforce resources that will make it a destination for high-value employers and a hub for pacesetting levels of economic growth.

# Introduction

The Land of Enchantment is a study in contrasts. Natural beauty, a unique and captivating culture, and pockets of personal wealth and high income exist alongside some of the nation’s most poverty-stricken regions. Educational attainment is uneven across the state’s disparate geographies, age ranges and ethnicities, causing economic opportunity to be more accessible to some than others. It is with an eye toward the almost unlimited potential of the state that this report evaluates the labor market realities and trends that are impacting residents of New Mexico.

There is a real threat that if New Mexico’s emerging workforce is not properly prepared for the evolving demands of the 21st century that the state’s economic growth potential will not be realized. Simply put, if businesses are not convinced they can find the talent they need to support their growth plans in any particular location, they will look elsewhere. This creates a spiral where businesses can’t find workers because of insufficiently developed skill sets, and workers can’t find jobs because the businesses located their facilities closer to appropriate labor supplies. This structural unemployment hamstrings growth on both macro-economic and personal levels. Better aligning the skills profiles of New Mexico’s workforce with the demands of its employers must be a top priority of the state’s Workforce Development system, and this report seeks to provide some perspective on those opportunities and to recommend strategies to turn those opportunities into real benefit for New Mexicans.

## Approach

Population and Demographics:

New Mexico’s population growth rate lags both the nation and its neighboring states. The slow population growth contributes to the challenges faced by industries like construction and health care. This report looks at population changes in each county and aggregates the totals and the growth rates for each of the state’s workforce regions.

Economic and Labor Market data:

This report attempts to provide context to the analysis of the SREB by analyzing the economic and labor market realities of New Mexico’s four workforce regions in some detail. Many public data sources are employed to paint a wide-spectrum picture of each region. Most of these public data sources offer statistics on a county level. In this report, those data are aggregated to produce regional level totals and/or weighted by population distributions to produce regional rates.

Regional reports:

The consolidated report includes an analysis of the state, as well as analyses of the regions. Separate reports will return information for only one region.

Recommendations:

The report offers practical strategies on specific applications of the SREB recommendations, given the economic and labor market realities and trends of each region.

## New Mexico’s Workforce Regions:

The workforce system in New Mexico is a network of state, regional, and local agencies and organizations that provide a range of employment, education, training, and related services and supports to help all jobseekers, including those with barriers to employment, secure good jobs while providing businesses with the skilled workers they need to compete in the global economy.[[1]](#footnote-1)

New Mexico’s workforce development system is organized into four regions. Implementation and operation of the federal Workforce Innovation and Opportunity Act (WIOA) is overseen by a Local Workforce Development Board in each region. The new WIOA legislation increased the autonomy of the local boards and expanded their options for innovation and testing of promising models.

There is an unprecedented opportunity for local workforce areas to be proactive and to provide creative leadership to each region’s approach for providing the career services, occupational training and adult education that will best prepare workers for real-world career opportunities. The I in WIOA stands for Innovation, and it is hoped that New Mexico will leverage this system in innovative ways to best position the state for unprecedented levels of economic growth.

Northern

Cibola

Chaves

Curry

De Baca,

Eddy

Guadalupe

Harding

Lea

Lincoln

Mora

Otero

Quay

Roosevelt

Union

Southwestern

Catron

Dona Ana

Grant

Hidalgo

Luna

Sierra

Socorro

Central

Sandoval

Bernalillo

Torrance

Valencia

Eastern

San Juan

Rio Arriba

Taos

Colfax

McKinley

Los Alamos

Santa Fe

San Miguel

In New Mexico’s Combined State Plan for program years 2016-2019, Governor Susana Martinez’ aspirational vision for state’s workforce development system was made clear.

*“Transform New Mexico into the nation’s leader as a state of employability, where the workforce system supports both the needs of private, public, and non-profit employers by providing a trained and employable workforce needed for businesses to grow and profit… This vision will meet the needs of New Mexico citizens by delivering education and training programs which will result in meaningful employment, an increased quality of life and per capita income.”*

# Population

## **Total population and change**

The population of New Mexico is 2,085,109 as of the May 2015 Annual Population Estimate from the United States Census Bureau. From 2010 to 2015, the state’s population increased by a total of 1.0% (20,368). In that same span, the nation’s population increased by 3.9%.

### Northern Region

**Table 1: 2010-2015 population change by county in the Northern Region**

|  |  |  |  |
| --- | --- | --- | --- |
| County | 2010 Population | 2015 Population | 2040 Population (projected) |
| Santa Fe | 144,532 | 154,756 | 184,832 |
| San Juan | 130,170 | 138,487 | 175,678 |
| McKinley | 71,802 | 72,691 | 71,580 |
| Rio Arriba | 40,371 | 40,780 | 40,008 |
| Taos | 32,937 | 35,012 | 40,062 |
| San Miguel | 29,393 | 29,315 | 26,594 |
| Cibola | 27,213 | 28,236 | 32,090 |
| Los Alamos | 18,026 | 18,058 | 17,210 |
| Colfax | 13,752 | 13,710 | 12,642 |
| **Total** | **508,196** | **531,045** | **600,696** |

*Source: New Mexico County Population Projections July 1, 2010 to July 1, 2040, Geospatial and Population Studies Group, University of New Mexico*

### Central Region

**Table 2: 2010-2015 population change by county in the Central Region**

|  |  |  |  |
| --- | --- | --- | --- |
| County | 2010 Population | 2015 Population | 2050 Population (projected) |
| Sandoval | 132,434 | 154,048 | 265,607 |
| Bernaillo | 664,636 | 721,153 | 970,371 |
| Torrance | 16,383 | 16,927 | 19,801 |
| Valencia | 76,735 | 82,644 | 106,830 |
| **Total** | **890,188** | **974,772** | **1,362,609** |

*Source: New Mexico County Population Projections July 1, 2010 to July 1, 2040, Geospatial and Population Studies Group, University of New Mexico*

### Southwestern Region

**Table 3: 2010-2015 population change by county in the Southwestern Region**

|  |  |  |  |
| --- | --- | --- | --- |
| County | 2010 Population | 2015 Population | 2040 Population (projected) |
| Catron | 3,725 | 3,825 | 4,012 |
| Dona Ana | 210,536 | 226,855 | 299,088 |
| Grant | 29,371 | 29,417 | 29,102 |
| Hidalgo | 4,894 | 4,857 | 4,403 |
| Luna | 25,095 | 26,478 | 35,595 |
| Sierra | 11,988 | 12,020 | 12,737 |
| Socorro | 17,866 | 17,998 | 16,857 |
| **Total** | **303,475** | **321,450** | **401,794** |

*Source: New Mexico County Population Projections July 1, 2010 to July 1, 2040, Geospatial and Population Studies Group, Univ. of New Mexico*

### Eastern Region

**Table 4: 2010-2015 population change by county in the Eastern Region**

|  |  |  |  |
| --- | --- | --- | --- |
| County | 2010 Population | 2015 Population | 2040 Population (projected) |
| Chaves | 65,783 | 68,538 | 83,263 |
| Curry | 48,941 | 51,001 | 60,395 |
| De Baca, | 2,022 | 1,987 | 1,803 |
| Eddy | 53,829 | 55,832 | 65,258 |
| Guadalupe | 4,687 | 4,742 | 4,760 |
| Harding | 695 | 693 | 607 |
| Lea | 64,727 | 71,465 | 110,661 |
| Lincoln | 20,497 | 21,104 | 21,888 |
| Mora | 4,881 | 4,865 | 4,423 |
| Otero | 64,275 | 65,542 | 66,841 |
| Quay | 9,041 | 8,954 | 8,805 |
| Roosevelt | 20,040 | 21,657 | 27,912 |
| **Total** | **359,418** | **376,380** | **456,616** |

*Source: New Mexico County Population Projections July 1, 2010 to July 1, 2040, Geospatial and Population Studies Group, Univ. of New Mexico*

## **Demographics**

New Mexico’s population is predominantly white, with a plurality of those being of Hispanic ethnicity. The nation’s most concentrated American Indian population also resides in the state

**Table X: New Mexico Population Demographics**

|  |  |  |
| --- | --- | --- |
| **Characteristic** | **Population** | **% Population** |
| **Race/Ethnicity** |
| White, Hispanic | 919,608 | 44.1% |
| White, Non-Hispanic | 801,530 | 38.4% |
| American Indian or Alaskan Native, Non-Hispanic | 179,684 | 8.6% |
| All Other Race/Ethnicities | 144,733 | 6.9% |
| American Indian or Alaskan Native, Hispanic | 39,551 | 1.9% |
| **Veteran Status** |
| Civilian Veteran | 170,321 | 10.9% |
| **Residence One Year Ago (for population 1 year and older)** |
| Same house | 1,757,056 | 85.50% |
| Different house in the U.S. | 286,234 | 13.90% |
| Abroad | 10,855 | 0.50% |
| **Citizenship Status** |
| Foreign-born population | 205,881 | X |
| Naturalized U.S. citizen | 70,926 | 34.40% |
| Not a U.S. citizen | 134,955 | 65.60% |

*Source: United States Census Bureau, American Community Survey*

## **Age Distribution**

**Table X: New Mexico population by age group:**

|  |  |  |  |
| --- | --- | --- | --- |
| Age Group | 2016 Population | % of Population | United States % |
| Under 5 years | 140,691 | 6.7% | 140,691 |
| 5 to 9 years | 140,819 | 6.7% | 140,819 |
| 10 to 14 years | 141,661 | 6.7% | 141,661 |
| 15 to 19 years | 137,570 | 6.5% | 137,570 |
| 20 to 24 years | 146,938 | 7.0% | 146,938 |
| 25 to 29 years | 144,244 | 6.8% | 144,244 |
| 30 to 34 years | 141,753 | 6.7% | 141,753 |
| 35 to 39 years | 126,382 | 6.0% | 126,382 |
| 40 to 44 years | 120,960 | 5.7% | 120,960 |
| 45 to 49 years | 118,923 | 5.6% | 118,923 |
| 50 to 54 years | 134,500 | 6.4% | 134,500 |
| 55 to 59 years | 141,736 | 6.7% | 141,736 |
| 60 to 64 years | 133,318 | 6.3% | 133,318 |
| 65 to 69 years | 116,103 | 5.5% | 116,103 |
| 70 to 74 years | 86,250 | 4.1% | 86,250 |
| 75 to 79 years | 59,259 | 2.8% | 59,259 |
| 80 to 84 years | 40,292 | 1.9% | 40,292 |
| 85 and over | 37,715 | 1.8% | 37,715 |

New Mexico’s age distribution places unusual demands on its labor market. The state’s population is distributed most heavily among the years in which income is typically lowest or nonexistent. For example, across the United States, approximately 26.3% of the population is under 20 years of age. In New Mexico, that number is 26.6%. The retirement age population (65 years and over) accounts for 16.1% of New Mexico’s population, while the national rate is 13.8%.

While New Mexico’s pre-employment and retirement age populations are overrepresented compared to national percentages, the estimates of people in the prime earning years show the opposite. Nationally, 60.0% of the population is between 20 and 64 years of age. In New Mexico, that number is 57.2%.

Specific impacts on state budget items, availability of social services and other factors are beyond the scope of this report, but it is obvious that New Mexicans of prime working age bear an unusually heavy burden in supporting the state’s very young and very old populations.

## **Disability**

The disability status of New Mexico’s civilian, non-institutionalized population is worth noting. More than 14% have a disability according to the United States Census Bureau’s 2010-2014 American Community Survey. This includes 12.4% of the working age population (18-64 years).

