



SETForce May 2024

Sarita Nair, Cabinet Secretary
Sarita.Nair@dws.nm.gov

Raquel Gomez, Special Projects Coordinator
Raquel.Gomez@dws.nm.gov

Kayla Lucero-Matteucci, Sustainable Economy Taks
Force Chair
Kayla.Lucero-Matteucci@edd.nm.gov

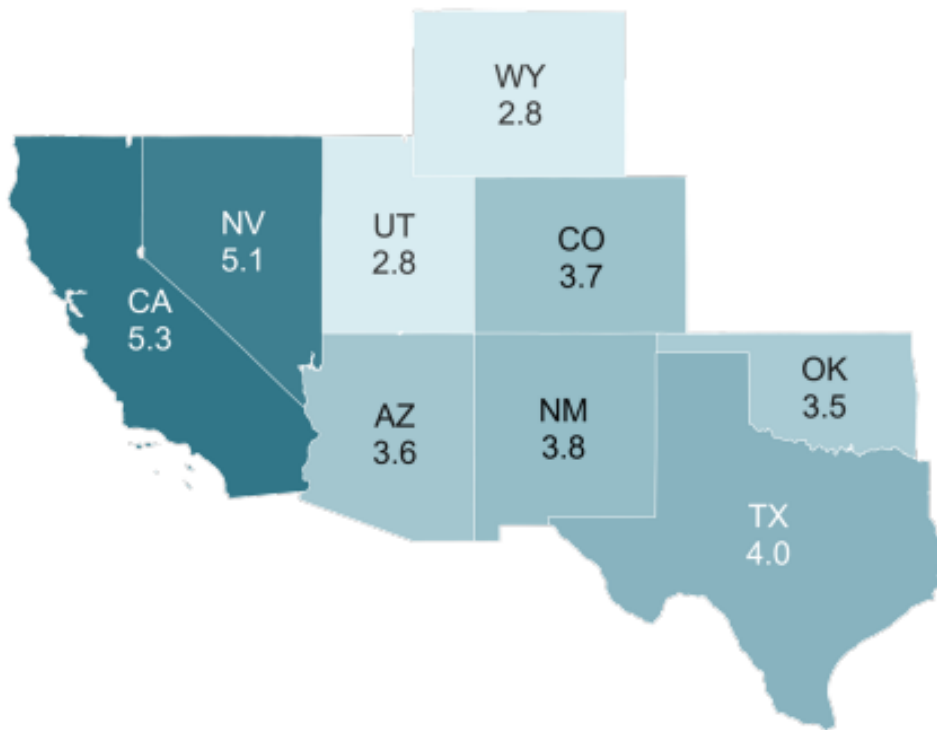
Meeting Objectives

- Provide an overview of state agencies' relevant workforce development initiatives to consider potential inputs into EDD's statewide strategic plan
- Per SB112, focus on workforce development topics that (1) support transitioning the state economy away from reliance on natural resource extraction and (2) support growth in renewable energy jobs
- Discuss workforce development initiatives that support economic diversification and take advantage of federal funding opportunities through the Inflation Reduction Act and the Bipartisan Infrastructure Law
- Topics will include:
 - Training pipelines; apprenticeships and pre-apprenticeships; specialized trainings
 - Clean energy
 - Infrastructure
 - Environmental remediation

New Mexico Unemployment Rate

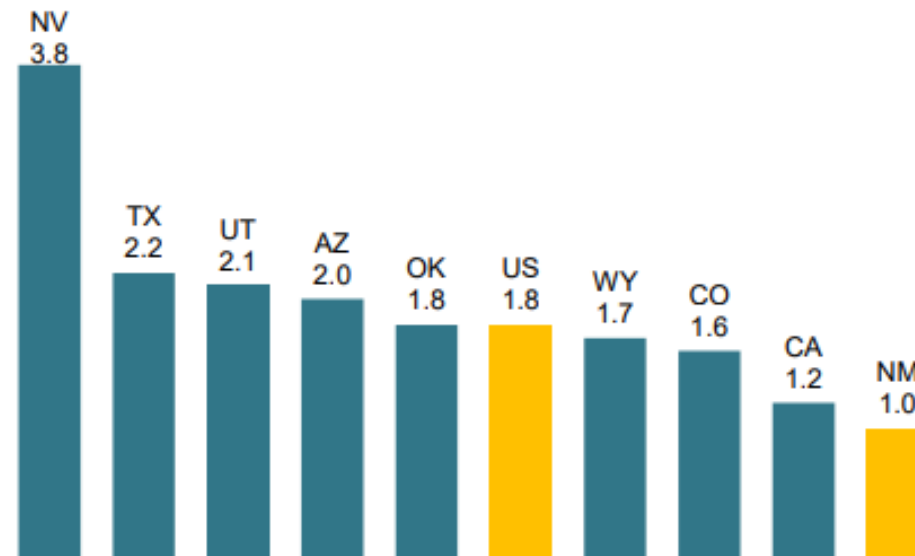
3.8%

Unemployment Rate



+9,100 jobs / 1.0%

Over-the-Year Change in Total Nonfarm Employment



New Mexico Unemployment Rates

	January 2024	December 2023	January 2023
Statewide	4.0%	4.0%	3.6%
Female	3.7%	3.7%	3.8%
Male	4.0%	4.2%	4.4%
Age			
16-19	4.5%	5.1%	9.6%
20-24	3.0%	3.5%	4.5%
25-34	7.0%	7.3%	5.3%
35-44	3.6%	3.5%	3.6%
45-54	4.4%	4.3%	3.5%
55-64	3.2%	3.0%	3.5%
65+	6.7%	5.7%	6.7%
Race / Ethnicity			
White	3.5%	3.6%	3.4%
Black	2.0%	1.2%	5.5%
Hispanic	4.1%	4.3%	4.0%

