

2008

State of New Mexico

WORKFORCE

Report

Update

Workforce
Demand

Current
Workforce
Supply

Future
Workforce
Supply

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Quality of Life

Conclusions

New Mexico Department of Workforce Solutions
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Prepared by New Mexico Department of Workforce Solutions
Economic and Research Analysis Bureau

June 2008

State of New Mexico Workforce Report 2008

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State of New Mexico Workforce Report Update

June 2008

June 2008 Update

The State of the Workforce Report is an annual planning resource that has been produced by the New Mexico Workforce Solutions Department's Economic Research and Analysis Bureau since 2003. Most of the data and findings were updated for this version of the report to reflect the most current information available at the time of publication.

The most notable revision in this year's report is the inclusion of statistical data for the four Workforce Investment Act (WIA) areas. All of the trends and analyses were verified and new observations duly noted.

The 2008 update comes at an exciting time for New Mexico. The state has continued a period of vibrant job growth that began several years ago. Overall, the state's rate of job growth is consistent with our long-term average. Much of the credit for New Mexico's job

growth can be traced to the decisions of far-seeing policy makers and legislators. The effects of economic development efforts to attract new employers to the state can be seen in the emerging motion picture and aerospace industries. Within the near-term horizon is the possibility of hundreds of additional jobs in aircraft and automobile manufacturing, cabinet manufacturing, mattress manufacturing, and scientific research and development.

While much of the state enjoys a wealth of new jobs, persistent problems confront jobseekers in some rural areas. Additionally, there are some longstanding concerns about the quality of the current job opportunities across the state.

This report looks at the character of the New Mexico workforce and highlights strengths and weaknesses in the state's economy. The report examines workforce demand, workforce supply, future workforce supply, and quality of life.



The Sandia Mountains and residential area east of Albuquerque, NM.

Summary and Findings

Workforce Demand

- Job growth is a primary indicator of the health of a state economy. In 2006, the rate of job growth in the state of New Mexico was 3.0 percent for an increase of about 19,900 jobs over the year. New Mexico had the seventh highest job growth in the country, while Arizona, Wyoming, and Nevada had the highest rates. New Mexico's job growth was 13.7 percent over the last ten years. The Las Cruces MSA led the state with about 28.5 percent job growth, followed by Santa Fe (20.7 percent), Farmington (12.3 percent), and Albuquerque (11.0 percent). The Southwestern WIA area led the WIA regions, growing by 23.2 percent over the past ten years. The Northern WIA area grew by 15.3 percent, followed by the Eastern WIA area (11.8 percent) and the Central WIA area (11.1 percent).
- Most of the jobs in the state of New Mexico are in either the service-providing industries or government. The concentration of services employment in New Mexico is similar to that of the nation as a whole, while the proportion of government jobs in New Mexico is higher because of the presence of two national defense laboratories and three large Air Force bases.
- Every two years, the New Mexico Department of Workforce Solutions' research staff projects employment growth for the following ten years. The industry projected to have the largest growth between 2004 and 2014 is Administrative & Support Services with an employment increase of about 21,100 jobs. Health Care & Social Assistance comes in second with growth of 17,800 jobs. Health Care employment



Mike Dinallo and Larry Schneider (left) prepare to employ the PASD diagnostic on a wiring bundle in the cockpit of a retired Boeing 737 at Sandia's FAA Airworthiness Assurance NDI Validation Center.

is expected to remain very important to the New Mexico economic picture with combined growth in ambulatory health services, hospitals, and nursing care. Complete industry projections for period 2006-2016 will be available by late June 2008.

- Tourism-related employment is expected to perform well with growth of 11,700 jobs in Accommodation & Food Services and 2,500 jobs in Arts, Entertainment, & Recreation industries.
- The largest occupational clusters in New Mexico are in Office & Administrative Support occupations with employment of about 124,600 in 2006. Employment in Retail and Wholesale Sales occupations comes next with about 91,400 workers, followed by Food Preparation & Serving-related occupations estimated at 75,500 workers and Construction & Extraction occupations estimated at 67,500 workers.

Administrative & Support Services are expected to be the biggest future growth area.

- Many of the occupations with the largest concentrations of employment require little education. For example, the occupation "retail salesperson" accounts for about 3.8 percent of the state's workforce, but requires only short-term on-the-job training. As might be imagined, jobs that require little in the way of education tend to be lower paying. Other low-skill, low-wage jobs that employ many workers

include cashiers and waiters & waitresses. On the other hand, the general & operations manager occupation, with employment of about 11,200 in 2006, requires a bachelor's degree plus work experience. Registered nurses are another occupation requiring more education, with a minimum of an associate's degree or bachelor's degree required. There were about 12,100 registered nurses working in New Mexico in 2006.

- In 2006, 49.2 percent of the jobs existing in New Mexico required a high school diploma or short-term on-the-job training, while 27.1 percent required an associate's degree or moderate on-the-job training. The remaining 23.7 percent of the jobs in New Mexico required a higher education degree.
- New Mexico has made a concerted effort to join the ranks of the New Economy states by encouraging technology transfer from the Sandia and Los Alamos National Laboratories. According to the 2002 State New Economy Index of the Progressive Policy Institute Technology Project, New Mexico ranked 27th out of the 50 states. New Mexico ranked 46th in workforce education, 36th in manufacturing workforce education, 38th in technology in schools, and 6th in information technology jobs.

Current and Future Workforce Supply

- New Mexico's 2007 unemployment rate was 3.6 percent, down from 4.2 percent in 2006. The October unemployment rate of 3.1 percent was the lowest for the state since the current series began in 1976. The 2007 national unemployment rate was 4.6 percent for comparison.
- According to the 2007 Census estimates, New Mexico's population was 1.970 million. That represents growth of 8.3 percent between 2000 and 2007. This was one of the fastest growth rates in the country. New Mexico still had a low population density with fewer than 16 persons per square mile,

compared to an average of 54 persons for our neighboring states.