### Northern Region

**Table X: Percentage of population with a disability, Northern Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Region | Population | Population With Disability | % Population With Disability |
| **Northern Region** | **531,045** | **79,099** | **14.9%** |
| Santa Fe | 154,756 | 19,964 | 12.9% |
| San Juan | 138,487 | 17,034 | 12.3% |
| McKinley | 72,691 | 9,959 | 13.7% |
| Rio Arriba | 40,780 | 7,544 | 18.5% |
| Taos | 35,012 | 6,582 | 18.8% |
| San Miguel | 29,315 | 7,124 | 24.3% |
| Cibola | 28,236 | 5,873 | 20.8% |
| Los Alamos | 18,058 | 1,770 | 9.8% |
| Colfax | 13,710 | 3,249 | 23.7% |

*Source: United States Census Bureau, American Community Survey*

### Southwestern Region

**Table X: Percentage of population with a disability, Southwestern Region**

|  |  |  |  |
| --- | --- | --- | --- |
| County | Population | Population With Disability | % Population With Disability |
| **Southwestern Region** | **321,450** | **45,759** | **14.2%** |
| Catron | 3,825 | 1,220 | 31.9% |
| Dona Ana | 226,855 | 24,273 | 10.7% |
| Grant | 29,417 | 6,560 | 22.3% |
| Hidalgo | 4,857 | 899 | 18.5% |
| Luna | 26,478 | 4,793 | 18.1% |
| Sierra | 12,020 | 3,173 | 26.4% |
| Socorro | 17,998 | 4,841 | 26.9% |

*Source: United States Census Bureau, American Community Survey*

### Central Region

**Table X: Percentage of population with a disability, Central Region**

|  |  |  |  |
| --- | --- | --- | --- |
| County | Population | Population With Disability | % Population With Disability |
| **Central Region** | **974,772** | **147,254** | **15.1%** |
| Sandoval | 154,048 | 37,434 | 12.7% |
| Bernaillo | 721,153 | 91,586 | 29.0% |
| Torrance | 16,927 | 2,945 | 24.3% |
| Valencia | 82,644 | 15,289 | 17.4% |

*Source: United States Census Bureau, American Community Survey*

### Eastern Region

**Table X: Percentage of population with a disability, Eastern Region**

|  |  |  |  |
| --- | --- | --- | --- |
| County | Population | Population With Disability | %Population With Disability |
| **Eastern** | **444,918** | **73,017** | **16.4%** |
| Chaves | 68,538 | 11,377 | 16.6% |
| Curry | 51,001 | 8,007 | 15.7% |
| De Baca, | 1,987 | 413 | 20.8% |
| Eddy | 55,832 | 8,710 | 15.6% |
| Guadalupe | 4,742 | 1,048 | 22.1% |
| Harding | 693 | 158 | 22.8% |
| Lea | 71,465 | 8,433 | 11.8% |
| Lincoln | 21,104 | 4,179 | 19.8% |
| Mora | 4,865 | 1,411 | 29.0% |
| Otero | 65,542 | 11,732 | 17.9% |
| Quay | 8,954 | 2,364 | 26.4% |
| Roosevelt | 21,657 | 3,249 | 15.0% |
| Union | 68,538 | 12,680 | 18.5% |

*Source: United States Census Bureau, American Community Survey*

# Educational Attainment

More than 17% of New Mexico’s population 25 years and older have less than a high school diploma, and just under three-quarters have less than a bachelor’s degree.

|  |  |
| --- | --- |
| Education Level | 2015 Population |
| Less Than 9th Grade | 119,357 |
| 9th Grade to 12th Grade | 110,622 |
| High School Diploma | 369,179 |
| Some College | 323,547 |
| Associate's Degree | 105,461 |
| Bachelor's Degree | 205,663 |
| Graduate Degree and Higher | 149,523 |

## Northern Region

Educational Attainment in the Northern Region, age 25 years and up

|  |  |
| --- | --- |
| Education Level | 2016 Population |
| Less Than 9th Grade | 25,760 |
| 9th Grade to 12th Grade | 33,970 |
| High School Diploma | 96,135 |
| Some College | 76,686 |
| Associate's Degree | 26,761 |
| Bachelor's Degree | 47,857 |
| Graduate Degree and Higher | 39,609 |

## Southwestern Region

Educational Attainment in the Southwestern Region, age 25 years and up

|  |  |
| --- | --- |
| Education Level | 2016 Population |
| Less Than 9th Grade | 27,888 |
| 9th Grade to 12th Grade | 14,955 |
| High School Diploma | 48,469 |
| Some College | 39,777 |
| Associate's Degree | 13,402 |
| Bachelor's Degree | 29,039 |
| Graduate Degree and Higher | 18,245 |

## Central Region

Educational Attainment in the Central Region, age 25 years and up

|  |  |
| --- | --- |
| Education Level | 2016 Percent |
| Less Than 9th Grade | 6.3% |
| 9th Grade to 12th Grade | 7.1% |
| High School Diploma | 25.1% |
| Some College | 24.6% |
| Associate's Degree | 7.5% |
| Bachelor's Degree | 17.0% |
| Graduate Degree and Higher | 12.4% |

## Eastern Region

Educational Attainment in the Eastern Region, age 25 years and up

|  |  |
| --- | --- |
| Education Level | 2016 Percent |
| Less Than 9th Grade | 11.9% |
| 9th Grade to 12th Grade | 8.7% |
| High School Diploma | 30.4% |
| Some College | 23.7% |
| Associate's Degree | 8.3% |
| Bachelor's Degree | 10.5% |
| Graduate Degree and Higher | 6.4% |

## Degrees and Completions

There are primarily three families of college programs that supply the labor needs of New Mexico’s most critical industry sectors:

**Top Program Completions**

|  |  |  |
| --- | --- | --- |
| CIP | Program | Completions (2015) |
| 51 | Health professions and related programs | 6,483 |
| 24 | Liberal arts and sciences, general studies and humanities | 5,967 |
| 52 | Business, management, marketing, and related support services | 4,002 |
| 13 | Education | 2,605 |
| 12 | Personal and culinary services | 1,222 |
| 43 | Homeland security, law enforcement, firefighting and related protective services | 1,068 |
| 14 | Engineering | 1,032 |
| 47 | Mechanic and repair technologies/technicians | 939 |
| 42 | Psychology | 891 |
| 50 | Visual and performing arts | 874 |

In the following tables, we break down the institutions from which the awards in the programs were earned.

### Health Care and Related Occupations programs

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Institution | Award of less than 1 year | Award of at least 1 but less than 2 years | Associates degree | Award of at least 2 but less than 4 years | Bachelors degree | Postbaccalaureate certificate | Masters degree | Post-masters certificate | Doctors degree | All Certificates | All Degrees | All Completions |
| Central New Mexico Community College | 615 | 247 | 469 | 0 | 0 | 0 | 0 | 0 | 0 | 862 | 469 | 1,331 |
| University of New Mexico-Main  | 0 | 0 | 0 | 0 | 256 | 0 | 130 | 8 | 241 | 8 | 627 | 635 |
| Pima Medical Institute-Albuquerque | 160 | 271 | 169 | 0 | 0 | 0 | 0 | 0 | 0 | 431 | 169 | 600 |
| Carrington College-Albuquerque | 0 | 291 | 90 | 0 | 0 | 0 | 0 | 0 | 0 | 291 | 90 | 381 |
| San Juan College | 85 | 85 | 179 | 0 | 0 | 0 | 0 | 0 | 0 | 170 | 179 | 349 |
| Eastern New Mexico University-Roswell  | 183 | 47 | 98 | 0 | 0 | 0 | 0 | 0 | 0 | 230 | 98 | 328 |
| Santa Fe Community College | 124 | 85 | 112 | 0 | 0 | 0 | 0 | 0 | 0 | 209 | 112 | 321 |
| New Mexico Highlands University | 0 | 0 | 0 | 0 | 159 | 0 | 143 | 0 | 0 | 0 | 302 | 302 |
| Clovis Community College | 140 | 57 | 91 | 0 | 0 | 0 | 0 | 0 | 0 | 197 | 91 | 288 |
| New Mexico State University-Dona Ana | 30 | 116 | 106 | 0 | 0 | 0 | 0 | 0 | 0 | 146 | 106 | 252 |
| New Mexico State University-Main  | 0 | 0 | 0 | 0 | 184 | 3 | 30 | 0 | 11 | 3 | 225 | 228 |
| Brown Mackie College-Albuquerque | 0 | 2 | 152 | 0 | 2 | 0 | 0 | 0 | 0 | 2 | 154 | 156 |
| Eastern New Mexico University-Main  | 0 | 0 | 1 | 0 | 113 | 0 | 25 | 0 | 0 | 0 | 139 | 139 |
| Brookline College-Albuquerque | 127 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 127 | 10 | 137 |
| Western New Mexico University | 0 | 0 | 44 | 0 | 43 | 0 | 47 | 0 | 0 | 0 | 134 | 134 |
| University of New Mexico-Valencia County  | 92 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 92 | 12 | 104 |

*Source: National Center for Education Statistics, Integrated Postsecondary Education Data System*

Other institutions with fewer than 100 completers from Health Care and Related Occupations programs:

|  |
| --- |
| Associate’s degrees or lower |
| Pima Medical Institute-Albuquerque West | 96 |
| University of New Mexico-Gallup Campus | 64 |
| Massage Therapy Trainining Institute | 57 |
| Eastern New Mexico University-Ruidoso Campus | 54 |
| Universal Therapeutic Massage Institute | 54 |
| Luna Community College | 50 |
| Navajo Technical University | 48 |
| New Mexico Junior College | 44 |
| ITT Technical Institute-Albuquerque | 36 |
| University of New Mexico-Taos Campus | 35 |
| New Mexico State University-Grants | 31 |
| New Mexico State University-Carlsbad | 19 |
| Southwest Acupuncture College-Albuquerque | 18 |
| University of Phoenix-New Mexico | 18 |
| Southwest Acupuncture College-Santa Fe | 16 |
| Southwestern Indian Polytechnic Institute | 10 |
| Mesalands Community College | 4 |
| University of New Mexico-Los Alamos Campus | 2 |
| New Mexico State University-Alamogordo | 1 |

|  |
| --- |
| Bachelor’s degrees or higher |
| Northern New Mexico College | 50 |
| Southwestern College | 37 |
| University of the Southwest | 26 |
| National American University-Albuquerque | 15 |
| National American University-Albuquerque West | 13 |
| Northern New Mexico College | 4 |

### Liberal Arts and Sciences, General Studies and Humanities programs

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Institution | Award of less than 1 year | Award of at least 1 but less than 2 years | Associates degree | Award of at least 2 but less than 4 years | Bachelors degree | Postbaccalaureate certificate | Masters degree | Post-masters certificate | Doctors degree | All Certificates | All Degrees | All Completions |
| Central New Mexico Community College | 0 | 80 | 3,082 | 0 | 0 | 0 | 0 | 0 | 0 | 80 | 3,082 | 3,162 |
| New Mexico State University-Dona Ana | 70 | 0 | 554 | 0 | 0 | 0 | 0 | 0 | 0 | 70 | 554 | 624 |
| San Juan College | 0 | 150 | 147 | 0 | 0 | 0 | 0 | 0 | 0 | 150 | 147 | 297 |
| Clovis Community College | 0 | 0 | 244 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 244 | 244 |
| Eastern New Mexico University-Main  | 0 | 0 | 100 | 0 | 144 | 0 | 0 | 0 | 0 | 0 | 244 | 244 |
| University of New Mexico-Main  | 0 | 0 | 0 | 0 | 227 | 0 | 0 | 0 | 0 | 0 | 227 | 227 |
| New Mexico Junior College | 0 | 0 | 215 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 215 | 215 |
| New Mexico State University-Main  | 0 | 0 | 0 | 0 | 163 | 0 | 5 | 0 | 5 | 0 | 173 | 173 |
| New Mexico Military Institute | 0 | 0 | 112 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 112 | 112 |
| St. John's College | 0 | 0 | 0 | 0 | 84 | 0 | 22 | 0 | 0 | 0 | 106 | 106 |

*Source: National Center for Education Statistics, Integrated Postsecondary Education Data System*

Other institutions with fewer than 100 completers from liberal arts, general studies and huanities:

|  |
| --- |
| Associate’s degrees or lower |
| University of New Mexico-Valencia County Campus | 84 |
| New Mexico State University-Alamogordo | 79 |
| New Mexico State University-Carlsbad | 43 |
| Luna Community College | 39 |
| University of New Mexico-Taos Campus | 37 |
| Eastern New Mexico University-Roswell Campus | 35 |
| Mesalands Community College | 34 |
| University of New Mexico-Gallup Campus | 33 |
| Santa Fe Community College | 29 |
| New Mexico State University-Grants | 28 |
| Western New Mexico University | 25 |
| University of New Mexico-Los Alamos Campus | 23 |
| Southwestern Indian Polytechnic Institute | 19 |
| Eastern New Mexico University-Ruidoso Campus | 15 |
| Navajo Technical University | 6 |
| Northern New Mexico College | 3 |
| New Mexico Institute of Mining and Technology | 1 |

|  |
| --- |
| Bachelor’s degrees or higher |
| Northern New Mexico College | 13 |
| New Mexico Highlands University | 9 |
| University of the Southwest | 7 |
| Western New Mexico University | 1 |

### Business, Management, Marketing, and Related Support Services programs

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Institution | Award of less than 1 year | Award of at least 1 but less than 2 years | Associates degree | Award of at least 2 but less than 4 years | Bachelors degree | Postbaccalaureate certificate | Masters degree | Post-masters certificate | Doctors degree | All Certificates | All Degrees | All Completions |
| Central New Mexico Community College | 254 | 513 | 334 | 74 | 0 | 0 | 0 | 0 | 0 | 841 | 334 | 1,175 |
| University of New Mexico-Main Campus | 0 | 0 | 0 | 0 | 557 | 0 | 265 | 3 | 0 | 3 | 822 | 825 |
| New Mexico State University-Main Campus | 0 | 0 | 21 | 0 | 431 | 3 | 89 | 0 | 5 | 3 | 546 | 549 |
| University of Phoenix-New Mexico | 0 | 0 | 0 | 0 | 175 | 0 | 64 | 0 | 0 | 0 | 239 | 239 |
| New Mexico State University-Dona Ana | 26 | 26 | 121 | 0 | 0 | 0 | 0 | 0 | 0 | 52 | 121 | 173 |
| New Mexico Highlands University | 0 | 0 | 0 | 0 | 76 | 0 | 70 | 0 | 0 | 0 | 146 | 146 |
| Eastern New Mexico University-Main Campus | 0 | 0 | 0 | 0 | 79 | 0 | 40 | 0 | 0 | 0 | 119 | 119 |
| Santa Fe Community College | 0 | 16 | 84 | 0 | 0 | 0 | 0 | 0 | 0 | 16 | 84 | 100 |

*Source: National Center for Education Statistics, Integrated Postsecondary Education Data System*

Other institutions with fewer than 100 completers from business, management, marketing and frelated support services programs:

|  |  |
| --- | --- |
| Associate’s degrees or lower |  |
| San Juan College | 67 |
| Navajo Technical University | 43 |
| University of New Mexico-Gallup Campus | 39 |
| Clovis Community College | 37 |
| Eastern New Mexico University-Roswell Campus | 34 |
| Southwestern Indian Polytechnic Institute | 27 |
| Luna Community College | 26 |
| University of New Mexico-Valencia County Campus | 24 |
| New Mexico State University-Alamogordo | 21 |
| Mesalands Community College | 21 |
| New Mexico State University-Carlsbad | 16 |
| University of New Mexico-Taos Campus | 12 |
| Brookline College-Albuquerque | 7 |
| University of New Mexico-Los Alamos Campus | 7 |
| Eastern New Mexico University-Ruidoso Campus | 7 |
| Institute of American Indian and Alaska Native Culture | 4 |
| New Mexico Junior College | 2 |
| New Mexico State University-Grants | 1 |

|  |  |
| --- | --- |
| Bachelor’s degrees or higher |  |
| Western New Mexico University |  |
| Northern New Mexico College |  |
| University of the Southwest | 49 |
| National American University-Albuquerque West |  |
| Brown Mackie College-Albuquerque | 33 |
| National American University-Albuquerque |  |
| ITT Technical Institute-Albuquerque | 14 |
| New Mexico Institute of Mining and Technology | 4 |

# Poverty and Income

While the state’s forward-thinking economic development strategies are realizing some successes and significant improvements on some fronts, serious economic, cultural and environmental challenges continue to face families in New Mexico. According to the United States Census Bureau’s 2014 American Community Survey, 24.8% of New Mexico families with children at home were living below the poverty line.