Counties with Highest Unemployment Rates

Luna 13.5%
 Sierra 7.1%
 Cibola 5.8%
 McKinley, Torrance 5.7%

Counties with Lowest Unemployment Rates

Los Alamos 1.9%
 Eddy 2.8%
 Curry 3.0%
 De Baca, Union 3.1%

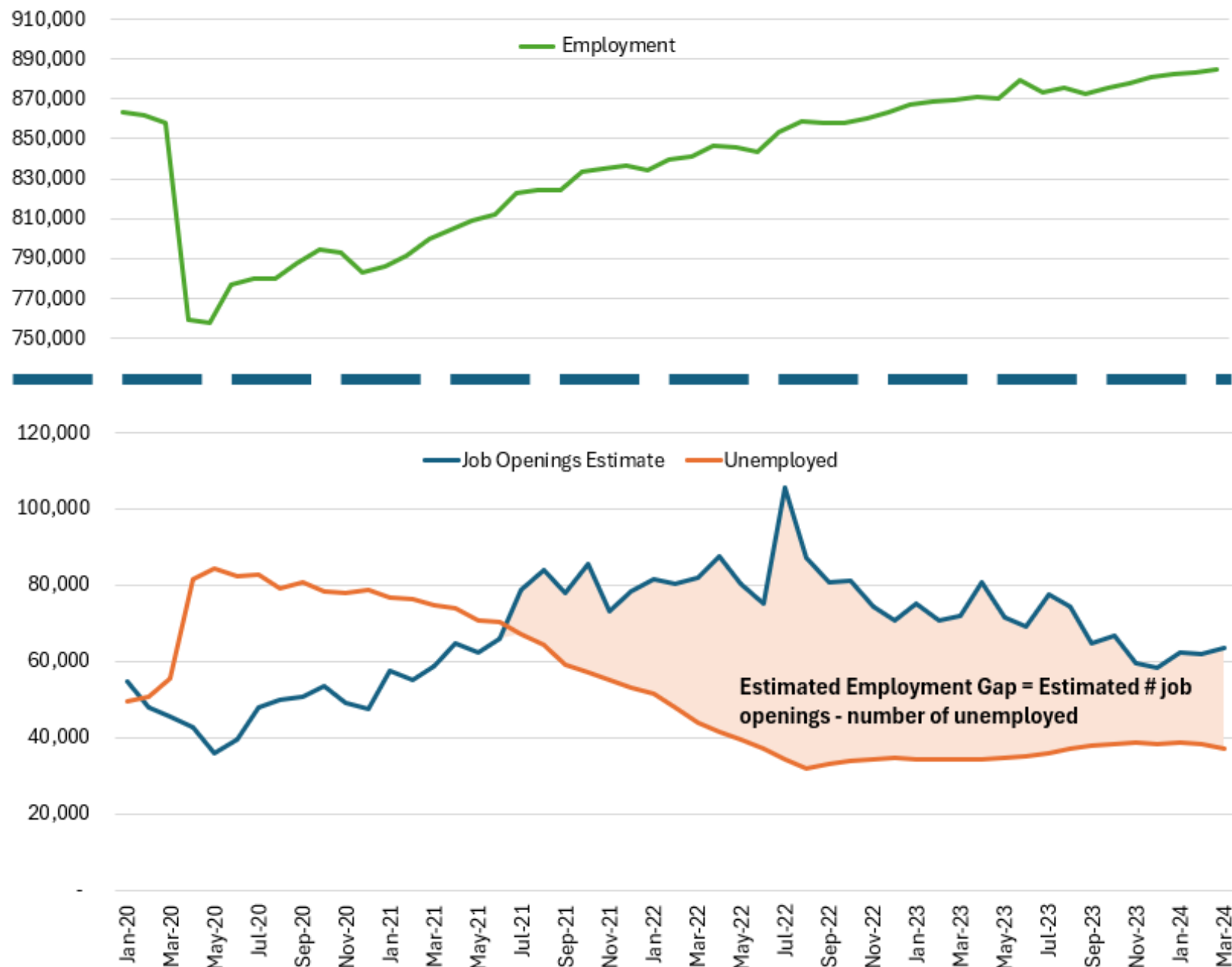
Red = Worse than state average
 Dark Red = Worse than state average and worsening
 Green = Better than state average
 Dark Green = Better than state average and improving

Estimated Employment Gap

March 2024 Nonfarm Employment
885,200

March 2024 Estimated Employment Gap: 32,355

March 2024
Unemployed: 37,148



Sources: Estimated employment gap uses U.S. BLS Job Opening & Labor Turnover (JOLTS) not seasonally adjusted job openings data and advertised job openings from WCOS. Unemployed data are seasonally adjusted and comes from the LAUS program. Employment data are seasonally adjusted and are from the CES program. Most recent month's data are preliminary.