- New Mexico is a younger state, as are most states in the West. New Mexico's median age was 35.2 years, compared to a national average of 36.4 years. New Mexico has a diverse population that includes the largest population based proportion of Hispanics of any state (44 percent) and the second largest concentration of Native Americans (9.8 percent).
- New Mexico's median family income was \$48,200 in 2006, compared to the national average of \$58,500. Albuquerque median family income was higher than the state level at \$55,300.
- Poverty in New Mexico is a continuing problem, as evidenced by recent data from the American Community Survey indicating that 18.5 percent of the state's population meet the standard definition. The comparable proportion for the United States was 13.3 percent. Neighboring states ranged from 10.6 percent in Utah to 18.5 percent in Texas. Roughly 2.1 percent of New Mexico households receive Temporary Assistance for Needy Families, compared to a U.S. average of 2.4 percent.
- New Mexico has a higher percentage of households headed by a single parent than does the nation as a whole. The state's 8.1 percent rate exceeds the national rate of 7.4 percent for households headed by a single female. A single male heads approximately 3 percent of New Mexico households.
- The proportion of individuals with a bachelor's degree aged 25 and above is a key indicator of workforce preparedness, as is the number of high school graduates. In New Mexico, the proportion of residents with a high school diploma was 27.7 in

NM is high in single parent head of household.

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2006. The percentage of individuals with a bachelor's degree was 14.4 percent in 2006, up from 14.2 percent in the previous year. New Mexico has a high proportion of residents with graduate or professional degrees (10.9 percent) due in part to the national labs, technical universities, and high-tech industries.

- Approximately 23 percent of the New Mexico workforce is on the payroll of federal, state, or local government. New Mexico ranks high in measures of state government employment because of the state's geographically dispersed higher education system.
- Almost 50 percent of the students in the public education system in New Mexico are Hispanic, reflecting the diversity and youth of the state's population. The national average of Hispanic students in public education was closer to 15 percent.
- The high school graduation rate in New Mexico has been falling over the last fifteen years, which clearly represents a problem for workforce preparedness. The rate has fallen from just over 84 percent in the 1989-91 period to about 83 percent in the most recent period reported. New Mexico's high school graduation rate was about three points below the national average.
- New Mexico has experienced a troubling out-migration of young, college-educated people, with 18 percent of this group leaving the state between 1990 and 2000. This is an indication of weak demand for an educated labor force that is also reflected in the employment projections.

Quality of Life

- New Mexico is slightly above the national average for attracting singles, with over one quarter of its residents living alone. The proportion was 35.3 percent in Albuquerque. Of regional cities, Denver was the highest with over 41 percent of its residents living alone.
- New Mexico's median home value in 2006 was \$141,200, substantially less than the national average of \$185,200. The median home value in Albuquerque, however, was \$172,300. According to the U.S. Department of Housing and Urban Development, a home is considered affordable if not more than 30 percent of household income is spent on housing costs. Nearly one-fourth of owned households in New Mexico have owner costs that exceed 30 percent of the household income, which is below the national average. Albuquerque is fifth out of eight regional cities.

Albuquerque housing is higher than surrounding communities.



Eclipse Aviation facility in Albuquerque.

Workforce Demand

Information on employment and economic growth, education and training, and residential development.

A Metropolitan Statistical Area (MSA), as designated by the federal Office of Management and Budget, refers to a large population nucleus, together with adjacent communities having a high degree of economic and social integration with that nucleus.

Statewide and MSA Employment Growth Reflects Economic Growth of Region

How are we doing?

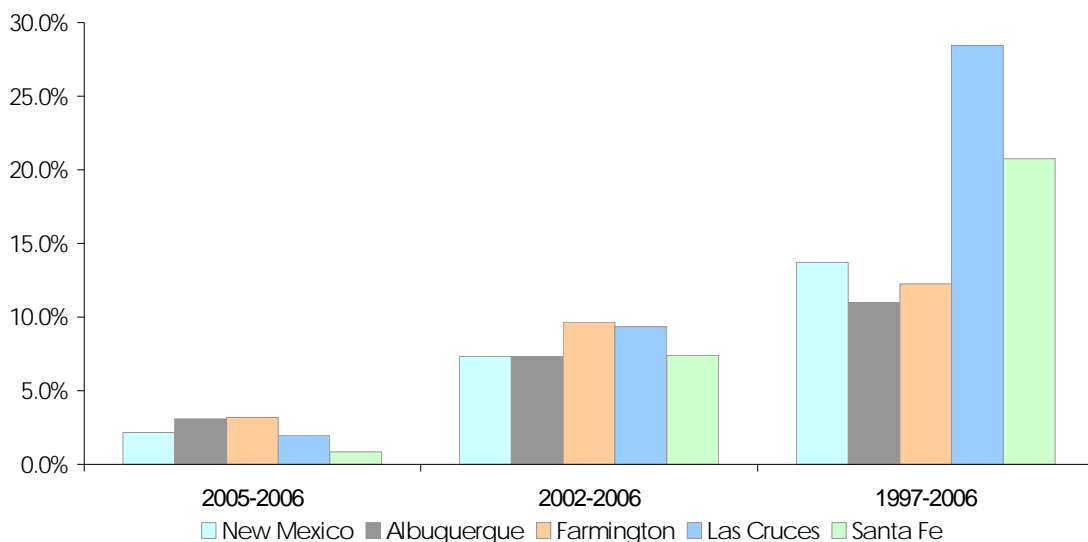
New Mexico and the Metropolitan Statistical Areas within the state have experienced substantial employment growth over the past ten years. The state has added nearly 14 percent more jobs than a decade ago, compared to the national growth rate of less than 11 percent. Job growth has been moderate for most of the state's MSAs over the one, five, and ten-year horizons. The Las Cruces MSA had the fastest employment growth over the 10-year period, at about 28 percent. The Albuquerque MSA has been the most affected by the downturn in the economy that started in 2001 and lasted through 2003, which is reflected in the five-year period. However, the state and each of the MSAs outperformed the national growth rate of 4.5 percent. The

Albuquerque MSA has the largest and most diverse share of employment in the state. It is important to understand an area's employment size and rate of change before considering other factors, such as critical industries and occupations.

Why is this important and who is it important to?

This report reviews several areas, including statewide, the MSAs and the Workforce Investment Act (WIA) areas. Geographic detail provides an important dimension for the data to follow. Policy-makers use this information to determine if adopted strategies are working to the benefit of their area.