A more detailed look at those data reveal opportunities for the workforce development system to affect a real change in the lives of the state’s most vulnerable populations. For example, among families with at least one American Indian householder, 30.8% are living in poverty. Among households with a female householder and no husband present, a jaw-dropping 45.0% are in poverty. Among these single-mother households, employment options tend to the lower ranges of the income scale, as evidenced by the fact that 28.9% of single-mother households where the householder worked in the last year are in poverty, including 14.4% of those who worked full-time.

|  |
| --- |
| **Table two: poverty by educational attainment** |
| **Educational attainment of householder** | **Total, all families** | **% below poverty line** |
| Less than high school | 73,352 | 35.0% |
| High school graduate | 118,157 | 18.3% |
| Some college, associate's degree | 166,785 | 15.0% |
| Bachelor's degree or higher | 139,843 | 6.3% |
| *U.S. Census Bureau, American Community Survey* |

## Poverty by educational attainment

Predictably, poverty is less prevalent among those with higher levels of educational attainment. Furthermore, poverty in New Mexico is more prevalent among the working age population than in the nation as a whole. Of New Mexico citizens between 18 and 64 years of age, 19.5% are living in poverty, compared to 14.6% nationwide.

## Poverty by region

Poverty in New Mexico is not unevenly distributed. Poverty rates range from a high of 30.9% in Luna County to a low of 4.0% in Los Alamos.

**Poverty in the Central Region**

|  |  |
| --- | --- |
| Region | Poverty Rate |
| United States | 14.7% |
| New Mexico | 19.8% |
| Sandoval | 11.2% |
| Bernalillo | 19.0% |
| Torrance | 26.2% |
| Valencia | 19.8% |

**Poverty in the Eastern Region**

|  |  |
| --- | --- |
| Region | Poverty Rate |
| United States | 14.7% |
| New Mexico | 19.8% |
| Chaves | 21.1% |
| Curry | 21.7% |
| DeBaca | 20.2% |
| Eddy | 12.3% |
| Guadalupe | 23.9% |
| Harding | 14.3% |
| Lea | 14.3% |
| Lincoln | 17.8% |
| Otero | 23.0% |
| Quay | 23.0% |
| Roosevelt | 20.4% |
| Union | 17.1% |

## Poverty by school district

**Poverty in the Northern Region**

|  |  |
| --- | --- |
| Region | Poverty Rate |
| United States | 14.7% |
| New Mexico | 19.8% |
| Cibola | 29.2% |
| San Miguel | 28.7% |
| Santa Fe | 13.1% |
| Los Alamos | 4.0% |
| McKinley | 34.1% |
| Mora | 23.9% |
| Colfax | 19.7% |
| Taos | 19.9% |
| Rio Arriba | 24.2% |
| San Juan | 18.8% |

**Poverty in the Southwestern Region**

|  |  |
| --- | --- |
| Region | Poverty Rate |
| United States | 14.7% |
| New Mexico | 19.8% |
| Catron | 23.4 |
| Dona Ana | 25.7 |
| Grant | 20.5 |
| Hidalgo | 25.2 |
| Luna | 30.9 |
| Sierra | 28.7 |
| Socorro | 23.5 |

Poverty inhibits both the ability to learn and the ability to teach. The table on the following pages returns the rate of childhood poverty from each school district in the state.

**Table X: Poverty by School District**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Name | Estimated Total Population | Estimated Population 5-17 | Children in poverty | % children in poverty |
| Wagon Mound Public Schools | 606 | 67 | 67 | 100.0% |
| Quemado Independent Schools | 1,663 | 168 | 97 | 57.7% |
| Jemez Mountain Public Schools | 1,476 | 235 | 127 | 54.0% |
| Cloudcroft Municipal Schools | 3,018 | 316 | 149 | 47.2% |
| Gadsden Independent Schools | 64,056 | 14,358 | 6,579 | 45.8% |
| Carrizozo Municipal Schools | 1,453 | 164 | 75 | 45.7% |
| Hatch Valley Municipal Schools | 5,952 | 1,387 | 608 | 43.8% |
| Socorro Consolidated Schools | 11,935 | 1,881 | 816 | 43.4% |
| Zuni Public Schools | 8,456 | 1,765 | 730 | 41.4% |
| Capitan Municipal Schools | 4,010 | 520 | 213 | 41.0% |
| Truth or Consequences Schools | 11,282 | 1,275 | 514 | 40.3% |
| Cuba Independent Schools | 4,861 | 990 | 396 | 40.0% |
| Maxwell Municipal Schools | 399 | 65 | 26 | 40.0% |
| Mesa Vista Consolidated Schools | 2,655 | 333 | 132 | 39.6% |
| Deming Public Schools | 24,518 | 4,518 | 1,775 | 39.3% |
| Mountainair Public Schools | 1,761 | 267 | 104 | 39.0% |
| West Las Vegas Public Schools | 10,487 | 1,492 | 577 | 38.7% |
| Gallup-McKinley County Schools | 68,252 | 15,487 | 5,985 | 38.6% |
| Peñasco Independent Schools | 3,344 | 503 | 189 | 37.6% |
| Springer Municipal Schools | 1,644 | 182 | 68 | 37.4% |
| Grants-Cibola County Schools | 27,203 | 4,701 | 1,677 | 35.7% |
| Tucumcari Public Schools | 6,494 | 1,021 | 357 | 35.0% |
| Lordsburg Municipal Schools | 3,369 | 555 | 191 | 34.4% |
| Questa Independent Schools | 3,938 | 534 | 182 | 34.1% |
| Texico Municipal Schools | 2,189 | 463 | 155 | 33.5% |
| Tularosa Municipal Schools | 8,809 | 1,679 | 534 | 31.8% |
| Dulce Independent Schools | 3,411 | 762 | 239 | 31.4% |
| Las Cruces Public Schools | 153,107 | 24,996 | 7,839 | 31.4% |
| San Jon Municipal Schools | 445 | 80 | 25 | 31.3% |
| Fort Sumner Municipal Schools | 1,828 | 309 | 93 | 30.1% |
| Roy Municipal Schools | 395 | 47 | 14 | 29.8% |
| Animas Public Schools | 1,054 | 165 | 49 | 29.7% |
| Las Vegas City Public Schools | 12,705 | 1,797 | 529 | 29.4% |
| Santa Rosa Consolidated Schools | 4,159 | 623 | 181 | 29.1% |
| Estancia Municipal Schools | 4,535 | 704 | 203 | 28.8% |
| Clovis Municipal Schools | 46,983 | 8,575 | 2,472 | 28.8% |
| Vaughn Municipal Schools | 641 | 112 | 32 | 28.6% |
| Española Municipal Schools | 36,250 | 6,161 | 1,733 | 28.1% |
| House Municipal Schools | 242 | 32 | 9 | 28.1% |
| Taos Municipal Schools | 25,043 | 3,460 | 968 | 28.0% |
| Central Consolidated Schools | 30,205 | 6,251 | 1,747 | 27.9% |
| Belen Consolidated Schools | 30,460 | 5,330 | 1,463 | 27.4% |
| Portales Municipal Schools | 17,350 | 2,870 | 786 | 27.4% |
| Alamogordo Public Schools | 43,715 | 6,557 | 1,794 | 27.4% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Name | Estimated Total Population | Estimated Population 5-17 | Children in poverty | % children in poverty |
| Roswell Independent Schools | 58,627 | 11,458 | 3,093 | 27.0% |
| Silver City Consolidated Schools | 20,722 | 3,146 | 837 | 26.6% |
| Grady Municipal Schools | 351 | 46 | 12 | 26.1% |
| Cobre Consolidated Schools | 7,887 | 1,221 | 318 | 26.0% |
| Raton Public Schools | 7,202 | 1,080 | 279 | 25.8% |
| Pecos Independent Schools | 4,730 | 718 | 184 | 25.6% |
| Dexter Consolidated Schools | 3,980 | 853 | 218 | 25.6% |
| Ruidoso Municipal Schools | 12,714 | 1,732 | 437 | 25.2% |
| Cimarron Public Schools | 3,188 | 382 | 96 | 25.1% |
| Logan Municipal Schools | 1,240 | 156 | 38 | 24.4% |
| Clayton Public Schools | 3,671 | 512 | 122 | 23.8% |
| Hondo Valley Public Schools | 924 | 164 | 39 | 23.8% |
| Loving Municipal Schools | 2,079 | 471 | 111 | 23.6% |
| Mora Independent Schools | 3,788 | 554 | 128 | 23.1% |
| Farmington Municipal Schools | 56,854 | 10,488 | 2,423 | 23.1% |
| Dora Consolidated Schools | 624 | 100 | 23 | 23.0% |
| Albuquerque Public Schools | 681,974 | 112,348 | 25,689 | 22.9% |
| Eunice Municipal Schools | 3,563 | 738 | 165 | 22.4% |
| Los Lunas Public Schools | 47,649 | 8,967 | 2,004 | 22.3% |
| Bernalillo Public Schools | 25,820 | 4,331 | 948 | 21.9% |
| Reserve Independent Schools | 1,919 | 192 | 42 | 21.9% |
| Melrose Public Schools | 1,189 | 184 | 39 | 21.2% |
| Tatum Municipal Schools | 1,610 | 352 | 71 | 20.2% |
| Magdalena Municipal Schools | 2,879 | 626 | 125 | 20.0% |
| Corona Municipal Schools | 431 | 51 | 10 | 19.6% |
| Hagerman Municipal Schools | 2,223 | 532 | 104 | 19.5% |
| Bloomfield Municipal Schools | 16,354 | 3,156 | 606 | 19.2% |
| Lake Arthur Municipal Schools | 707 | 159 | 30 | 18.9% |
| Elida Municipal Schools | 412 | 60 | 11 | 18.3% |
| Jemez Valley Public Schools | 5,553 | 815 | 149 | 18.3% |
| Moriarty Municipal Schools | 22,919 | 3,987 | 712 | 17.9% |
| Floyd Municipal Schools | 530 | 108 | 19 | 17.6% |
| Santa Fe Public Schools | 121,725 | 16,798 | 2,926 | 17.4% |
| Des Moines Municipal Schools | 511 | 75 | 13 | 17.3% |
| Hobbs Municipal Schools | 47,308 | 10,229 | 1,771 | 17.3% |
| Pojoaque Valley Public Schools | 9,946 | 1,772 | 305 | 17.2% |
| Chama Valley Independent Schools | 2,839 | 362 | 60 | 16.6% |
| Lovington Public Schools | 16,334 | 3,748 | 612 | 16.3% |
| Artesia Public Schools | 19,489 | 3,854 | 599 | 15.5% |
| Carlsbad Municipal Schools | 36,204 | 6,688 | 994 | 14.9% |
| Rio Rancho Public Schools | 94,348 | 18,596 | 2,109 | 11.3% |
| Aztec Municipal Schools | 15,324 | 2,697 | 284 | 10.5% |
| Mosquero Municipal Schools | 254 | 31 | 2 | 6.5% |
| Jal Public Schools | 2,371 | 480 | 29 | 6.0% |
| Los Alamos Public Schools | 17,785 | 3,110 | 109 | 3.5% |

*2015 Poverty Estimates for School districts, U.S. Census Bureau, Small Area Income and Poverty Program (SAIPE). December 2016*