The Stands, the Bench and the Field

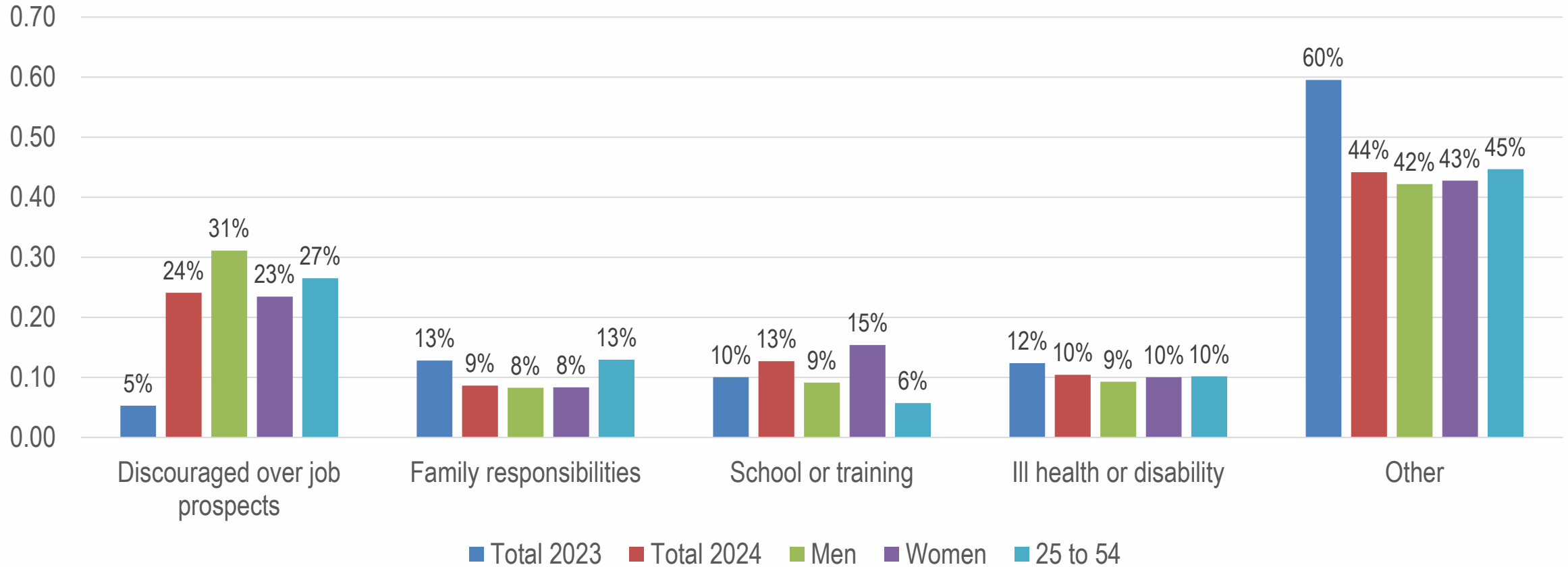
		2022	2023
Labor Force	Not in Labor Force (25-54)	171,900	169,600
	Do not want a job now	155,500	156,500
	Want a job but have not looked	9,500	7,200
	Searching and available now	5,600	4,700
	Unemployed and looking for work	38,533	36,621
		(21% on UI)	(25% on UI)
	Employed (non-farm)	850,200	872,900
Involuntarily part-time	22,738	25,096	