Percent Employment Change MSAs - 1997-2006



Source: NM Department of Workforce Solutions, Local Area Unemployment Statistics, 2007.

Statewide and WIA Areas Employment Growth Reflects Economic Growth Throughout the Region

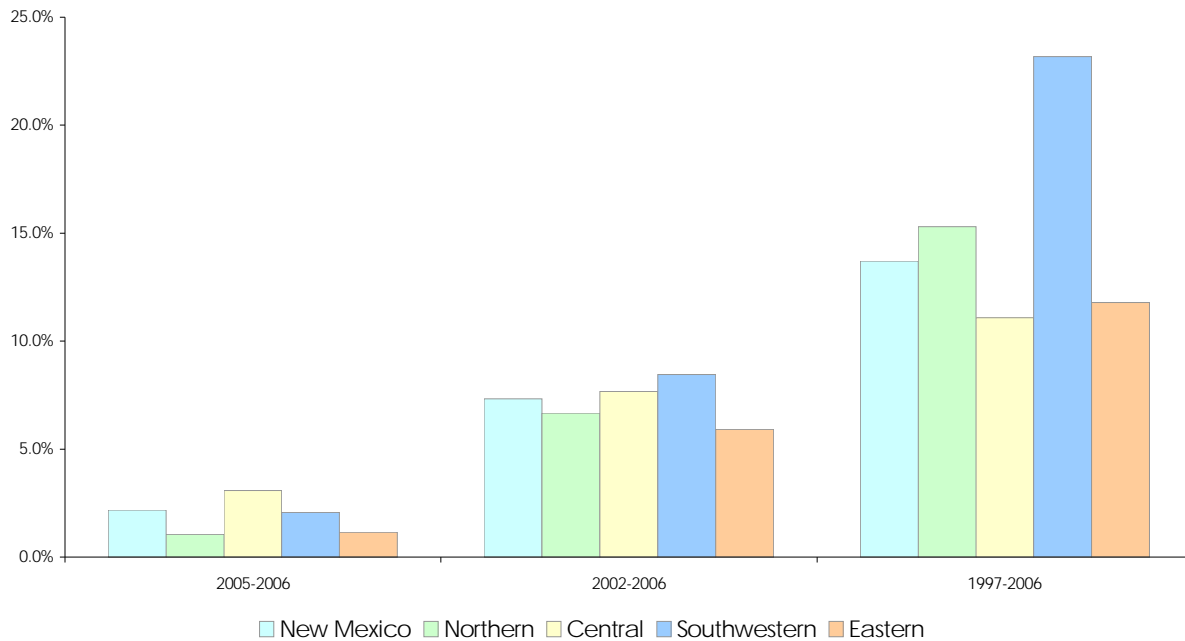
How are we doing?

New Mexico and the state's Workforce Investment Act areas have experienced substantial employment growth over the past ten years. The state has almost fourteen percent more jobs than a decade ago. Job growth has been moderate for most of the WIAs over the one, five, and ten-year horizons, yet has mostly exceeded the national trend for each period of growth which was 2 percent, 4.5 percent, and 11 percent respectively.

Why is this important and who is it important to?

This report reviews several areas, including Statewide, the MSAs and the Workforce Investment Act areas. Geographic detail provides an important dimension for the data to follow. Job growth is an important indicator of the state's overall economic well-being. The New Mexico economy has proven capable of generating jobs for the influx of people entering the job market. Economic developers use this data to attract businesses looking to locate in growing areas.

Percent Employment Change WIAs, 1997-2006



Source: NM Department of Workforce Solutions, Local Area Unemployment Statistics, 2007.

Employment Distribution by Industry Sectors

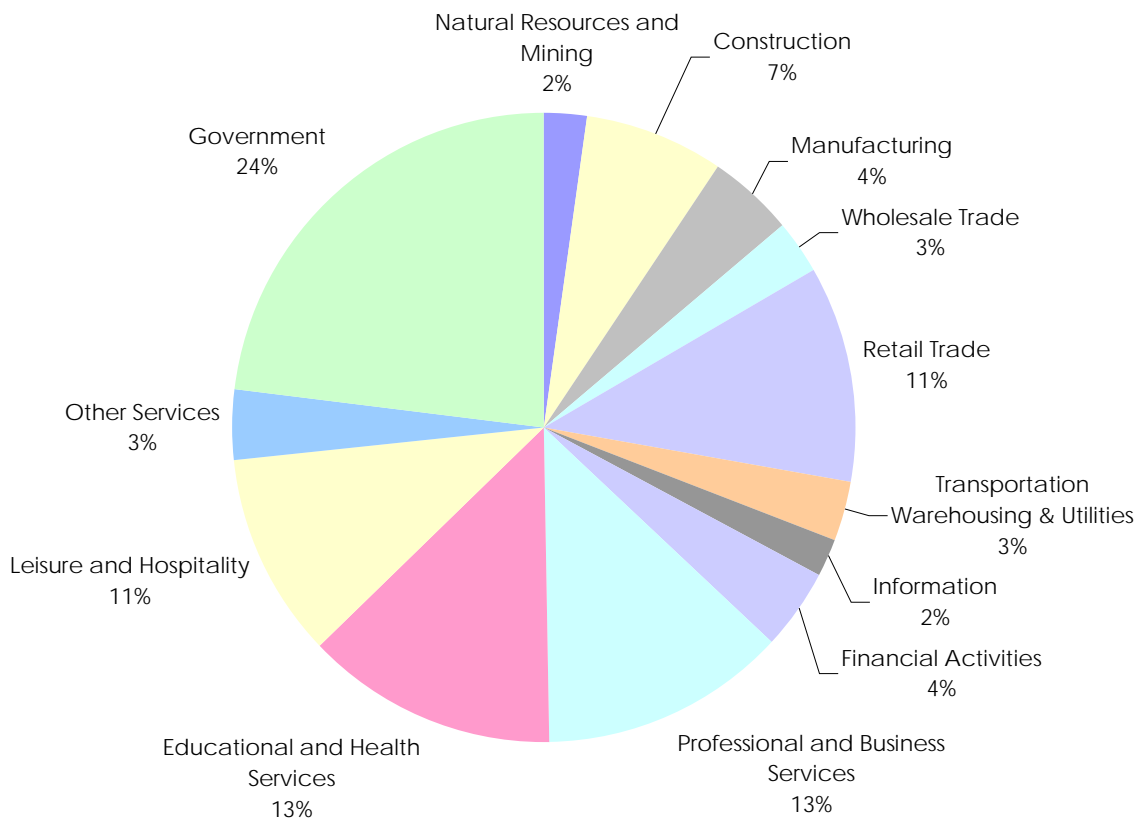
How are we doing?