## Employment by race, gender and ethnicity

**Table X: Employment and unemployment rates by gender and race and ethnicity, New Mexico, 2015**

| **Group** | **Civilian non-institutional population** | **Labor Force** | **Employment** | **Unemploy-ment** |
| --- | --- | --- | --- | --- |
| **Level** | **% of population** | **Level** | **% of population** | **Level** | **Rate** |
|
|  |
| Total | 1,601 | 917 | 57.3 | 852 | 53.2 | 64 | 7.0 |
| Men | 777 | 491 | 63.2 | 461 | 59.3 | 30 | 6.1 |
| Women | 824 | 426 | 51.7 | 392 | 47.5 | 34 | 8.0 |
| White | 1,337 | 772 | 57.8 | 728 | 54.5 | 44 | 5.7 |
| White, men | 648 | 418 | 64.6 | 397 | 61.3 | 21 | 5.1 |
| White, women | 689 | 354 | 51.4 | 331 | 48.0 | 23 | 6.5 |
| Black or African American | 42 | 26 | 62.6 | 23 | 54.7 | 3 | 12.5 |
| Asian | 38 | 23 | 58.8 | 21 | 55.6 | 1 | 5.5 |
| Hispanic or Latino  | 688 | 409 | 59.4 | 378 | 55.0 | 30 | 7.4 |
| Hispanic or Latino , men | 331 | 219 | 66.2 | 206 | 62.1 | 13 | 6.1 |
| Hispanic or Latino , women | 357 | 190 | 53.1 | 173 | 48.4 | 17 | 9.0 |
| Married men, spouse present | 387 | 265 | 68.4 | 257 | 66.6 | 7 | 2.7 |
| Married women, spouse present | 388 | 199 | 51.3 | 192 | 49.5 | 7 | 3.3 |
| Women who maintain families | 107 | 73 | 67.9 | 65 | 60.9 | 8 | 10.3 |
| Total, 16 to 19 years | 109 | 33 | 30.2 | 25 | 23.1 | 8 | 23.7 |
| Total, 20 to 24 years | 143 | 90 | 62.8 | 78 | 54.5 | 12 | 13.2 |
| Total, 25 to 34 years | 269 | 197 | 73.1 | 178 | 66.4 | 18 | 9.2 |
| Total, 35 to 44 years | 238 | 189 | 79.4 | 179 | 75.5 | 9 | 4.8 |
| Total, 45 to 54 years | 252 | 189 | 74.8 | 181 | 71.6 | 8 | 4.3 |
| Total, 55 to 64 years | 257 | 156 | 60.7 | 149 | 58.1 | 7 | 4.3 |
| Total, 65 years and over | 332 | 64 | 19.2 | 61 | 18.4 | 3 | 4.1 |
| Men, 20 to 24 years | 70 | 47 | 66.2 | 41 | 58.3 | 6 | 11.9 |
| Men, 25 to 34 years | 131 | 109 | 83.1 | 101 | 76.8 | 8 | 7.5 |
| Men, 35 to 44 years | 122 | 105 | 85.5 | 100 | 81.6 | 5 | 4.6 |
| Men, 45 to 54 years | 124 | 98 | 79.0 | 94 | 75.4 | 5 | 4.6 |
| Men, 55 to 64 years | 131 | 86 | 65.6 | 83 | 63.5 | 3 | 3.2 |
| Men, 65 years and over | 143 | 32 | 22.0 | 31 | 21.4 | 1 | 2.7 |

| **Group** | **Civilian non-institutional population** | **Labor Force** | **Employment** | **Unemploy-ment** |
| --- | --- | --- | --- | --- |
| **Level** | **% of population** | **Level** | **% of population** | **Level** | **Rate** |
|
|  |
| Women, 16 to 19 years | 54 | 18 | 32.4 | 13 | 24.4 | 4 | 24.7 |
| Women, 20 to 24 years | 73 | 44 | 59.6 | 37 | 50.9 | 6 | 14.6 |
| Women, 25 to 34 years | 138 | 88 | 63.7 | 78 | 56.5 | 10 | 11.3 |
| Women, 35 to 44 years | 115 | 84 | 72.9 | 80 | 69.2 | 4 | 5.2 |
| Women, 45 to 54 years | 128 | 91 | 70.7 | 87 | 67.9 | 4 | 4.0 |
| Women, 55 to 64 years | 127 | 70 | 55.6 | 66 | 52.5 | 4 | 5.6 |
| Women, 65 years and over | 189 | 32 | 17.1 | 30 | 16.1 | 2 | 5.6 |
| White, 16 to 19 years | 87 | 28 | 31.6 | 21 | 24.2 | 7 | 23.6 |
| White, 20 to 24 years | 105 | 70 | 66.3 | 64 | 60.6 | 6 | 8.5 |
| White, 25 to 34 years | 207 | 159 | 77.0 | 148 | 71.5 | 11 | 7.2 |
| White, 35 to 44 years | 194 | 157 | 80.9 | 150 | 77.5 | 7 | 4.2 |
| White, 45 to 54 years | 211 | 160 | 75.9 | 154 | 72.9 | 6 | 4.0 |
| White, 55 to 64 years | 233 | 142 | 60.8 | 136 | 58.4 | 6 | 4.1 |
| White, 65 years and over | 300 | 57 | 19.0 | 55 | 18.5 | 2 | 3.1 |
| Hispanic or Latino , 16 to 19 years | 61 | 19 | 31.6 | 15 | 24.8 | 4 | 21.7 |
| Hispanic or Latino , 20 to 24 years | 73 | 49 | 68.1 | 45 | 61.9 | 4 | 9.1 |
| Hispanic or Latino , 25 to 34 years | 123 | 98 | 79.2 | 89 | 72.1 | 9 | 8.9 |
| Hispanic or Latino , 35 to 44 years | 117 | 94 | 80.6 | 88 | 75.5 | 6 | 6.4 |
| Hispanic or Latino , 45 to 54 years | 118 | 86 | 73.2 | 82 | 69.8 | 4 | 4.6 |
| Hispanic or Latino , 55 to 64 years | 90 | 49 | 54.8 | 47 | 51.8 | 3 | 5.4 |

# Econometric Indicators

## Monthly unemployment in New Mexico, 2010-2016

*Source: United States Bureau of Labor Statistics, Local Area Unemployment Statistics*

## Labor Force Participation in New Mexico, 2010-2016

*Source: United States Bureau of Labor Statistics, Local Area Unemployment Statistics*

## Labor Force Data by County, 2015 Annual Averages

### Central Region

**Table X: Labor force data, Central Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Force | Employed | Unemployed | (%) |
| **Central Region** | **413,907** | **388,263** | **25,644** | **6.2%** |
| Bernalillo | 318,387 | 299,513 | 18,874 | 5.9 |
| Sandoval | 60,693 | 56,612 | 4,081 | 6.7 |
| Valencia | 29,378 | 27,181 | 2,197 | 7.5 |
| Torrance | 5,449 | 4,957 | 492 | 9.0 |

### Eastern Region

**Table X: Labor force data, Eastern Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Force | Employed | Unemployed | (%) |
| **Eastern Region** | **207,443** | **193,096** | **14,347** | **6.9%** |
| Santa Fe | 71,658 | 67,767 | 3,891 | 5.4 |
| San Juan | 55,257 | 51,364 | 3,893 | 7.0 |
| McKinley | 24,107 | 21,776 | 2,331 | 9.7 |
| Rio Arriba | 16,329 | 15,019 | 1,310 | 8.0 |
| Taos | 14,743 | 13,378 | 1,365 | 9.3 |
| San Miguel | 10,988 | 10,139 | 849 | 7.7 |
| Los Alamos | 8,396 | 8,054 | 342 | 4.1 |
| Colfax | 5,965 | 5,599 | 366 | 6.1 |

### Southwestern Region

**Table X: Labor force data, Southwestern Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Force | Employed | Unemployed | (%) |
| **Southwestern Region** | **130,150** | **119,482** | **10,668** | **8.2%** |
| Dona Ana | 93,179 | 86,311 | 6,868 | 7.4 |
| Grant | 12,303 | 11,493 | 810 | 6.6 |
| Luna | 10,817 | 8,917 | 1,900 | 17.6 |
| Socorro | 6,460 | 5,971 | 489 | 7.6 |
| Sierra | 4,003 | 3,637 | 366 | 9.1 |
| Hidalgo | 2,127 | 1,993 | 134 | 6.3 |
| Catron | 1,261 | 1,160 | 101 | 8.0 |

### Northern Region

**Table X: Labor force data, Northern Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Force | Employed | Unemployed | (%) |
| **Northern Region** | **168,393** | **158,401** | **9,992** | **5.9%** |
| Lea | 29,428 | 27,601 | 1,827 | 6.2% |
| Eddy | 29,366 | 27,927 | 1,439 | 4.9% |
| Chaves | 27,248 | 25,514 | 1,734 | 6.4% |
| Otero | 24,709 | 23,173 | 1,536 | 6.2% |
| Curry | 21,751 | 20,680 | 1,071 | 4.9% |
| Cibola | 9,151 | 8,427 | 724 | 7.9% |
| Lincoln | 8,613 | 8,111 | 502 | 5.8% |
| Roosevelt | 8,023 | 7,581 | 442 | 5.5% |
| Quay | 3,188 | 2,958 | 230 | 7.2% |
| Mora | 2,248 | 2,029 | 219 | 9.7% |
| Union | 1,892 | 1,808 | 84 | 4.4% |
| Guadalupe | 1,642 | 1,525 | 117 | 7.1% |
| De Baca | 854 | 811 | 43 | 5.0% |
| Harding | 280 | 256 | 24 | 8.6% |
| Source: United States Bureau of Labor Statistics, Local Area Unemployment Statistics |

# The Labor Market

**Table X: Labor inventory by industry, 2-digit NAICS level, New Mexico**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| NAICS | Industry | 2016 Jobs | Avg. Earnings (2016) | % of Regional Unemploy-ment |
| 11 | Crop and Animal Production | 12,042 | $31,963 | 2% |
| 21 | Mining, Quarrying, and Oil and Gas Extraction | 19,065 | $89,419 | 8% |
| 22 | Utilities | 4,121 | $105,806 | 0% |
| 23 | Construction | 45,037 | $52,923 | 11% |
| 31 | Manufacturing | 27,097 | $70,333 | 4% |
| 42 | Wholesale Trade | 20,809 | $61,461 | 2% |
| 44 | Retail Trade | 93,205 | $32,896 | 11% |
| 48 | Transportation and Warehousing | 18,471 | $58,333 | 3% |
| 51 | Information | 12,596 | $63,885 | 2% |
| 52 | Finance and Insurance | 22,284 | $70,595 | 1% |
| 53 | Real Estate and Rental and Leasing | 9,978 | $43,566 | 1% |
| 54 | Professional, Scientific, and Technical Services | 54,097 | $86,717 | 4% |
| 55 | Management of Companies and Enterprises | 5,398 | $80,720 | 0% |
| 56 | Administrative/Support & Waste Management/Remediation | 41,583 | $39,688 | 4% |
| 61 | Educational Services | 10,840 | $41,484 | 1% |
| 62 | Health Care and Social Assistance | 120,918 | $48,103 | 6% |
| 71 | Arts, Entertainment, and Recreation | 9,719 | $25,467 | 2% |
| 72 | Accommodation and Food Services | 85,655 | $19,481 | 8% |
| 81 | Other Services (except Public Administration) | 28,714 | $30,718 | 4% |
| 90 | Government | 210,444 | $63,049 | 9% |

*Source: Economic Modeling Specialists International*

**Table X: New Mexico labor inventory by industry, 4-digit NAICS level, top 20 industries**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| NAICS | Industry | 2016 Jobs | Avg. Earnings (2016) | LQ | Establish-ments |
| 7225 | Restaurants and Other Eating Places | 67,940 | $18,374 | 1.14 | 3,040 |
| 9036 | Education and Hospitals (Local Government) | 55,067 | $51,305 | 1.12 | 484 |
| 9039 | Local Government, Excluding Education and Hospitals | 52,016 | $54,809 | 1.59 | 1,578 |
| 9026 | Education and Hospitals (State Government) | 34,913 | $60,683 | 2.00 | 78 |
| 9011 | Federal Government, Civilian | 29,409 | $101,789 | 1.76 | 819 |
| 5417 | Scientific Research and Development Services | 23,843 | $111,180 | 6.07 | 335 |
| 6241 | Individual and Family Services | 23,800 | $22,677 | 1.78 | 3,614 |
| 9029 | State Government, Excluding Education and Hospitals | 22,861 | $71,363 | 1.74 | 905 |
| 6221 | General Medical and Surgical Hospitals | 22,268 | $74,764 | 0.82 | 55 |
| 9012 | Federal Government, Military | 17,708 | $51,987 | 1.50 | 0 |
| 4529 | Other General Merchandise Stores | 16,329 | $28,713 | 1.48 | 359 |
| 7211 | Traveler Accommodation | 14,623 | $24,323 | 1.36 | 700 |
| 6216 | Home Health Care Services | 14,148 | $23,542 | 1.76 | 221 |
| 4451 | Grocery Stores | 13,650 | $29,931 | 0.87 | 297 |
| 6211 | Offices of Physicians | 13,461 | $83,967 | 0.89 | 1,080 |
| 5613 | Employment Services | 12,246 | $38,843 | 0.60 | 744 |
| 2382 | Building Equipment Contractors | 11,862 | $55,243 | 0.99 | 1,357 |
| 2131 | Support Activities for Mining | 10,355 | $72,962 | 6.56 | 916 |
| 5617 | Services to Buildings and Dwellings | 9,023 | $24,512 | 0.76 | 918 |
| 6214 | Outpatient Care Centers | 8,352 | $64,578 | 1.86 | 224 |