The Stands, the Bench and the Field



Our Biggest Challenge: WHY

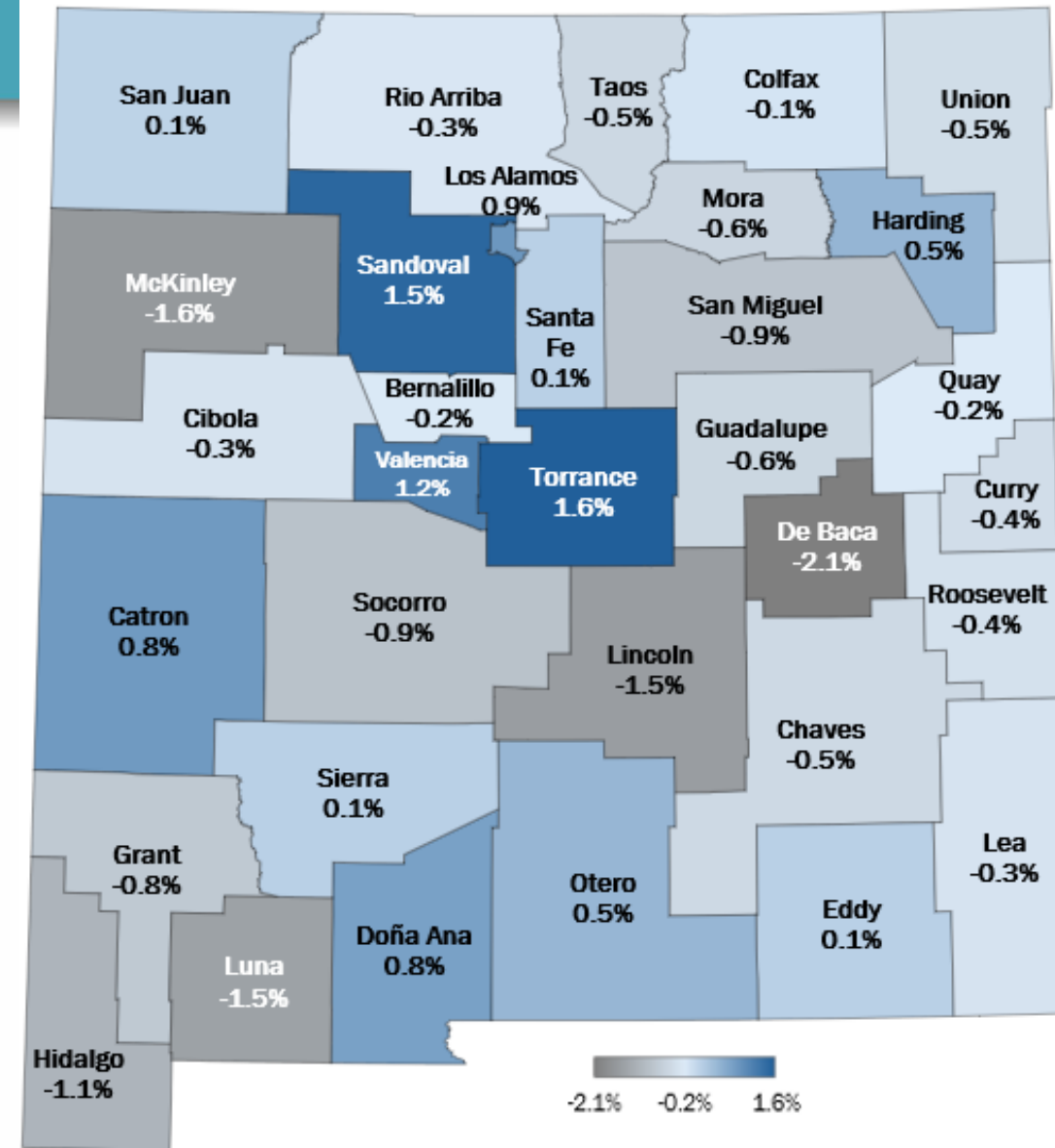
Available for Work Now But Haven't Searched in 4 Weeks (all US)



Regional Population Trends

Components of Resident Population Change July 1, 2022 to July 1, 2023	
	New Mexico
Total Population Change	+895
Natural Change – Total	-1,616
Births	+20,728
Deaths	-22,344
Net Migration	2,554

Population Change by County
July 1, 2022 to July 1, 2023



THE FUTURE: IN-DEMAND OCCUPATIONS

We produce long-term industry and occupational employment projections every two years. Projections data are available in downloadable formats at the NMDWS interactive data site, LASER.

#1 growth category:

Food Prep & Serving +18,400

1

Taking Care of Each Other

Healthcare Support +11,870

Health Practitioners & Techs +7,230

Personal Care & Service +5,090

Education & Training +5,050

Comm. & Social Service +1,490

2

Building Our Infrastructure

Construction & Extraction +6,350

Transportation & Mat. Moving +6,210

Building Maintenance +5,100

Production +1,780

Architecture & Engineering +1,260

3

Creation and Innovation

Arts & Entertainment +3,190

Computer & Math +3,050

Sciences +1,330

The Future of Work

Today

75%

of employers across the globe are struggling to find skilled workers, the **highest** it has been in **over a decade**¹

46%

of Americans consider themselves to be **underemployed**²

(part-time but wanting full-time work or holding a job that does not utilize education, experience, or training)

15.9 million

people in the U.S. moved during the pandemic according to USPS data³

In the Future...

65%

of children entering primary school today will end up working in completely new **job types that don't yet exist**⁴