In 2007, nearly one of every four in New Mexico jobs is in the government sector. The largest private sector industries are Professional & Business Services and Educational & Health Services, each accounting for 13 percent of the state's jobs, followed by Retail Trade and Leisure & Hospitality, each with 11 percent of the total employment. Today's economy has become very service-oriented, with the goods-producing industries of Mining, Construction, and Manufacturing accounting for about 13 percent of all employment in the state, unchanged from one year ago.

Why is this important and who is it important to?

To the extent workforce policy makers target entry-level workers, services and government industries offer many competitive advantages. While some service jobs are high paying, most are not and require minimal education and training. Government jobs are also plentiful in the area at various levels and offer an element of perceived security. Policy-makers utilize this information to encourage industry diversification. When successful, this softens the affects of economic downturns.

September 2007 Industry Distribution



Source: NM Department of Workforce Solutions, Current Employment Statistics, 2007.

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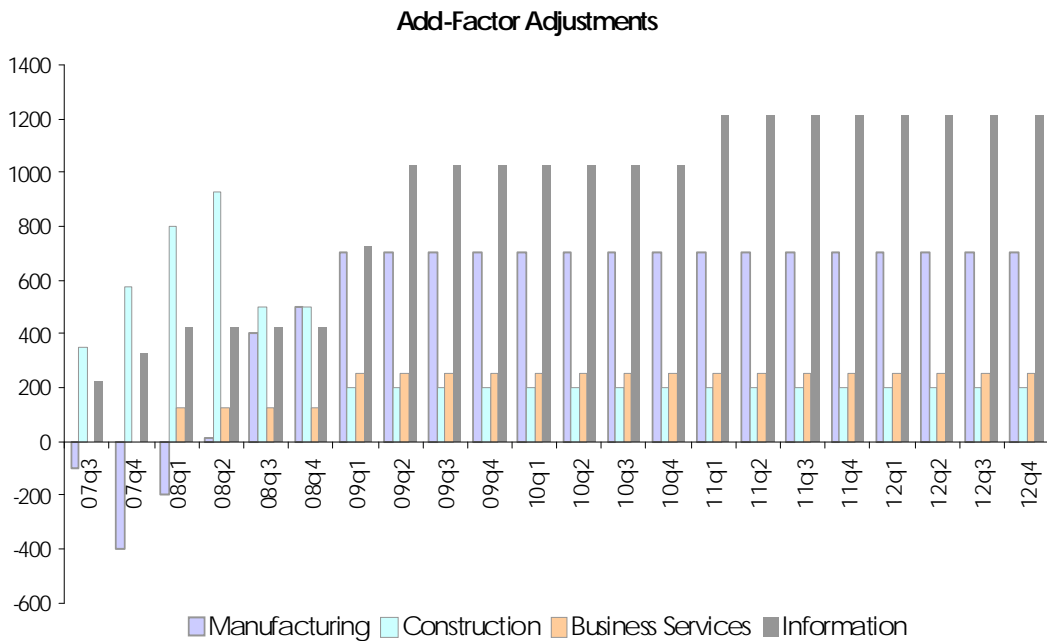
Establishing or Expanding Presence in New Mexico

How are we doing?

A number of firms have indicated their intention to expand operations in New Mexico, creating thousands of new jobs. The table below is adapted from a University of New Mexico, Bureau of Business and Economic Research (BBER) forecast for the New Mexico economy. The table shows “add-factor” adjustments in the forecast for employment gains that are expected in the state. Employment numbers are shown cumulatively for each quarter through the end of 2012.

Why is this important and who is it important to?

New Mexico needs new jobs for workers who will be entering the workforce as well as for those who are currently unemployed. Export industries, where the product or service is sold beyond the state’s boundaries, provide a net gain in employment and the most benefits for the state. Workforce development professionals use this information to establish strategies to meet the expected demand for labor.



Source: University of New Mexico, BBER, 2007.

Many New Jobs in the Educational and Medical Fields Created Each Year

How are we doing?

In looking at the NAICS sector industry projections for New Mexico, the Educational Services industry will be adding the most employment with nearly 21,000 additional jobs projected by 2014. The Health Care & Social Assistance sector is estimated to contribute another 19,600 jobs to the economy as the population ages. Administrative & Support Services will provide another 19,200 jobs over the projection period. Accommodation & Food Services is projected to add over 16,000 jobs. It appears Mining is the only sector that will experience negative growth.

Why is this important and who is it important to?

It is important to know where the job growth is expected to be. The fastest growing industries represent areas of high worker demand, and this is where the need for future workers is projected. Economic developers can use this information to attract targeted industries.

New Mexico Industry	Estimated Cumulative Growth, 2004-2014
1 Educational Services	20,285
2 Health Care & Social Assistance	19,584
3 Administrative & Support Services	19,188
4 Accommodation & Food Services	16,111
5 Retail Trade	15,772
6 Local Government	9,943
7 Information	6,536
8 Arts, Entertainment & Recreation	5,808
9 Construction	4,566
10 Transportation & Warehousing	4,274
11 Management of Companies	3,930
12 Other Services	3,743
13 Finance & Insurance	3,552
14 State Government	3,365
15 Manufacturing	2,635
16 Professional, Scientific & Technical	2,624
17 Real Estate, Rental & Leasing	1,771
18 Wholesale Trade	1,697
19 Federal Government	806
20 Mining	-668

Source: NM Department of Workforce Solutions, Economic Research & Analysis, 2006.

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Many New Jobs in the Public Sector, Health Care Fields and Retail Created Each Year in the Northern Workforce Investment Area

How are we doing?