*Source: Economic Modeling Specialists International*

## Labor Market by Workforce Region

### Northern Region

**Table X: Northern Region labor inventory by industry, 4-digit NAICS level, top 20 industries**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| NAICS | Industry | 2016 Jobs | Avg. Earnings (2016) | LQ | Establish-ments |
| 9039 | Local Government, Excluding Education and Hospitals | 17,934 | $52,410 | 2.37 | 549 |
| 7225 | Restaurants and Other Eating Places | 16,465 | $19,397 | 1.19 | 794 |
| 9036 | Education and Hospitals (Local Government) | 15,503 | $50,054 | 1.36 | 111 |
| 9029 | State Government, Excluding Education and Hospitals | 10,822 | $76,317 | 3.54 | 347 |
| 5417 | Scientific Research and Development Services | 9,932 | $114,986 | 10.91 | 70 |
| 6241 | Individual and Family Services | 7,333 | $21,109 | 2.37 | 981 |
| 9011 | Federal Government, Civilian | 6,251 | $88,297 | 1.61 | 253 |
| 6221 | General Medical and Surgical Hospitals | 5,654 | $79,275 | 0.90 | 18 |
| 7211 | Traveler Accommodation | 5,555 | $26,546 | 2.23 | 262 |
| 4451 | Grocery Stores | 4,119 | $32,697 | 1.13 | 91 |
| 9026 | Education and Hospitals (State Government) | 3,899 | $43,732 | 0.97 | 36 |
| 4529 | Other General Merchandise Stores | 3,852 | $27,361 | 1.51 | 98 |
| 6211 | Offices of Physicians | 3,156 | $83,425 | 0.90 | 296 |
| 6216 | Home Health Care Services | 3,061 | $22,045 | 1.64 | 58 |
| 4471 | Gasoline Stations | 2,478 | $40,502 | 2.00 | 174 |
| 2131 | Support Activities for Mining | 2,474 | $71,696 | 6.76 | 190 |
| 2382 | Building Equipment Contractors | 2,051 | $52,047 | 0.74 | 311 |
| 4411 | Automobile Dealers | 2,048 | $58,500 | 1.18 | 83 |
| 5221 | Depository Credit Intermediation | 1,983 | $54,377 | 0.88 | 156 |
| 2111 | Oil and Gas Extraction | 1,966 | $122,989 | 8.47 | 65 |

*Source: Economic Modeling Specialists International*

### Southwestern Region

**Table X: Southwestern Region labor inventory by industry, 4-digit NAICS level, top 20 industries**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| NAICS | Industry | 2016 Jobs | Avg. Earnings (2016) | LQ | Establish-ments |
| 9036 | Education and Hospitals (Local Government) | 8,985 | $54,945 | 1.48 | 79 |
| 9026 | Education and Hospitals (State Government) | 8,357 | $45,827 | 3.89 | 9 |
| 7225 | Restaurants and Other Eating Places | 8,194 | $15,881 | 1.11 | 392 |
| 9039 | Local Government, Excluding Education and Hospitals | 4,991 | $53,608 | 1.24 | 250 |
| 9011 | Federal Government, Civilian | 4,851 | $119,798 | 2.36 | 159 |
| 6241 | Individual and Family Services | 3,839 | $20,499 | 2.33 | 606 |
| 6216 | Home Health Care Services | 3,271 | $19,240 | 3.30 | 40 |
| 9029 | State Government, Excluding Education and Hospitals | 2,753 | $62,694 | 1.69 | 159 |
| 4529 | Other General Merchandise Stores | 2,743 | $27,071 | 2.02 | 61 |
| 6221 | General Medical and Surgical Hospitals | 2,645 | $66,082 | 0.79 | 9 |
| 6211 | Offices of Physicians | 2,400 | $71,869 | 1.29 | 211 |
| 1151 | Support Activities for Crop Production | 2,259 | $20,888 | 6.75 | 76 |
| 1110 | Crop Production | 1,858 | $28,945 | 4.64 | 148 |
| 4451 | Grocery Stores | 1,337 | $26,826 | 0.69 | 43 |
| 4471 | Gasoline Stations | 1,327 | $22,785 | 2.02 | 103 |
| 2122 | Metal Ore Mining | 1,241 | $84,605 | 45.29 | 7 |
| 2382 | Building Equipment Contractors | 1,239 | $44,161 | 0.84 | 147 |
| 7211 | Traveler Accommodation | 1,236 | $17,591 | 0.93 | 84 |
| 6231 | Nursing Care Facilities (Skilled Nursing Facilities) | 1,185 | $33,780 | 1.00 | 13 |
| 5413 | Architectural, Engineering, and Related Services | 1,120 | $72,199 | 1.09 | 104 |

*Source: Economic Modeling Specialists International*

### Central Region

**Table X: Central Region labor inventory by industry, 4-digit NAICS level, top 20 industries**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| NAICS | Industry | 2016 Jobs | Avg. Earnings (2016) | LQ | Establish-ments |
| 7225 | Restaurants and Other Eating Places | 31,508 | $19,007 | 1.17 | 1,326 |
| 9039 | Local Government, Excluding Education and Hospitals | 20,840 | $56,169 | 1.41 | 268 |
| 9036 | Education and Hospitals (Local Government) | 20,489 | $48,436 | 0.92 | 190 |
| 9026 | Education and Hospitals (State Government) | 19,841 | $72,778 | 2.51 | 15 |
| 9011 | Federal Government, Civilian | 14,287 | $107,063 | 1.89 | 163 |
| 5417 | Scientific Research and Development Services | 12,159 | $111,763 | 6.83 | 158 |
| 6221 | General Medical and Surgical Hospitals | 9,863 | $74,138 | 0.81 | 7 |
| 6241 | Individual and Family Services | 9,345 | $25,311 | 1.54 | 1,508 |
| 5613 | Employment Services | 7,147 | $37,693 | 0.77 | 160 |
| 9029 | State Government, Excluding Education and Hospitals | 6,900 | $69,291 | 1.16 | 179 |
| 4529 | Other General Merchandise Stores | 6,274 | $30,828 | 1.26 | 105 |
| 6211 | Offices of Physicians | 6,216 | $91,233 | 0.91 | 384 |
| 2382 | Building Equipment Contractors | 6,126 | $57,390 | 1.13 | 568 |
| 6214 | Outpatient Care Centers | 5,866 | $66,664 | 2.89 | 79 |
| 9012 | Federal Government, Military | 5,848 | $51,948 | 1.09 | 0 |
| 5617 | Services to Buildings and Dwellings | 5,640 | $23,404 | 1.04 | 381 |
| 4451 | Grocery Stores | 5,400 | $30,995 | 0.76 | 109 |
| 5614 | Business Support Services | 5,368 | $36,497 | 2.24 | 135 |
| 6216 | Home Health Care Services | 5,279 | $26,165 | 1.45 | 73 |
| 7211 | Traveler Accommodation | 5,198 | $25,896 | 1.07 | 169 |

*Source: Economic Modeling Specialists International*

### Eastern Region

**Table X: Eastern Region labor inventory by industry, 4-digit NAICS level, top 20 industries**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| NAICS | Industry | 2016 Jobs | Avg. Earnings (2016) | LQ | Establish-ments |
| 7225 | Restaurants and Other Eating Places | 11,396 | $16,889 | 1.13 | 512 |
| 9036 | Education and Hospitals (Local Government) | 10,087 | $55,813 | 1.22 | 104 |
| 9012 | Federal Government, Military | 9,754 | $58,466 | 4.89 | 0 |
| 9039 | Local Government, Excluding Education and Hospitals | 8,247 | $57,302 | 1.50 | 509 |
| 2131 | Support Activities for Mining | 7,278 | $72,136 | 27.31 | 562 |
| 6221 | General Medical and Surgical Hospitals | 4,045 | $73,944 | 0.89 | 14 |
| 1120 | Animal Production and Aquaculture | 3,994 | $35,479 | 15.96 | 193 |
| 9011 | Federal Government, Civilian | 3,851 | $81,242 | 1.37 | 211 |
| 4529 | Other General Merchandise Stores | 3,453 | $27,661 | 1.86 | 93 |
| 9026 | Education and Hospitals (State Government) | 2,810 | $43,058 | 0.96 | 18 |
| 4451 | Grocery Stores | 2,789 | $25,210 | 1.05 | 51 |
| 7211 | Traveler Accommodation | 2,627 | $19,679 | 1.45 | 183 |
| 2111 | Oil and Gas Extraction | 2,405 | $120,720 | 14.24 | 130 |
| 9029 | State Government, Excluding Education and Hospitals | 2,361 | $65,183 | 1.06 | 218 |
| 6241 | Individual and Family Services | 2,338 | $22,922 | 1.04 | 475 |
| 6216 | Home Health Care Services | 2,287 | $21,844 | 1.69 | 33 |
| 2382 | Building Equipment Contractors | 2,112 | $57,679 | 1.05 | 244 |
| 8131 | Religious Organizations | 1,977 | $15,561 | 1.19 | 9 |
| 4842 | Specialized Freight Trucking | 1,819 | $69,710 | 4.16 | 151 |
| 4471 | Gasoline Stations | 1,808 | $25,520 | 2.01 | 147 |

*Source: Economic Modeling Specialists International*

## Occupational Projections

The United States Bureau of Labor Statistics classifies occupations by the typical level of education required. In the following tables, we use employment projections from Economic Modeling Specialists International to gain perspective on projected demand for the various levels of education. For each level of education, we return the ten occupations with the largest projected change in total jobs.

Occupational Projections by Education Typically Required**, (Top Ten for Each Education Level)**

### Northern Region

**Table X: High School Diploma-Northern Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 43-9061 | Office Clerks, General | 2,876 | 3,283 | 407 | 14.1% | $25,007 | High school diploma | 111 |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 1,864 | 2,178 | 314 | 16.8% | $26,248 | High school diploma | 92 |
| 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 5,657 | 5,934 | 277 | 4.9% | $32,629 | High school diploma | 97 |
| 49-9071 | Maintenance and Repair Workers, General | 2,378 | 2,618 | 240 | 10.1% | $35,001 | High school diploma | 91 |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | 2,415 | 2,652 | 237 | 9.8% | $33,851 | High school diploma | 81 |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 2,405 | 2,626 | 221 | 9.2% | $46,048 | High school diploma | 61 |
| 43-4051 | Customer Service Representatives | 1,796 | 1,997 | 201 | 11.2% | $26,820 | High school diploma | 67 |
| 39-9011 | Childcare Workers | 839 | 991 | 152 | 18.1% | $21,389 | High school diploma | 44 |
| 47-2111 | Electricians | 700 | 840 | 140 | 19.9% | $46,976 | High school diploma | 28 |
| 43-6013 | Medical Secretaries | 967 | 1,104 | 136 | 14.1% | $30,745 | High school diploma | 25 |

*Source: Economic Modeling Specialists International*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 31-1014 | Nursing Assistants | 1,707 | 1,932 | 225 | 13.2% | $24,469 | Postsecondary nondegree award | 64 |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 1,535 | 1,755 | 220 | 14.3% | $38,530 | Postsecondary nondegree award | 52 |
| 29-2041 | Emergency Medical Technicians and Paramedics | 429 | 593 | 164 | 38.2% | $35,021 | Postsecondary nondegree award | 25 |
| 31-9092 | Medical Assistants | 910 | 1,059 | 149 | 16.4% | $29,391 | Postsecondary nondegree award | 38 |
| 31-9091 | Dental Assistants | 656 | 788 | 132 | 20.1% | $34,420 | Postsecondary nondegree award | 33 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 448 | 562 | 114 | 25.5% | $44,841 | Postsecondary nondegree award | 26 |
| 49-3023 | Automotive Service Technicians and Mechanics | 1,133 | 1,212 | 79 | 7.0% | $35,929 | Postsecondary nondegree award | 40 |
| 33-2011 | Firefighters | 450 | 491 | 41 | 9.1% | $38,422 | Postsecondary nondegree award | 18 |
| 29-2071 | Medical Records and Health Information Technicians | 399 | 433 | 34 | 8.6% | $34,570 | Postsecondary nondegree award | 13 |
| 31-9097 | Phlebotomists | 148 | 181 | 32 | 21.8% | $31,684 | Postsecondary nondegree award | 7 |

**Table X: Postsecondary Non-degree Awards-Northern Region**

*Source: Economic Modeling Specialists International*

**Table X: Associate’s degree-Northern Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 25-2011 | Preschool Teachers, Except Special Education | 726 | 841 | 115 | 15.8% | $29,646 | Associate's degree | 37 |
| 29-2021 | Dental Hygienists | 398 | 485 | 86 | 21.7% | $88,351 | Associate's degree | 17 |
| 19-4099 | Life, Physical, and Social Science Technicians, All Other | 387 | 426 | 39 | 10.0% | $97,409 | Associate's degree | 22 |
| 29-2012 | Medical and Clinical Laboratory Technicians | 157 | 193 | 36 | 23.1% | $43,790 | Associate's degree | 8 |
| 19-4031 | Chemical Technicians | 96 | 127 | 31 | 32.7% | $73,339 | Associate's degree | 7 |
| 15-1152 | Computer Network Support Specialists | 327 | 352 | 26 | 7.8% | $60,259 | Associate's degree | 7 |
| 17-3029 | Engineering Technicians, Except Drafters, All Other | 294 | 316 | 23 | 7.7% | $66,539 | Associate's degree | 10 |
| 29-2056 | Veterinary Technologists and Technicians | 125 | 147 | 22 | 17.5% | $34,167 | Associate's degree | 4 |
| 15-1134 | Web Developers | 96 | 115 | 20 | 20.7% | $58,049 | Associate's degree | 3 |
| 17-3023 | Electrical and Electronics Engineering Technicians | 138 | 156 | 18 | 13.1% | $71,431 | Associate's degree | 6 |