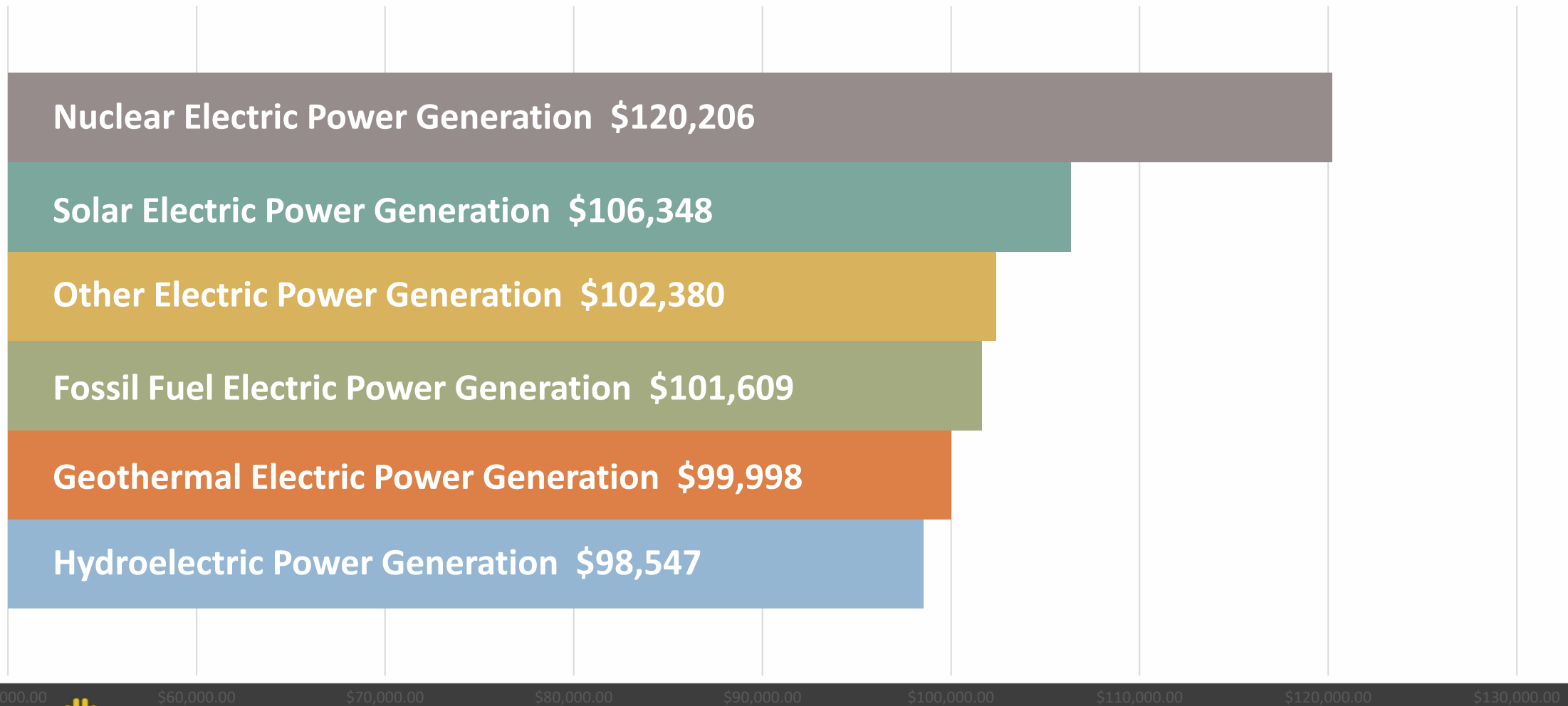
1 billion

People globally are estimated to **need reskilling by 2030** because of technology's impacts on work⁵

Over the next 2 years, **48%** of the total global workforce will **work in a mobile or hybrid arrangement**⁶