In looking at the NAICS sector industry projections for the Northern WIA, Local Government will add the most employment through 2014. In the medical field, Health Care & Social Assistance will create over 5,400 new jobs as the population ages. Retail Trade is projected to grow over 5,100 jobs in the region, while Accommodation & Food Services and Educational Services are estimated to add about 4,700 and 3,400 jobs respectively. It appears Utilities is the only sector that will experience negative growth in the region.

Why is this important and who is it important to?

It is important to know where the job growth is expected to be. The fastest growing industries represent areas of high worker demand and this is where the need for future workers is projected. Job seekers use this information to determine career choices in changing economies.

Northern WIA Area Industries	Estimated Cumulative Growth, 2004-2014
1 Local Government	6,796
2 Health Care & Social Assistance	5,434
3 Retail Trade	5,194
4 Accommodation & Food Services	4,731
5 Educational Services	3,422
6 Arts, Entertainment & Recreation	3,107
7 Administrative & Support Services	2,625
8 Construction	2,483
9 Other Services	1,755
10 Professional, Scientific & Technical	1,373
11 Real Estate, Rental & Leasing	648
12 Finance and Insurance	568
13 Transportation & Warehousing	531
14 Wholesale Trade	448
15 Mining	377
16 Federal Government	370
17 Information	288
18 Management of Companies	186
19 Agriculture, Forestry, Fishing & Hunting	71
20 Utilities	-14

Source: NM Department of Workforce Solutions, Economic Research & Analysis, 2006.

Central Workforce Investment Area Projected to See Many New Jobs in Health Care and Social Services Each Year

How are we doing?

In looking at the NAICS sector industry projections for the Central WIA area, Health Care & Social Assistance will create nearly 11,400 new jobs as the population ages. Accommodation & Food Services and Administrative & Support Services are projected to add about 6,000 jobs. The Construction industry will provide over 5,400 jobs to the economy even as construction nationally is hampered by the credit crunch. Retail Trade and Professional, Scientific, & Technical Services are each estimated to add over 5,000 jobs through 2014. Projections indicate Utilities, Agriculture, and Information will experience negative growth through the projection horizon.

Why is this important and who is it important to?

It is important to know where the job growth is expected to be. The fastest growing industries represent areas of high worker demand and this is where the need for future workers is projected. Training providers benefit from the knowledge of anticipated job growth to most affectively invest their resources.

Central WIA Area Industries	Estimated Cumulative Growth, 2004-2014
1 Health Care & Social Assistance	11,374
2 Accommodation & Food Services	6,054
3 Administrative & Support Services	5,879
4 Construction	5,426
5 Retail Trade	5,373
6 Professional, Scientific & Technical	5,116
7 Educational Services	4,863
8 Local Government	1,522
9 Finance & Insurance	1,062
10 Wholesale Trade	755
11 State Government	607
12 Other Services	606
13 Management of Companies	378
14 Transportation & Warehousing	338
15 Manufacturing	308
16 Real Estate, Rental & Leasing	292
17 Federal Government	167
18 Utilities	-10
19 Agriculture, Forestry, Fishing & Hunting	-77
20 Information	-361

Source: NM Department of Workforce Solutions, Economic Research & Analysis, 2006.

New Jobs in the Health Care and Educational Fields Lead the Growth in the Southwestern Workforce Investment Area

How are we doing?

In looking at the NAICS sector industry projections for the Southwestern WIA area, Health Care & Social Assistance will add the greatest number of jobs to the region through 2014. Educational Services and Administrative & Support Services industries will each add approximately 3,000 jobs. Local Government and Accommodation & Food Services are projected to add about 2,100 jobs and 1,900 jobs, respectively. Projections indicate as many as nine industries may experience relatively flat or negative growth.

Why is this important and who is it important to?

It is important to know where the job growth is expected to be. The fastest growing industries represent areas of high worker demand and this is where the need for future workers is projected. The business community uses this information to track the growth or decline of industry clusters.

Southwestern WIA Area Industries	Estimated Cumulative Growth, 2004-2014
1 Health Care & Social Assistance	4,255
2 Educational Services	3,237
3 Administrative and Support Services	2,897
4 Local Government	2,101
5 Accommodation & Food Services	1,924
6 Retail Trade	1,409
7 Construction	1,175
8 Professional, Scientific & Technical	720
9 Manufacturing	703
10 Transportation & Warehousing	501
11 Other Services	347
12 Wholesale Trade	198
13 Arts, Entertainment & Recreation	134
14 Real Estate, Rental & Leasing	65
15 Management of Companies	35
16 Information	26
17 Finance & Insurance	18
18 State Government	15
19 Utilities	-16
20 Agriculture, Forestry, Fishing & Hunting	-267

Source: NM Department of Workforce Solutions, Economic Research & Analysis, 2006.

Health Care and Education Offer Many New Jobs in the Eastern Workforce Investment Area

How are we doing?

Health Care & Social Assistance will lead the employment growth in the Eastern WIA area during the 2004 - 2014 projection period. Educational Services and Accommodation & Food Services are estimated to add over 2,600 jobs each, followed by Retail Trade adding over 2,000 jobs to the region. Six industries could experience flat growth.

Why is this important and who is it important to?

It is important to know where the job growth is expected to be. The fastest growing industries represent areas of high worker demand and this is where the need for future workers is projected. WIA regional partners use this information to determine what trainings to offer and at what level to fund the training.

Eastern WIA Area Industries	Estimated Cumulative Growth, 2004-2014
1 Health Care & Social Assistance	4,592
2 Educational Services	2,698
3 Accommodation & Food Services	2,613
4 Retail Trade	2,010
5 Construction	1,265
6 Administrative & Support Services	1,264
7 Mining	1,079
8 Agriculture, Forestry, Fishing & Hunting	939
9 Manufacturing	908
10 Local Government	719
11 Transportation & Warehousing	490
12 Other Services	475
13 Professional, Scientific & Technical	390
14 Finance & Insurance	373
15 Real Estate, Rental & Leasing	323
16 Arts, Entertainment & Recreation	202
17 Information	82
18 State Government	68
19 Management of Companies	56
20 Utilities	-50

Source: NM Department of Workforce Solutions, Economic Research & Analysis, 2006.