*Source: Economic Modeling Specialists International*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 29-1141 | Registered Nurses | 3,013 | 3,427 | 414 | 13.8% | $64,539 | Bachelor's degree | 118 |
| 25-2021 | Elementary School Teachers, Except Special Education | 2,283 | 2,654 | 372 | 16.3% | $59,852 | Bachelor's degree | 98 |
| 11-1021 | General and Operations Managers | 3,789 | 4,119 | 331 | 8.7% | $87,059 | Bachelor's degree | 134 |
| 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education | 1,610 | 1,862 | 253 | 15.7% | $59,297 | Bachelor's degree | 72 |
| 17-2199 | Engineers, All Other | 1,130 | 1,358 | 227 | 20.1% | $113,386 | Bachelor's degree | 50 |
| 25-3098 | Substitute Teachers | 1,430 | 1,641 | 211 | 14.8% | $26,362 | Bachelor's degree | 52 |
| 25-2022 | Middle School Teachers, Except Special and Career/Technical Education | 860 | 1,008 | 148 | 17.2% | $58,676 | Bachelor's degree | 39 |
| 13-1199 | Business Operations Specialists, All Other | 1,613 | 1,737 | 125 | 7.7% | $58,029 | Bachelor's degree | 33 |
| 13-2011 | Accountants and Auditors | 1,390 | 1,490 | 100 | 7.2% | $56,952 | Bachelor's degree | 50 |
| 25-3099 | Teachers and Instructors, All Other | 494 | 578 | 84 | 17.1% | $45,460 | Bachelor's degree | 19 |

**Table X: Bachelor’s degree-Northern Region**

*Source: Economic Modeling Specialists International*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 25-1099 | Postsecondary Teachers | 1,782 | 2,137 | 355 | 19.9% | $60,409  | Doctoral or professional degree | 71 |
| 19-1042 | Medical Scientists, Except Epidemiologists | 107 | 207 | 100 | 93.9% | $106,837  | Doctoral or professional degree | 16 |
| 19-2012 | Physicists | 613 | 708 | 95 | 15.5% | $233,863  | Doctoral or professional degree | 23 |
| 19-1021 | Biochemists and Biophysicists | 429 | 524 | 95 | 22.1% | $172,822  | Doctoral or professional degree | 23 |
| 11-9032 | Education Administrators, Elementary and Secondary School | 465 | 535 | 69 | 14.9% | $80,086  | Master's degree | 23 |
| 21-1012 | Educational, Guidance, School, and Vocational Counselors | 481 | 550 | 69 | 14.3% | $54,712  | Master's degree | 18 |
| 21-1022 | Healthcare Social Workers | 252 | 306 | 55 | 21.7% | $44,841  | Master's degree | 12 |
| 29-1171 | Nurse Practitioners | 174 | 222 | 47 | 27.1% | $101,200  | Master's degree | 10 |
| 29-1069 | Physicians and Surgeons, All Other | 585 | 631 | 46 | 7.9% | $205,629  | Doctoral or professional degree | 22 |
| 23-1011 | Lawyers | 671 | 711 | 40 | 6.0% | $83,313  | Doctoral or professional degree | 15 |

**Table X: Master’s degree and higher-Northern**

*Source: Economic Modeling Specialists International*

### Southwestern Region

**Table X: High School Diploma-Southwestern Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 43-4051 | Customer Service Representatives | 1,361 | 1,707 | 346 | 25.4% | $23,597 | High school diploma | 74 |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 879 | 1,018 | 139 | 15.9% | $26,384 | High school diploma | 43 |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 1,180 | 1,294 | 113 | 9.6% | $38,904 | High school diploma | 30 |
| 43-6013 | Medical Secretaries | 520 | 602 | 82 | 15.7% | $25,370 | High school diploma | 14 |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | 997 | 1,076 | 79 | 7.9% | $31,610 | High school diploma | 32 |
| 43-4171 | Receptionists and Information Clerks | 866 | 939 | 73 | 8.4% | $21,423 | High school diploma | 32 |
| 43-9061 | Office Clerks, General | 1,781 | 1,854 | 72 | 4.1% | $22,143 | High school diploma | 51 |
| 39-9011 | Childcare Workers | 716 | 778 | 62 | 8.6% | $18,427 | High school diploma | 29 |
| 49-9041 | Industrial Machinery Mechanics | 190 | 251 | 62 | 32.5% | $35,659 | High school diploma | 12 |
| 49-9071 | Maintenance and Repair Workers, General | 1,050 | 1,111 | 61 | 5.8% | $29,219 | High school diploma | 35 |

*Source: Economic Modeling Specialists International*

**Table X: Postsecondary Non-degree Award-Southwestern Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 31-1014 | Nursing Assistants | 940 | 1,152 | 212 | 22.6% | $23,521 | Postsecondary nondegree award | 47 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 366 | 514 | 148 | 40.5% | $45,215 | Postsecondary nondegree award | 28 |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 582 | 668 | 86 | 14.8% | $28,734 | Postsecondary nondegree award | 20 |
| 31-9092 | Medical Assistants | 485 | 554 | 70 | 14.4% | $26,646 | Postsecondary nondegree award | 18 |
| 31-9091 | Dental Assistants | 256 | 312 | 56 | 22.0% | $29,186 | Postsecondary nondegree award | 13 |
| 31-9097 | Phlebotomists | 112 | 145 | 33 | 29.8% | $25,545 | Postsecondary nondegree award | 6 |
| 29-2041 | Emergency Medical Technicians and Paramedics | 323 | 356 | 33 | 10.3% | $31,697 | Postsecondary nondegree award | 12 |
| 29-2053 | Psychiatric Technicians | 121 | 148 | 27 | 22.3% | $29,339 | Postsecondary nondegree award | 4 |
| 33-2011 | Firefighters | 211 | 236 | 25 | 12.0% | $47,565 | Postsecondary nondegree award | 9 |
| 29-2071 | Medical Records and Health Information Technicians | 238 | 260 | 22 | 9.0% | $25,518 | Postsecondary nondegree award | 8 |

*Source: Economic Modeling Specialists International*

**Table X: Associate’s degree-Southwestern Region**

*Source: Economic Modeling Specialists International*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 25-2011 | Preschool Teachers, Except Special Education | 190 | 235 | 45 | 23.9% | $26,747 | Associate's degree | 12 |
| 31-2021 | Physical Therapist Assistants | 81 | 125 | 43 | 53.5% | $51,947 | Associate's degree | 8 |
| 29-2021 | Dental Hygienists | 219 | 261 | 43 | 19.6% | $76,906 | Associate's degree | 8 |
| 19-4031 | Chemical Technicians | 30 | 52 | 21 | 70.2% | $31,726 | Associate's degree | 4 |
| 31-2011 | Occupational Therapy Assistants | 31 | 50 | 19 | 59.7% | $54,166 | Associate's degree | 3 |
| 29-2012 | Medical and Clinical Laboratory Technicians | 48 | 64 | 16 | 34.6% | $40,649 | Associate's degree | 3 |
| 29-1126 | Respiratory Therapists | 101 | 117 | 16 | 15.7% | $43,729 | Associate's degree | 4 |
| 15-1134 | Web Developers | 46 | 58 | 12 | 24.9% | $55,431 | Associate's degree | 2 |
| 29-2032 | Diagnostic Medical Sonographers | 66 | 76 | 11 | 16.6% | $61,362 | Associate's degree | 3 |
| 29-2034 | Radiologic Technologists | 140 | 149 | 9 | 6.6% | $52,866 | Associate's degree | 4 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 29-1141 | Registered Nurses | 1,712 | 2,139 | 427 | 24.9% | $61,588 | Bachelor's degree | 90 |
| 11-1021 | General and Operations Managers | 1,488 | 1,623 | 135 | 9.1% | $65,933 | Bachelor's degree | 53 |
| 25-2021 | Elementary School Teachers, Except Special Education | 1,854 | 1,946 | 92 | 5.0% | $64,674 | Bachelor's degree | 54 |
| 15-1133 | Software Developers, Systems Software | 376 | 443 | 67 | 17.9% | $96,910 | Bachelor's degree | 13 |
| 11-9111 | Medical and Health Services Managers | 223 | 280 | 57 | 25.6% | $91,218 | Bachelor's degree | 12 |
| 13-2011 | Accountants and Auditors | 514 | 568 | 54 | 10.6% | $50,243 | Bachelor's degree | 20 |
| 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education | 485 | 539 | 54 | 11.2% | $63,352 | Bachelor's degree | 18 |
| 15-1121 | Computer Systems Analysts | 157 | 201 | 44 | 28.1% | $73,429 | Bachelor's degree | 7 |
| 15-1132 | Software Developers, Applications | 113 | 155 | 43 | 37.8% | $74,318 | Bachelor's degree | 6 |
| 25-3098 | Substitute Teachers | 1,441 | 1,480 | 40 | 2.7% | $20,748 | Bachelor's degree | 33 |

**Table X: Bachelor’s degree-Southwestern Region**

*Source: Economic Modeling Specialists International*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 21-1022 | Healthcare Social Workers | 193 | 246 | 53 | 27.5% | $47,540 | Master's degree | 11 |
| 29-1123 | Physical Therapists | 191 | 286 | 95 | 49.9% | $90,664 | Doctoral or professional degree | 17 |
| 29-1122 | Occupational Therapists | 141 | 186 | 45 | 32.3% | $79,722 | Master's degree | 8 |
| 29-1127 | Speech-Language Pathologists | 247 | 289 | 42 | 17.1% | $74,931 | Master's degree | 11 |
| 29-1171 | Nurse Practitioners | 123 | 155 | 33 | 26.6% | $104,224 | Master's degree | 7 |
| 29-1051 | Pharmacists | 145 | 170 | 26 | 17.9% | $135,995 | Doctoral or professional degree | 6 |
| 11-9032 | Education Administrators, Elementary and Secondary School | 277 | 296 | 19 | 7.0% | $85,917 | Master's degree | 11 |
| 19-3031 | Clinical, Counseling, and School Psychologists | 191 | 209 | 19 | 9.8% | $65,843 | Doctoral or professional degree | 6 |
| 29-1069 | Physicians and Surgeons, All Other | 206 | 223 | 17 | 8.3% | $206,027 | Doctoral or professional degree | 8 |
| 29-1021 | Dentists, General | 56 | 73 | 17 | 30.0% | $112,839 | Doctoral or professional degree | 3 |

**Table X: Master’s degree and higher-Southwestern Region**

*Source: Economic Modeling Specialists International*

### Central Region

**Table X: High School Diploma-Central Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 43-4051 | Customer Service Representatives | 9,137 | 10,647 | 1,510 | 16.5% | $29,643 | High school diploma | 399 |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 3,363 | 3,763 | 399 | 11.9% | $24,984 | High school diploma | 147 |
| 43-6013 | Medical Secretaries | 1,679 | 2,045 | 367 | 21.8% | $32,689 | High school diploma | 57 |
| 43-9061 | Office Clerks, General | 5,783 | 6,126 | 343 | 5.9% | $24,847 | High school diploma | 165 |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 5,074 | 5,348 | 274 | 5.4% | $46,925 | High school diploma | 107 |
| 43-4171 | Receptionists and Information Clerks | 2,903 | 3,169 | 266 | 9.2% | $25,321 | High school diploma | 109 |
| 49-9071 | Maintenance and Repair Workers, General | 3,463 | 3,704 | 241 | 7.0% | $32,867 | High school diploma | 119 |
| 33-3051 | Police and Sheriff's Patrol Officers | 1,744 | 1,971 | 227 | 13.0% | $54,193 | High school diploma | 85 |
| 29-2052 | Pharmacy Technicians | 1,575 | 1,801 | 226 | 14.3% | $30,965 | High school diploma | 40 |
| 43-3021 | Billing and Posting Clerks | 838 | 994 | 156 | 18.7% | $33,891 | High school diploma | 35 |

*Source: Economic Modeling Specialists International*

**Table X: Postsecondary Non-degree Award-Central Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 31-1014 | Nursing Assistants | 3,346 | 4,090 | 744 | 22.2% | $27,921 | Postsecondary nondegree award | 162 |
| 31-9092 | Medical Assistants | 2,898 | 3,431 | 533 | 18.4% | $28,893 | Postsecondary nondegree award | 121 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 1,007 | 1,289 | 282 | 28.0% | $47,955 | Postsecondary nondegree award | 62 |
| 31-9091 | Dental Assistants | 1,318 | 1,546 | 228 | 17.3% | $32,005 | Postsecondary nondegree award | 59 |
| 29-2041 | Emergency Medical Technicians and Paramedics | 612 | 796 | 184 | 30.0% | $30,763 | Postsecondary nondegree award | 31 |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 3,033 | 3,198 | 165 | 5.4% | $39,989 | Postsecondary nondegree award | 70 |
| 29-2071 | Medical Records and Health Information Technicians | 705 | 808 | 102 | 14.5% | $31,588 | Postsecondary nondegree award | 28 |
| 33-2011 | Firefighters | 738 | 832 | 94 | 12.8% | $35,960 | Postsecondary nondegree award | 33 |
| 31-9097 | Phlebotomists | 197 | 259 | 62 | 31.7% | $30,434 | Postsecondary nondegree award | 11 |
| 29-2055 | Surgical Technologists | 199 | 248 | 49 | 24.5% | $45,396 | Postsecondary nondegree award | 7 |