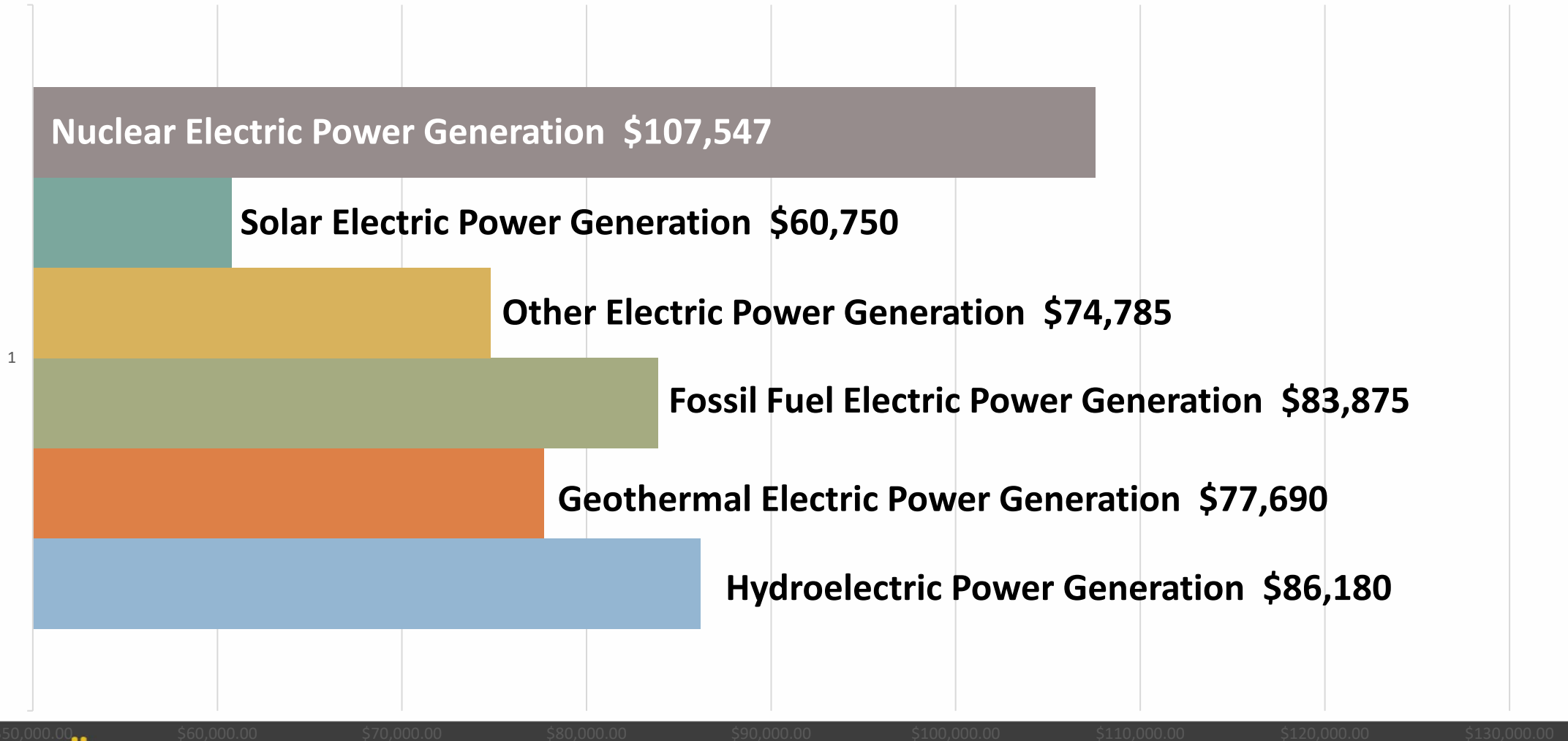
The Future: Changing Economy

Average Annual Salary in Energy Sectors, All Occupations



The Future: Changing Economy

Average Annual Salary in Energy Sectors, Trades and Labor



Workforce Innovation and Opportunity Act Partners



NEW MEXICO
HIGHER EDUCATION
DEPARTMENT



Fostering Student Success from Cradle to Career



HEALTH CARE
AUTHORITY



Northern Area Local
WORKFORCE
DEVELOPMENT
BOARD



Southwestern Area
Workforce Development Board

Eastern Area Workforce
Development Board

A Proud Partner of the American Job Center Network



New Mexico
Commission for the Blind



WIOA State Plan Goals

Goal 1

Collaborate with employers, state agencies, educational institutions, and community organizations to expand the workforce that supports the safety, health, and well-being of New Mexican families and the modernization of New Mexico's infrastructure.



Healthcare



Construction



First Responders



Natural Resource Management



Early Childhood Education



Broadband Expansion

WIOA State Plan Goals

Goal 2

Build and empower the workforce to thrive in the face of changes to the global economy and the way we work.



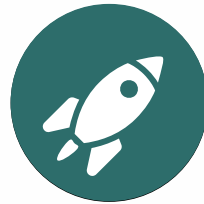
Energy Transition



**Sustainable and Value-Added
Agriculture**



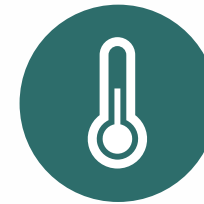
Biosciences



Aerospace



Intelligent Manufacturing



Climate Resilience

WIOA State Plan Goals

Goal 3

Increase year-over-year labor force participation rates and economic prosperity for disengaged and difficult to reach New Mexicans.

Goal 4

Attract out-of-state workers to New Mexico, and improve retention of New Mexicans within the State, particularly in rural communities.

What Does It All Mean

- For the near future, businesses will continue to compete for workers
 - Adapt to the modern workforce
 - Expand the candidate pool
- We need to enhance what makes humans different – resiliency, adaptability, critical thinking, empathy, emotional intelligence
- Partner, partner, partner!
- Get ready, stay ready – relocation has become about agility
- Basic needs

Equity

Empower, Educate, Employ: Building Pathways To Good Jobs



State Investment: \$600,000 for pre-apprenticeship program of up to 400 hours of paid work and/or technical instruction; union partnerships



State Investment: \$30 million expendable trust to increase funding for registered apprenticeships



State Investment: \$20 million per year for three years to Higher Education Department to fund non-credit bearing certifications and industry-recognized credentials



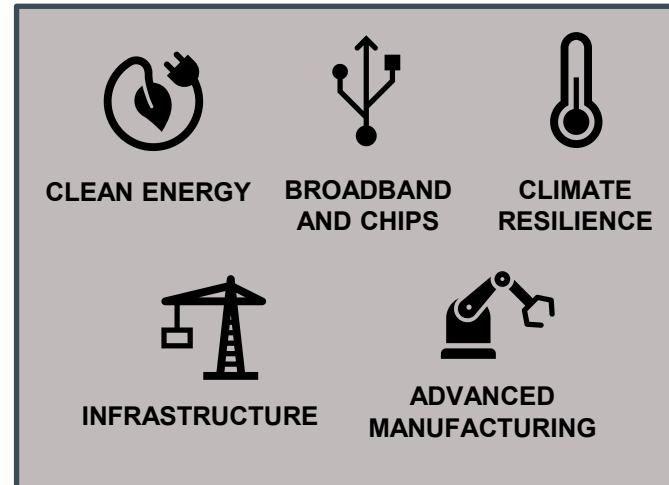
State Investment: \$2 million per year for 3 years to operate virtual reality career exploration in trades and healthcare Public-Private Partnership with NM Center for Economic Opportunity



State Investment: \$29.4 million for assistance and retraining for workers displaced by coal-fired power plant closure; additional funding available for similar closures