Clustering of Earnings Across Occupations Depicts Office Economy

How are we doing?

Building on data seen on previous pages, broad clustering of occupations identifies an *office economy* that accounts for almost a third of all the wages earned in the state. These include the core clusters of Office & Administrative Support (13.1 percent of all wages earned), Management (10.4 percent of all wages earned), Business & Financial Operations (4.7 percent of all wages earned), and Computer and Mathematical occupations (2.8 percent of all wages earned).

Why is this important and who is it important to?

In addition to looking at key industries, it is important to look for occupations that are critical in a labor market area. Policy makers need to be able to determine whether to focus on jobs that are the highest paying or on jobs for which there is the most demand. In looking at the quality of jobs in a region, we can look at both employment and wages of major occupational groups. One method to do this is an analysis of total annual wages, calculated by multiplying employment by annual earnings.

Clusters of occupations are also relevant across various industries or disciplines. Management occupations, for example, exist across all sectors of employment, as do computer occupations. Therefore, developing skills and knowledge critical to success in these occupations will benefit all industry sectors. Workforce planning groups will find this information useful when developing strategies.

Occupational Sectors	Employment	Annual Wage	Total Annual Wage	% of Total Wages
Office & Administrative Support	132,970	\$26,400	\$3,510,408,000	13.1%
Management	39,890	\$70,180	\$2,799,480,200	10.4%
Healthcare Practitioners & Technical	39,150	\$58,060	\$2,273,049,000	8.5%
Education	54,630	\$40,820	\$2,229,996,600	8.3%
Sales & Related	80,960	\$27,180	\$2,200,492,800	8.2%
Construction & Extraction	62,110	\$31,580	\$1,961,433,800	7.3%
Architecture & Engineering	21,170	\$65,150	\$1,379,225,500	5.1%
Business & Financial Operations	23,750	\$53,450	\$1,269,437,500	4.7%
Transportation & Material Moving	45,520	\$27,520	\$1,252,710,400	4.7%
Food Preparation & Serving Related	75,840	\$15,920	\$1,207,372,800	4.5%
Installation, Maintenance & Repair	33,140	\$34,900	\$1,156,586,000	4.3%
Production	33,940	\$30,580	\$1,037,885,200	3.9%
Computer & Mathematical	11,790	\$63,280	\$746,071,200	2.8%
Protective Service	21,970	\$30,790	\$676,456,300	2.5%
Life, Physical & Social Science	9,400	\$59,010	\$554,694,000	2.1%
Building & Grounds Maintenance	27,950	\$18,930	\$529,093,500	2.0%
Community & Social Services	13,920	\$34,030	\$473,697,600	1.8%
Healthcare Support	20,640	\$22,740	\$469,353,600	1.7%
Personal Care & Service	23,300	\$18,660	\$434,778,000	1.6%
Legal	5,270	\$60,020	\$316,305,400	1.2%
Arts, design & Entertainment	7,780	\$37,230	\$289,649,400	1.1%
Farming, Fishing & Forestry	4,250	\$16,060	\$68,255,000	0.3%
Total	789,360	\$33,980	\$26,822,452,800	

Source: Bureau of Labor Statistics, 2006. - http://www.bls.gov/oes/current/oes_nm.htm#b00-0000.

Minimal Education and Training are Required for Many Jobs

How are we doing?

Many of the jobs that New Mexican workers fill are entry-level positions. This list is typical for most states and areas. While entry-level positions are generally low paying, they usually afford easy labor market entry and minimal training. They typically represent a start to a career that can often lead to more advanced positions.

Why is this important and who is it important to?

When considering specific occupations, it is valuable to work from current estimates of employment because these are often the best guides as to what entry-level jobs are going to be available. However, when considering these jobs, it is important to note that while many require only short- to mid-term on-the-job training, they also tend to have high turnover and high rates of part-time employment. Therefore, the overall quality of the job must be taken into account when deciding on job training priorities and resources. While entry-level positions provide easy access for job seekers into the labor market, there is a need to target job training for positions that can provide competitive wages. Appropriate on-the-job training and adult education are necessary in teaching existing workers and new labor entrants new skills that will lead to new careers. Job seekers use this information in pursuit of employment opportunities.

Occupational Title	Estimated Employment	Annual Wage	Education and Training
Retail Salespersons	29,750	\$21,780	Short-Term on-the-Job Training
Secretaries	19,410	\$25,510	Moderate-Term on-the-Job Training
Cashiers	18,800	\$16,900	Short-Term on-the-Job Training
Combined Food Preparation and Serving Workers	18,190	\$14,060	Short-Term on-the-Job Training
Office Clerks	15,760	\$21,730	Short-Term on-the-Job Training
Waiters and Waitresses	14,800	\$14,700	Short-Term on-the-Job Training
General and Operations Managers	13,620	\$76,810	Degree Plus Work Experience
Janitors and Cleaners	12,890	\$18,720	Short-Term on-the-Job Training
Registered Nurses	11,680	\$57,000	Associate's Degree
Bookkeeping, Accounting, and Auditing Clerks	10,900	\$28,260	Moderate-Term on-the-Job Training
Customer Service Representatives	10,290	\$25,100	Moderate-Term on-the-Job Training
Elementary School Teachers	9,890	\$41,190	Bachelor's Degree
Laborers and Freight, Stock, and Material Movers, Hand	9,550	\$19,340	Short-term on-the-job training
Truck Drivers, Heavy and Tractor-Trailer	9,440	\$33,060	Moderate-Term on-the-Job Training
Construction Laborers	9,230	\$22,380	Moderate-Term on-the-Job Training
Stock Clerks and Order Fillers	9,010	\$20,950	Short-Term on-the-Job Training
Executive Secretaries and Administrative Assistants	8,600	\$35,040	Moderate-term on-the-job training
First-Line Supervisors/Managers of Retail Sales Workers	8,340	\$35,070	Work Experience in a Related
Maintenance and Repair Workers, General	7,960	\$28,040	Moderate-term on-the-job training
Teacher Assistants	7,640	\$16,370	Short-Term on-the-Job Training
Carpenters	7,480	\$30,310	Long-term on-the-job training
Maids and Housekeeping Cleaners	7,050	\$15,400	Short-Term on-the-Job Training
Nursing Aides, Orderlies, and Attendants	6,220	\$20,790	Short-Term on-the-Job Training
Farmworkers and Laborers, Crop, Nursery, & Greenhouse	3,100	\$14,020	Short-Term on-the-Job Training

Source: Bureau of Labor Statistics, 2006. - http://www.bls.gov/oes/current/oes_nm.htm#b00-0000.