*Source: Economic Modeling Specialists International*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 25-2011 | Preschool Teachers, Except Special Education | 1,269 | 1,399 | 129 | 10.2% | $23,838 | Associate's degree | 54 |
| 29-2021 | Dental Hygienists | 476 | 591 | 115 | 24.2% | $87,734 | Associate's degree | 21 |
| 23-2011 | Paralegals and Legal Assistants | 1,086 | 1,175 | 89 | 8.2% | $41,831 | Associate's degree | 34 |
| 29-2034 | Radiologic Technologists | 598 | 686 | 88 | 14.7% | $60,310 | Associate's degree | 21 |
| 29-2012 | Medical and Clinical Laboratory Technicians | 485 | 573 | 88 | 18.1% | $37,391 | Associate's degree | 22 |
| 29-1126 | Respiratory Therapists | 347 | 428 | 81 | 23.3% | $56,147 | Associate's degree | 17 |
| 29-2056 | Veterinary Technologists and Technicians | 359 | 428 | 70 | 19.4% | $33,857 | Associate's degree | 11 |
| 31-2021 | Physical Therapist Assistants | 109 | 171 | 62 | 56.3% | $55,259 | Associate's degree | 10 |
| 29-2032 | Diagnostic Medical Sonographers | 223 | 283 | 61 | 27.4% | $67,295 | Associate's degree | 11 |
| 29-2031 | Cardiovascular Technologists and Technicians | 137 | 182 | 45 | 32.8% | $48,388 | Associate's degree | 8 |

**Table X: Associate’s degree-Central Region**

*Source: Economic Modeling Specialists International*

**Table X: Bachelor’s degree-Central Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 29-1141 | Registered Nurses | 8,897 | 10,651 | 1,754 | 19.7% | $66,554 | Bachelor's degree | 413 |
| 11-9111 | Medical and Health Services Managers | 1,106 | 1,277 | 171 | 15.4% | $89,150 | Bachelor's degree | 48 |
| 13-2011 | Accountants and Auditors | 3,486 | 3,653 | 167 | 4.8% | $58,778 | Bachelor's degree | 113 |
| 15-1121 | Computer Systems Analysts | 809 | 974 | 165 | 20.4% | $73,742 | Bachelor's degree | 28 |
| 15-1132 | Software Developers, Applications | 908 | 1,046 | 138 | 15.2% | $80,128 | Bachelor's degree | 28 |
| 29-2011 | Medical and Clinical Laboratory Technologists | 811 | 929 | 117 | 14.5% | $46,992 | Bachelor's degree | 33 |
| 13-1111 | Management Analysts | 1,276 | 1,377 | 101 | 7.9% | $70,526 | Bachelor's degree | 29 |
| 13-1161 | Market Research Analysts and Marketing Specialists | 631 | 726 | 94 | 14.9% | $47,282 | Bachelor's degree | 18 |
| 13-1199 | Business Operations Specialists, All Other | 3,821 | 3,915 | 94 | 2.4% | $66,447 | Bachelor's degree | 56 |
| 21-1021 | Child, Family, and School Social Workers | 866 | 957 | 92 | 10.6% | $39,908 | Bachelor's degree | 32 |

*Source: Economic Modeling Specialists International*

**Table X: Master’s degree and higher, Central Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 29-1171 | Nurse Practitioners | 523 | 680 | 157 | 30.0% | $106,667 | Master's degree | 30 |
| 25-1099 | Postsecondary Teachers | 4,361 | 4,985 | 623 | 14.3% | $77,806 | Doctoral or professional degree | 151 |
| 29-1123 | Physical Therapists | 560 | 736 | 176 | 31.5% | $88,721 | Doctoral or professional degree | 36 |
| 29-1069 | Physicians and Surgeons, All Other | 793 | 967 | 175 | 22.1% | $209,153 | Doctoral or professional degree | 42 |
| 23-1011 | Lawyers | 1,851 | 2,011 | 160 | 8.7% | $77,400 | Doctoral or professional degree | 44 |
| 21-1022 | Healthcare Social Workers | 685 | 807 | 122 | 17.8% | $51,828 | Master's degree | 31 |
| 29-1051 | Pharmacists | 1,072 | 1,183 | 111 | 10.3% | $116,896 | Doctoral or professional degree | 38 |
| 29-1071 | Physician Assistants | 353 | 449 | 96 | 27.1% | $97,019 | Master's degree | 19 |
| 21-1014 | Mental Health Counselors | 616 | 708 | 92 | 15.0% | $29,219 | Master's degree | 23 |
| 29-1122 | Occupational Therapists | 389 | 479 | 89 | 22.9% | $80,822 | Master's degree | 18 |

*Source: Economic Modeling Specialists International*

### Eastern Region

**Table X: High School Diploma-Eastern Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 1,437 | 1,707 | 270 | 18.8% | $63,519 | High school diploma | 40 |
| 47-2073 | Operating Engineers and Other Construction Equipment Operators | 1,424 | 1,690 | 266 | 18.7% | $40,394 | High school diploma | 54 |
| 49-9071 | Maintenance and Repair Workers, General | 1,625 | 1,829 | 204 | 12.5% | $32,201 | High school diploma | 67 |
| 47-5081 | Helpers--Extraction Workers | 595 | 789 | 193 | 32.5% | $30,383 | High school diploma | 28 |
| 43-4051 | Customer Service Representatives | 847 | 1,017 | 170 | 20.0% | $27,273 | High school diploma | 40 |
| 33-9032 | Security Guards | 805 | 973 | 167 | 20.8% | $24,669 | High school diploma | 30 |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 1,214 | 1,380 | 166 | 13.7% | $24,002 | High school diploma | 57 |
| 43-9061 | Office Clerks, General | 2,612 | 2,777 | 165 | 6.3% | $22,766 | High school diploma | 79 |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | 1,494 | 1,658 | 164 | 11.0% | $34,490 | High school diploma | 53 |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 1,575 | 1,731 | 156 | 9.9% | $43,774 | High school diploma | 41 |

*Source: Economic Modeling Specialists International*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 3,838 | 4,718 | 880 | 22.9% | $43,925 | Postsecondary nondegree award | 164 |
| 31-1014 | Nursing Assistants | 854 | 961 | 108 | 12.6% | $22,868 | Postsecondary nondegree award | 33 |
| 29-2041 | Emergency Medical Technicians and Paramedics | 287 | 371 | 84 | 29.1% | $32,239 | Postsecondary nondegree award | 14 |
| 31-9092 | Medical Assistants | 619 | 693 | 74 | 11.9% | $24,728 | Postsecondary nondegree award | 22 |
| 31-9091 | Dental Assistants | 276 | 349 | 73 | 26.5% | $33,178 | Postsecondary nondegree award | 15 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 501 | 566 | 65 | 13.0% | $45,549 | Postsecondary nondegree award | 23 |
| 49-3023 | Automotive Service Technicians and Mechanics | 840 | 902 | 61 | 7.3% | $36,412 | Postsecondary nondegree award | 31 |
| 33-2011 | Firefighters | 284 | 322 | 38 | 13.3% | $36,014 | Postsecondary nondegree award | 13 |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 249 | 277 | 28 | 11.1% | $37,554 | Postsecondary nondegree award | 7 |
| 31-9097 | Phlebotomists | 90 | 110 | 21 | 22.9% | $25,112 | Postsecondary nondegree award | 4 |

**Table X: Postsecondary Non-degree award-Eastern Region**

*Source: Economic Modeling Specialists International*

**Table X: Associate’s Degree-Eastern Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 25-2011 | Preschool Teachers, Except Special Education | 330 | 398 | 68 | 20.6% | $34,853 | Associate's degree | 18 |
| 29-2021 | Dental Hygienists | 179 | 228 | 49 | 27.4% | $82,878 | Associate's degree | 8 |
| 17-3023 | Electrical and Electronics Engineering Technicians | 125 | 142 | 18 | 14.3% | $64,213 | Associate's degree | 5 |
| 17-3029 | Engineering Technicians, Except Drafters, All Other | 89 | 102 | 14 | 15.3% | $50,076 | Associate's degree | 4 |
| 29-2056 | Veterinary Technologists and Technicians | 52 | 65 | 13 | 25.3% | $30,694 | Associate's degree | 2 |
| 29-2012 | Medical and Clinical Laboratory Technicians | 64 | 76 | 12 | 19.3% | $50,531 | Associate's degree | 3 |
| 19-4041 | Geological and Petroleum Technicians | 61 | 72 | 11 | 17.6% | $47,518 | Associate's degree | 4 |
| 19-4031 | Chemical Technicians | 93 | 103 | 10 | 10.2% | $37,208 | Associate's degree | 5 |
| 29-2032 | Diagnostic Medical Sonographers | 45 | 54 | 8 | 17.8% | $56,572 | Associate's degree | 2 |
| 23-2011 | Paralegals and Legal Assistants | 114 | 122 | 8 | 7.0% | $44,782 | Associate's degree | 4 |

*Source: Economic Modeling Specialists International*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 11-1021 | General and Operations Managers | 2,613 | 2,973 | 361 | 13.8% | $75,130 | Bachelor's degree | 108 |
| 29-1141 | Registered Nurses | 1,859 | 2,084 | 224 | 12.1% | $60,241 | Bachelor's degree | 70 |
| 13-2011 | Accountants and Auditors | 901 | 1,037 | 137 | 15.2% | $56,606 | Bachelor's degree | 40 |
| 25-2021 | Elementary School Teachers, Except Special Education | 1,626 | 1,686 | 60 | 3.7% | $51,062 | Bachelor's degree | 47 |
| 11-3031 | Financial Managers | 366 | 410 | 44 | 12.0% | $78,225 | Bachelor's degree | 14 |
| 17-2171 | Petroleum Engineers | 245 | 287 | 42 | 17.2% | $80,632 | Bachelor's degree | 13 |
| 13-1161 | Market Research Analysts and Marketing Specialists | 157 | 199 | 42 | 26.5% | $45,602 | Bachelor's degree | 6 |
| 25-3098 | Substitute Teachers | 937 | 977 | 40 | 4.2% | $19,212 | Bachelor's degree | 24 |
| 13-1199 | Business Operations Specialists, All Other | 914 | 951 | 37 | 4.1% | $61,982 | Bachelor's degree | 17 |
| 13-1111 | Management Analysts | 160 | 196 | 36 | 22.2% | $51,587 | Bachelor's degree | 6 |

**Table X: Bachelor’s Degree-Eastern Region**

*Source: Economic Modeling Specialists International*

**Table X: Master’s Degree and Higher-Eastern Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| SOC | Description | 2016 Jobs | 2026 Jobs | 2016-2026 Change | 2016-2026 % Change | Median Annual Earnings | Typical Entry Level Education | Annual Openings |
| 29-1171 | Nurse Practitioners | 171 | 206 | 35 | 20.5% | $95,693 | Master's degree | 8 |
| 23-1011 | Lawyers | 179 | 206 | 26 | 14.7% | $82,069 | Doctoral or professional degree | 6 |
| 29-1021 | Dentists, General | 91 | 116 | 24 | 26.5% | $222,546 | Doctoral or professional degree | 5 |
| 21-1022 | Healthcare Social Workers | 179 | 201 | 22 | 12.4% | $46,484 | Master's degree | 7 |
| 29-1051 | Pharmacists | 179 | 198 | 18 | 10.2% | $129,312 | Doctoral or professional degree | 6 |
| 29-1071 | Physician Assistants | 71 | 85 | 14 | 19.2% | $73,617 | Master's degree | 3 |
| 29-1069 | Physicians and Surgeons, All Other | 135 | 147 | 12 | 8.8% | $241,695 | Doctoral or professional degree | 5 |
| 11-9032 | Education Administrators, Elementary and Secondary School | 261 | 272 | 10 | 3.9% | $82,163 | Master's degree | 10 |
| 29-1123 | Physical Therapists | 185 | 195 | 10 | 5.2% | $90,887 | Doctoral or professional degree | 7 |
| 25-9031 | Instructional Coordinators | 74 | 81 | 7 | 10.1% | $63,465 | Master's degree | 2 |

*Source: Economic Modeling Specialists International*

## Projected change

Projected total employment change through 2025, New Mexico and Workforce Regions



New Mexico

# Employment-Based Career Pathways

In the seminal 2011 work *Pathways to Prosperity* from the Harvard Graduate School of Education, the authors make particular note of the multiple-on-ramp, multiple-off-ramp model that must of necessity, become a defining characteristic of American educational strategy:

*In 2009, President Barack Obama laid out a path to restoring America’s international leadership in postsecondary attainment:*

*“…tonight I ask every American to commit to at least one year or more of higher education or career training. This can be community college, a four-year school, vocational training, or an apprenticeship. But whatever the training may be, every American will need to get more than a high school diploma.”*

*What is most noteworthy about the President’s statement is the implicit recognition that if the U.S. is going to make dramatic progress in reclaiming its historic leadership position in post-secondary attainment, it is going to have to focus much more attention and resources on programs and pathways that do not require a bachelor’s degree but do prepare young people for the kinds of middle-skill jobs outlined above.*

*By calling attention to the central role that community colleges, vocational training programs and apprenticeships can play in moving us toward the goal of greater postsecondary attainment, the President is acknowledging that the “college for all” rhetoric that has been so much a part of the current education reform movement needs to be significantly broadened to become a “post high school credential for all.”[[2]](#footnote-2)*

Preceding analyses have looked at college programs, including associate’s degrees and postsecondary vocational awards. Apprenticeships are one of the most reliable models in the world for improving lifetime career development opportunities and levels of compensation. In the following section, we look at recent trends in Registered Apprenticeships in New Mexico. It is noteworthy that as the number of registered apprentices in the nation has been trending upward over recent years, the trend in New Mexico has been slightly downward. This indicates an opportunity to leverage the Registered Apprenticeship model to improve the upward career mobility of a large number of young New Mexicans.