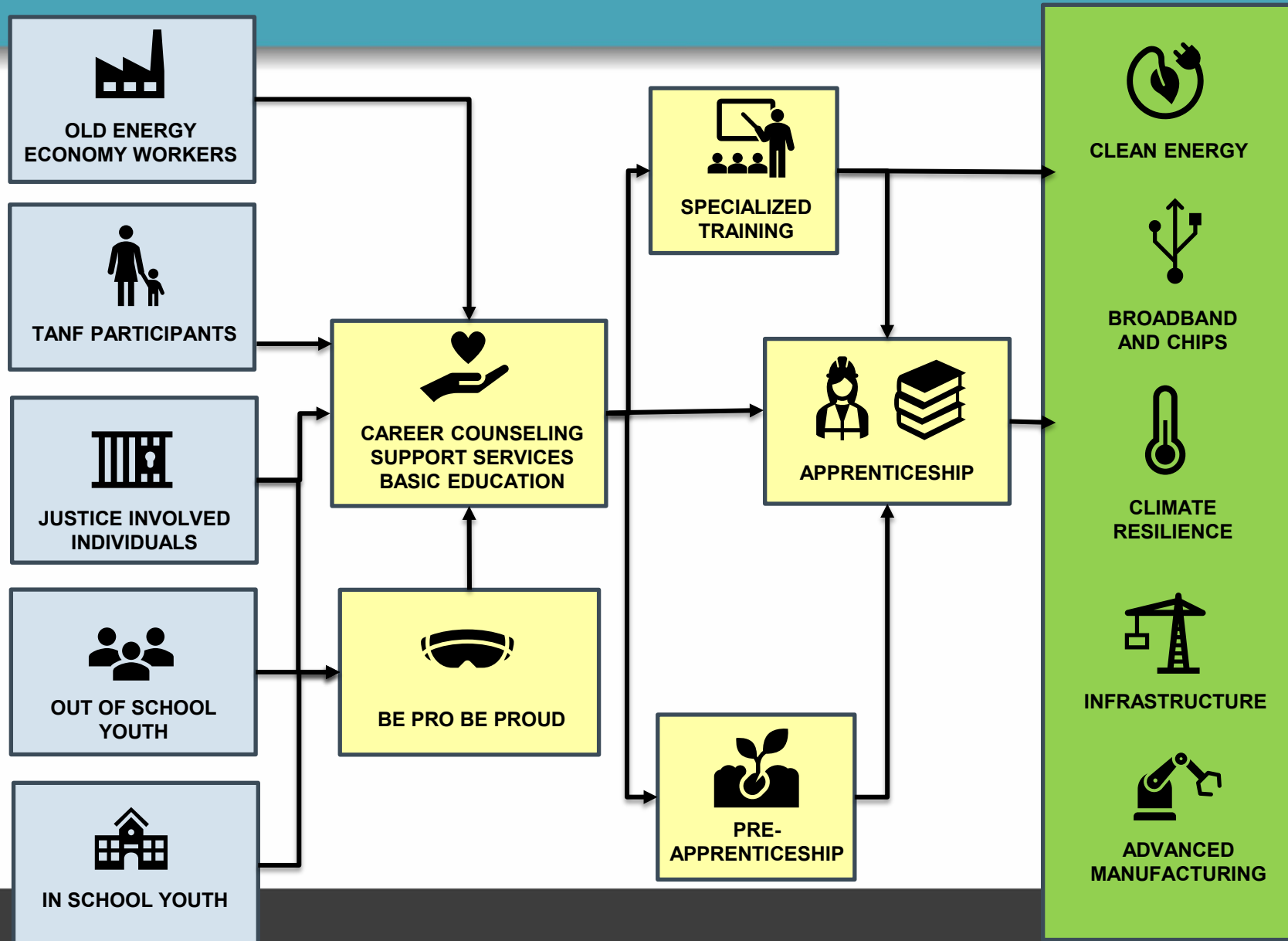


NASWA Aligned Case Management Institute: State Investment: \$1 million to Higher Education Department for Title II Integrated Employment & Training



Alignment with WIOA Goals will facilitate comprehensive sector planning and connection to underserved populations

Empower, Educate, Employ: Building Pathways To Good Jobs



Current Programs



Sustainable Education for Advanced Buildings - \$750,000 to create, develop, and deliver unique New Mexico Energy Conservation Code and International Energy Conservation Code and related above-code training modules. Ends 3/31/25.

EMNRD lead, community college partners

Training for Residential Energy Contractors – \$1.5 million for training and certification to contractors in HVAC, electricians, plumbers, energy auditors, and home performance contractors

EMNRD lead, DWS partner

Current Programs



- **Careers Remediating Environmental Waste (CREW)** is a collaborative effort between NMED, San Juan College, DWS, and employers.
 - Fulfills the Uranium Mine Cleanup Act (2022) requirement that NMED work with industry to develop a reclamation workforce.
 - Provides job training in environmental cleanup, focusing on uranium reclamation and remediation, while fostering job creation in New Mexico.
- **Funding:** WIOA, ETA, on individual basis
- **Timeline:** First course will commence in Fall 2024. Four to 12 weeks in duration.
- **Agency Roles:** SJC will host JT program. DWS works to engage boards and funding sources. NMED connects to employers.