Distribution of Employment by Education and Training Categories

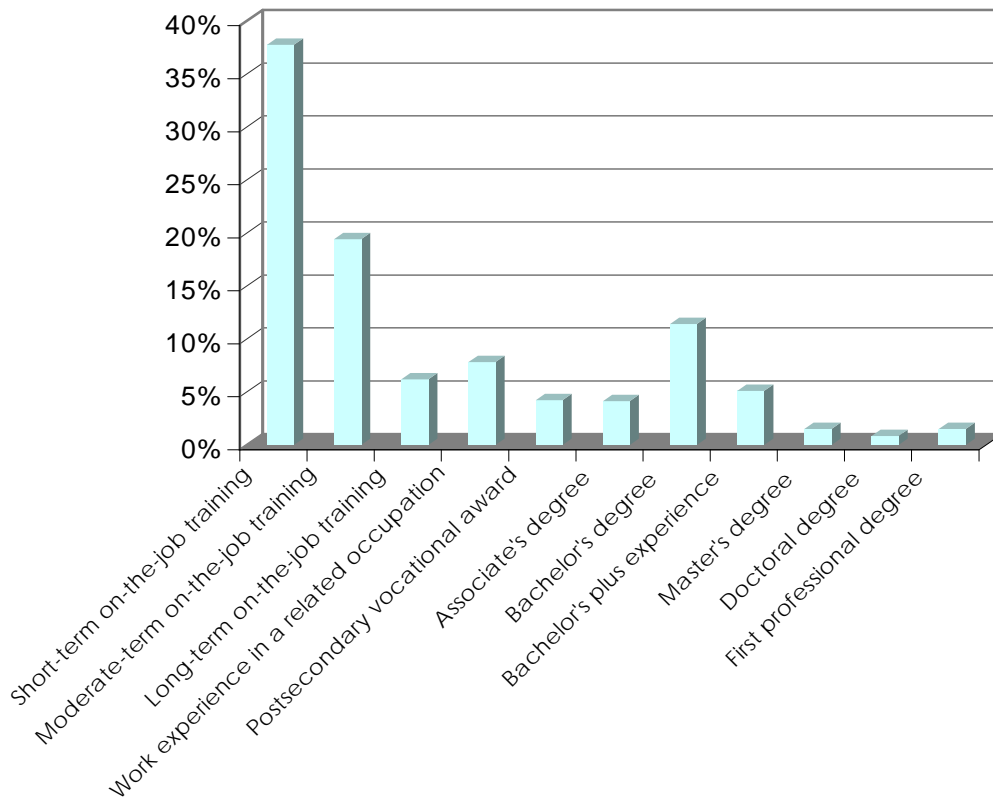
How are we doing?

About 21 percent of the state's total jobs require a bachelor's degree or higher. Conversely, over 37 percent of the area's jobs require only short-term on-the-job training. Overall, these numbers suggest that there are opportunities for both entry-level and more highly educated workers.

Why is this important and who is it important to?

While New Mexico has a high rate of jobs that require a bachelor's degree or higher, there are many opportunities for entry-level workers. The state's high rates of service and government employment help to maintain the trend as employers hire workers based upon the appropriate skill and educational requirements. We will look at that relationship in a later section of the report. Workforce development professionals use this information when discussing the state of the workforce with career counselors.

Distribution of Employment by Education and Training



Source: NM Department of Workforce Solutions (Base 2002 Estimated Employment).

Meeting the Occupational Needs of the Health Care Industry

How are we doing?

The United States has had an on-going critical shortage of skilled nurses. Much of the work is difficult and the profession requires several years of training in return for high pay. The demand for health care workers is projected to exceed the supply as the population ages. The health care sector represents an enormous opportunity for education and training professionals to prepare individuals for a career. The challenge in New Mexico is that many health care support occupations do not pay an adequate wage compared to other states. There is a huge chasm between the education and training requirements of professional and support workers, making career ladders very challenging and somewhat unattainable.

Why is this important and who is it important to?

Understanding the demand for health care is important, considering the divide between professionals and support workers. While support jobs provide ample entry-level opportunities, career advancement is limited without proper education and training. Health care providers should consider this when attracting and retaining health care workers in rural New Mexico.

Occupation	Employment	Annual Wage
Professionals:		
Family and general practitioners	1,370	\$155,900
Registered nurses	11,680	\$58,850
Licensed practical and licensed vocational nurses	4,880	\$41,420
Pharmacy technicians	1,580	\$28,410
Medical and clinical laboratory technologists	760	\$48,610
Support:		
Nursing aides, orderlies, and attendants	6,220	\$21,470
Medical assistants	3,120	\$25,250
Dental assistants	1,770	\$30,300
Veterinary assistants and laboratory animal caretakers	530	\$21,060
Medical transcriptions	280	\$28,120

Source: NM Department of Workforce Solutions. Economic Research & Analysis Bureau, Estimates Delivery System, 2006. Bureau of Labor Statistics, 2006. http://www.bls.gov/oes/current/oes_nm.htm#b00-0000.