## New Mexico trends in registered apprenticeships

While the potential impact of a robust and effective Registered Apprenticeship program on New Mexico’s economy is apparent, participation data is trending downward. This indicates a significant opportunity to impact the health of New Mexico’s economy in a positive way, while also providing improved career opportunities for some of the state’s most disadvantaged populations. Additionally, while the nation as a whole has averaged 1,644 new Registered Apprenticeship programs per year over the last five years, New Mexico has added a total of two.

**Table X: Registered apprenticeships in New Mexico:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 2011 | 2012 | 2013 | 2014 | 2015 |
| Active apprentices | 1,886 | 4,565 | 1,980 | 1,711 | 1,808 |
| New apprentices | 359 | 2,486 | 463 | 939 | 853 |
| RA programs | 50 | 66 | 61 | 61 | 53 |
| New RA programs | 2 | 0 | 0 | 0 | 0 |

## Alignment with state WIOA plan

New Mexico’s Combined State WIOA Plan emphasizes the opportunities associated with an expanded Registered Apprenticeship model. The plan notes in part:

“WIOA also provides enhanced access and flexibility for work-based training options, such as Registered Apprenticeship, on-the-job (OJT), customized, and incumbent worker training, transitional jobs, and internships. **Registered Apprenticeship should be used more often as a career pathway for job seekers and as a job-driven strategy for employers and industries.**”

The state’s strategic approach to enhancing the Registered Apprenticeship program is laid out in some detail:

“In New Mexico, the WIOA Adult, Dislocated Worker, and Youth programs are partnering with the Registered Apprenticeship program to encourage and expand the use of apprenticeships in the state by training local board staff on the importance of apprenticeships as a work-based experience for jobseekers and gaining technical assistance from the federal level on how to develop new apprenticeship programs, as well as the appropriate ways to braid Registered Apprenticeship and WIOA funding to support them. The steps New Mexico is currently taking to expand apprenticeship opportunities include:

* pursuing technical assistance and best practices for how to expand RA…
* integrating Registered Apprenticeship into workforce planning and policy
* promoting work-based learning and identifying ways to use WIOA resources to support Registered Apprenticeship
* pursuing new opportunities for Registered Apprenticeships through focusing on services to employers
* supporting career pathways for youth through Registered Apprenticeship”

## Potential business and industry opportunities to expand RA model

|  |  |
| --- | --- |
| Industry | Employers with 100+ Employees |
| Health Care and Social Assistance | 250 |
| Professional, Scientific and Technical | 56 |
| Construction | 71 |
| *Source: Avention Business Solutions* |

It is the recommendation of NS4ed that the state’s workforce development system pursue an expansion of the Registered Apprenticeship model in New Mexico by first focusing on outreach to the industry associations and employer intermediaries who are best positioned to contribute to the design of new apprenticeship programs and to pilot them in the workplaces of the state’s most innovative and engaged employers.

# Implementing SREB Recommendations

## Establish rigorous, relevant career pathways driven by workplace opportunities

* + 1. Identify top ten workplace opportunities and suggest pathways models that would map to them
		2. KSAT2 profiles of growth occupations
		3. Pathways represented by growth occupations (NACTESD definitions)

The world of workforce development was redefined by passage of the federal Workforce Innovation and Opportunity Act of 2014. In the first overhaul of the workforce development system since 1998, the United States Congress moved to make the system more accountable, more transparent and better aligned to the realities of today’s world of work. Among the changes enacted is a requirement that local Workforce Development Boards ust expend at least 75 percent of Youth Employment and Training funds on out-of-school youth (16-24 years old).

The U.S. Department of Labor’s final joint final regulations require the six core programs to report participant outcomes using six common performance indicators: The primary indicators for youth are roughly identical:

The percentage of program participants who are in education or training activities, or in unsubsidized employment during the second quarter after exit from the program.

The percentage of program participants who are participating in education or training activities or in unsubsidized employment during the fourth quarter after exit from the program.

The median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program.

The percentage of program participants who obtained a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent during participation in or within one year after exit from the program.

The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment.

The indicator(s) of effectiveness in serving employers.

Section 134 of the Workforce Innovation and Opportunity Act (WIOA) requires that training programs demonstrate a linkage to demand industries and occupations in the local area or planning region:

Training services provided under this paragraph shall be directly linked to an in-demand industry sector or occupation in the local area or the planning region.

Section 122 of the law specifies that for a training provider to be included in a state’s Eligible Training Provider List, the provider must demonstrate:

The degree to which the training programs of such providers relate to in-demand industry sectors and occupations in the State.

In defining the elements of a recognized program, Section 129 states that

In order to support…career readiness for participants, the programs…shall include priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with indemand industry sectors or occupations in the local area involved.

The new law brought a new focus on the real-world impacts of the services provided by the workforce development system. The importance of counseling and case management as strategic priorities and not just administrative processes is becoming apparent. It is no longer enough to simply enroll a jobseeker in the training programs in which he/she is interested. It is now imperative to encourage and coach these jobseekers into programs that map to the region’s high value sectors and career pathways.

While WIOA is not a program exclusively designed to serve youth, it does provide opportunities to support both in-school and out-of-school youth with

To illustrate the intersections and synergies of the education and workforce development systems, we identify for each region the career clusters represented by the region’s high-wage, high-growth occupations and the industry-recognized credentials that map to them.

**High-demand clusters and sample industry-recognized credentials**

* Management
* Healthcare Practitioners and Technical
* Education, Training and Library
* Business and Financial Operations

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Demand Cluster | Demand Occupations | 2016 Jobs | Common certifications | Certifying Organization |
| Norhern | South-western | Central | Eastern |
| Management | General and Operations Managers | 3,749 |  |  |  | Certified Manager | Institute of Certified Professional Managers |
| Certified Facility Manager | International Facility Management Association |
| Certified Service Manager | Electricians Technicians Association |
| Certified Professional Property Manager | National Property Management Association |
| Medical and Health Services Managers | 605 |  |  |  | Certified Healthcare Facility Manager | American Hospital Association |
| Administrative Services Managers | 516 |  |  |  |  |  |
|  | Financial Managers | 515 |  |  |  |  |  |
| Healthcare Practitioners and Technical | Registered Nurses |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| Business and Financial Operations | Accountants and Auditors |  |  |  |
|  | Business Operations Specialists, All Other |  |  |  |
| Construction and Extraction | First-Line Supervisors of Construction Trades and Extraction Workers |  |  |  |
| Office and Administrative Support | Executive Secretaries and Executive Administrative Assistants |  |  |  |

Southwestern

Central

Eastern

## Set college- and career-ready standards in literacy and math

The U.S. Department of Labor Employment and Training Administration constructs occupational profiles that include two 1-100 scales each for mathematics and reading comprehension. The Level scale estimates the level of the skill needed, and the Importance scale estimates the level on which the skill is required for the daily performance of the occupation’s activities.

In the following tables, we identify the top ten occupations in each region with higher-than-average wages and that have the largest projected growth between 2016 and 2026:

**Northern**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Demand SOC** | **Projected Change** | **Annual Openings** | **Mathematics** | **Reading Comprehension** |
| **Level** | **Importance** | **Level** | **Importance** |
| Registered Nurses | 414 | 118 |  |  |  |  |
| Elementary School Teachers, Except Special Education | 372 | 98 |  |  |  |  |
| Postsecondary Teachers | 355 | 71 |  |  |  |  |
| General and Operations Managers | 331 | 134 |  |  |  |  |
| Secondary School Teachers, Except Special and CTE | 253 | 72 |  |  |  |  |
| Engineers, All Other | 227 | 50 |  |  |  |  |
| Middle School Teachers, Except Special and CTE | 148 | 39 |  |  |  |  |
| First-Line Supervisors of Construction and Extraction Workers | 136 | 28 |  |  |  |  |
| Industrial Machinery Mechanics | 127 | 32 |  |  |  |  |
| Business Operations Specialists, All Other | 125 | 33 |  |  |  |  |

**Southwestern**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Demand SOC** | **Projected Change** | **Annual Openings** | **Mathematics** | **Reading Comprehension** |
| **Level** | **Importance** | **Level** | **Importance** |
| Registered Nurses | 427 | 90 |  |  |  |  |
| Licensed Practical and Licensed Vocational Nurses | 148 | 28 |  |  |  |  |
| General and Operations Managers | 135 | 53 |  |  |  |  |
| Physical Therapists | 95 | 17 |  |  |  |  |
| Elementary School Teachers, Except Special Education | 92 | 54 |  |  |  |  |
| Software Developers, Systems Software | 67 | 13 |  |  |  |  |
| Medical and Health Services Managers | 57 | 12 |  |  |  |  |
| Sales Representatives, Wholesale and Manufacturing | 56 | 12 |  |  |  |  |
| Accountants and Auditors | 54 | 20 |  |  |  |  |
| Secondary School Teachers, Except Special and CTE | 54 | 18 |  |  |  |  |

**Central**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Demand SOC** | **Projected Change** | **Annual Openings** | **Mathematics** | **Reading Comprehension** |
| **Level** | **Importance** | **Level** | **Importance** |
| Registered Nurses | 1,754 | 413 |  |  |  |  |
| Postsecondary Teachers | 623 | 151 |  |  |  |  |
| Licensed Practical and Licensed Vocational Nurses | 282 | 62 |  |  |  |  |
| Police and Sheriff's Patrol Officers | 227 | 85 |  |  |  |  |
| Physical Therapists | 176 | 36 |  |  |  |  |
| Physicians and Surgeons, All Other | 175 | 42 |  |  |  |  |
| Medical and Health Services Managers | 171 | 48 |  |  |  |  |
| Accountants and Auditors | 167 | 113 |  |  |  |  |
| Computer Systems Analysts | 165 | 28 |  |  |  |  |
| Lawyers | 160 | 44 |  |  |  |  |

**Eastern**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Demand SOC** | **Projected Change** | **Annual Openings** | **Mathematics** | **Reading Comprehension** |
| **Level** | **Importance** | **Level** | **Importance** |
| Heavy and Tractor-Trailer Truck Drivers | 880 | 164 |  |  |  |  |
| General and Operations Managers | 361 | 108 |  |  |  |  |
| First-Line Supervisors of Construction Trades and Extraction Workers | 270 | 40 |  |  |  |  |
| Derrick Operators, Oil and Gas | 232 | 53 |  |  |  |  |
| Registered Nurses | 224 | 70 |  |  |  |  |
| Accountants and Auditors | 137 | 40 |  |  |  |  |
| Industrial Machinery Mechanics | 136 | 27 |  |  |  |  |
| Electricians | 116 | 26 |  |  |  |  |
| Wellhead Pumpers | 112 | 37 |  |  |  |  |
| Sales Representatives, Wholesale and Manufacturing | 98 | 25 |  |  |  |  |

## Identify technical and workplace readiness standards and assessments

* + 1. Recommendations on assessment systems
			1. Workkeys
			2. WRC
			3. Other
		2. Recommendations on standards
			1. ACT
			2. Other

The most commonly accepted standards for career readiness were developed by American College Testing, and are most often identified by the series of aligned assessments, Workkeys, and the personal portable credential that validates performance on those assessments, the National Career Readiness Certificate.

NCRC levels and percentages of careers

Recommended that the region initiate a public-facing information campaign with two primary objectives:

* Communicate to employers the value of the credential and encourage them to recognize, request or require the credential.
* Identify the standards in these foundational skills and establish them as prerequisites for entering WIOA-approved training programs.
* Encourage jobseekers to pursue the credential as part of an intentional career planning process.

## Offer career pathways in settings that accelerate postsecondary attainment and career advancement

* + 1. Identify career pathways in which education and employment would not necessarily be mutually exclusive
		2. Make recommendations for policy changes that would encourage professional development and employer-sponsored technical training

## Create a guidance system of career information, exploration and advisement

* + 1. Recommended design of an online career exploration system
		2. Static content for online system
		3. Human Digital Interface
		4. User experience design within a postsecondary framework

Online career exploration system vendors

Standards

Customizations

 Each region’s demand occupations

## Increase access to high-quality work-based learning experiences

* + 1. Define high-quality as properly aligned with the realities of work within one of the identified growth sectors, career pathways or occupation groups.
		2. Quantify value to employers of the WBL
		3. Design approach to messaging the concept in a stakeholder-facing suite of collateral.

Increase access to high-quality work-based learning experiences

Leverage the state’s PIO resources to construct a narrative that illustrates the value of work-based learning models to the employer.

 Structure the narrative differently for large and small businesses

 Include the narrative in the state’s career exploration system

## Attract, prepare and retain high-quality career pathway teachers

N/A

* + 1. Profile the target career pathway teacher
		2. Focus on sourcing via work experience

## Use career pathways to restructure high schools with low graduation rates

* + 1. Altrnative standard credentials, e.g. Grand Canyon Diploma, Louisiana Career Diploma in conjunction with industry-recognized credentials. Leverage WIOA funding for dropout recovery
		2. Make caeer literacy a focal point of the pedagogy

Bodies of research point to the idea that many dropouts have disengaged from the learning process well before they actually stop attending class. For many students, the relevance of their academic pursuits to their lives is not readily apparent.

Consider the

1. Altrnative standard credentials, e.g. Grand Canyon Diploma, Louisiana Career Diploma in conjunction with industry-recognized credentials. Leverage WIOA funding for dropout recovery
2. Make caeer literacy a focal point of the pedagogy
1. https://www.dws.state.nm.us/Portals/0/New\_Mexico\_WIOA\_Combined\_State\_Plan\_2016-2019.pdf [↑](#footnote-ref-1)
2. http://www.gse.harvard.edu/sites/default/files//documents/Pathways\_to\_Prosperity\_Feb2011-1.pdf [↑](#footnote-ref-2)