Current Programs

BIL Orphan Well, MERP & Related Funding - Both the Bipartisan Infrastructure Law (BIL) and Inflation Reduction Act (IRA) included significant funding for orphan and end of life margin well work.

Funding: NM is eligible for \$167.3 M under the BIL for orphan well work, and \$14.32 M under the IRA for marginal well retirement.

Timeline: EMNRD has received \$64.32 M (\$50M BIL and \$14.32 M IRA). Funding is on top of money available from State Reclamation Fund.

Agency Roles: EMNRD lead applicant and sole party for funding distribution.

Workforce Nexus: Well plugging and site remediation employs existing oil and gas workers using skills they already possess and/or are provided by existing training programs to perform critical work to protect state's environment. Key limitation is long-term funding availability to incentivize investments in workforce. Work under statewide price agreements is going predominately to local companies.



Funding Applications Under Review



Powering Climate & Infrastructure Careers Challenge – up to \$1.5 million in technical assistance to develop and expand clean energy workforce

DWS lead, EMNRD, NMED, HED partner



Climate Pollution Reduction Grant - NM's application includes \$2 million in workforce funding to support training, apprenticeships, and education to fill positions (e.g. electricians, mechanics, ZET drivers and installers) performing work that is essential to the successful transition to ZET. Also includes \$1 million for the Clean Truck Incentives program and \$1 million for the ECO schools.

NMED lead, DWS partner on workforce

Funding Applications Under Review



Energy Auditor Training – \$1.3 to 2 million for training individuals to conduct energy audits or surveys of commercial and residential buildings

EMNRD lead, DWS partner



State Apprenticeship Expansion Funding – \$6 million for apprenticeship and pre-apprenticeship in infrastructure careers

DWS lead, registered apprenticeship programs partner

Other Initiatives



USCA Climate Workforce Task Force – New Mexico is participating. Possible outcomes include a statement of core values for the climate-ready workforce, setting workforce targets, and identifying priority strategies.



General Fund Appropriation for Energy Transition Workforce Initiatives – Exploring partnership with ECECD to train Permian Basin energy worker families to become early childhood care providers.

EMNRD Workforce Initiatives



- EMNRD's goal is to cultivate a highly skilled energy labor force while promoting economic development and diversifying the economy.
- EMNRD supports growth in renewable energy jobs through career technical education pathways, and partnerships with colleges, unions, employers, and on-the-job training opportunities.
- TREC and EAT (if awarded) programs are estimated to train 525 of the 543 estimated clean energy contractors needed to implement federal incentives programs.
- New Mexico's long-term strategic planning ensures NM can leverage the current influx of funding to cultivate a pipeline of new and existing skilled workers for roles across the energy sector, spanning many years and even decades.



HED Workforce Initiatives



Integrated Education & Training (IET) - Adult Education (AE)
Division – serving ~11,000 per year. Title II of Workforce Innovation & Opportunity Act (WIOA).

- IET: Nationally-recognized model integrating academic instruction, workforce preparation, & workforce training - New Mexicans earn H.S. equivalency OR improve English language proficiency skills WHILE earning industry-recognized credential
- NM is #47 in nation in % of adults without H.S. diploma or equivalent
- Adult Education currently running IET programs throughout NM for variety of industry-recognized credentials: emergency medical technician (EMT), community health worker, heavy equipment operator, child development specialist, phlebotomist, welding (see IET Dashboard at propelnm.org)
- Ready to partner with sister agencies to develop more IETs, braid funding
- IETs are an ideal pre-apprenticeship model as well, creating true pathways for adults from marginalized or economically disadvantaged communities

HED Workforce Initiatives

NEW MEXICO
HIGHER EDUCATION
DEPARTMENT



Fostering Student Success from Cradle to Career

HB 303: Workforce Training Funds Pilot

- Makes NM first state to develop a pilot program to provide monthly cash stipends to low-income adult education students enrolled in IET programs
- Will promote access to & completion of IETs
- Funds for pilot drawn from a total of \$6 million over next 3 years to support IET programs
- AE wants to partner with you to develop IETs to help adults transition to high-quality jobs while improving English and/or earning HSE

PED Workforce Initiatives



- Perkins V State Plan – State, Regional, and Local Priorities Funding (LMI)
- Summer Enrichment Internship Program
- Near Peer Tutoring – Education and Training Pipeline
- Innovation Zone Schools and Funding
- Career Technical Student Organizations
- Educator Preparation Programs
- Shared DWS employee
- Early College High School

EDD Workforce Initiatives



Job Training Incentive Program (JTIP)

Overview: The Job Training Incentive Program (JTIP) funds classroom and on-the-job training for newly created jobs in expanding or relocating businesses for up to 6 months. The program reimburses 50-90% of employee wages. Custom training at a New Mexico public educational institution may also be reimbursed. Eligibility for JTIP funds depends on the company's business, the role of the newly created jobs in that business, and the trainees themselves.

Funding: Non-reverting fund receiving appropriations that vary

Timeline: Ongoing; launched in 1972 (formerly Industrial Development Training); Program: 2023 and booked out at high schools, community colleges, and community centers statewide.

Agency Roles: 100% EDD program.