Residential Development Softens

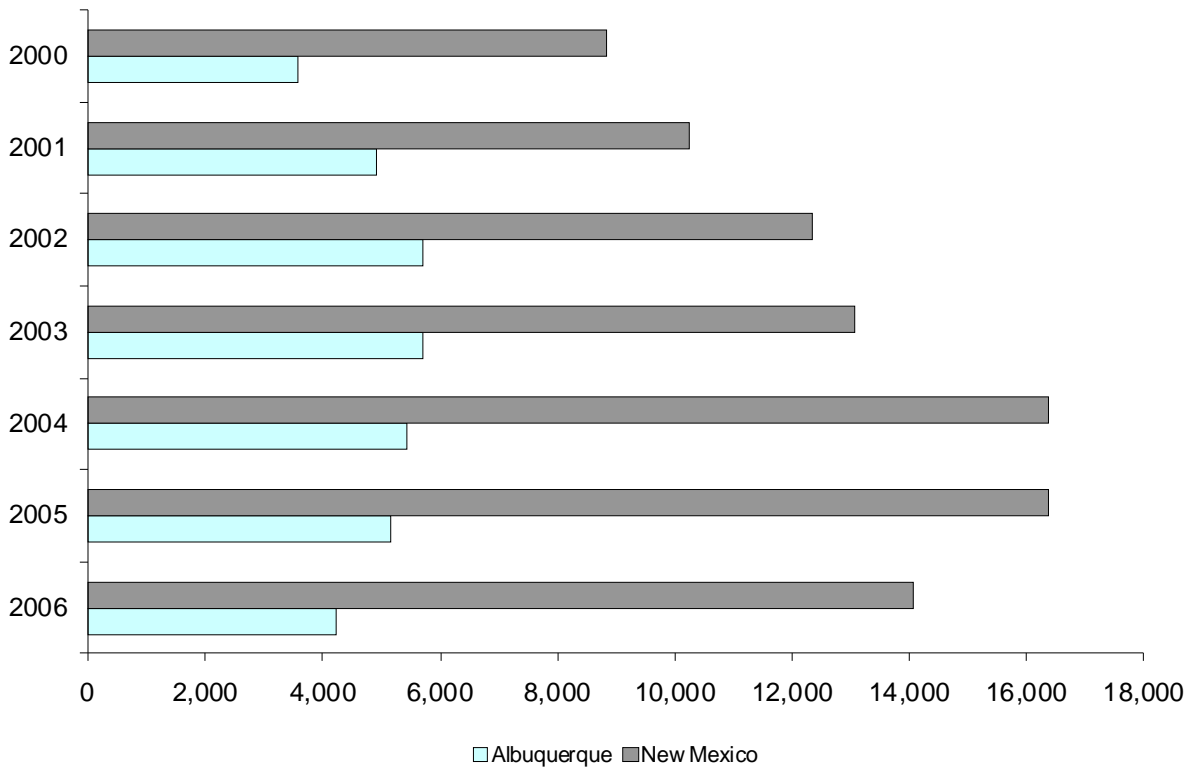
How are we doing?

The number of housing permits across the state increased steadily from 2000 through 2004 before leveling off in 2005 and then declining by more than 2,000 in 2006. The issuance of permits in the Albuquerque area appears to have peaked in 2002-2003, followed by declines each year since 2004. Fourth quarter data are expected to show a further decline in 2007.

Why is this important and who is it important to?

In addition to having an impact on construction employment and wages, it is also important to understand the implications for future development. To maintain this growth, the retention and recruitment of new businesses and employees should focus on bringing an appropriate mix of industry, occupations, and skills. Attracting new employers offering higher-paying jobs will help compensate for the recent losses of high-wage jobs in mining and manufacturing. State, county, and local officials use this information to estimate tax revenues.

Residential Building Permits Issued



Source: University of New Mexico, BBER, 2006.

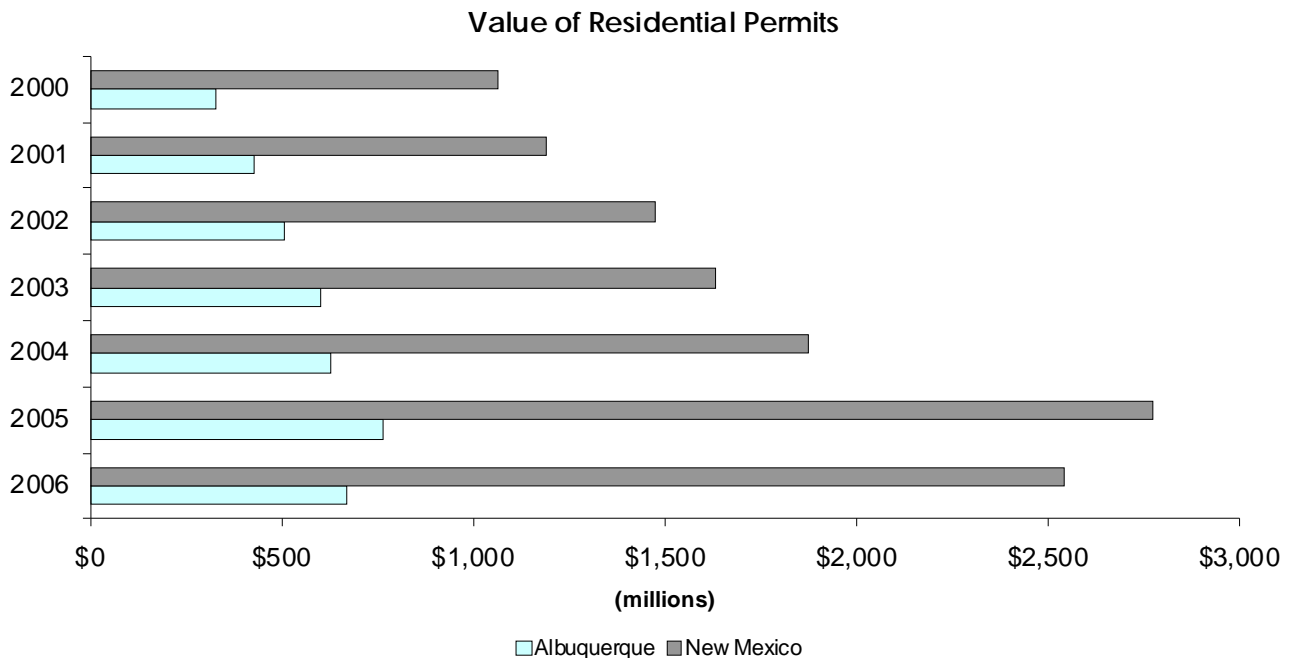
Value of Residential Permits

How are we doing?

The value of housing construction across the state has increased steadily from 2000 through 2005. Data for 2005 show that we hit new records in new residential construction values both statewide and in Albuquerque. In 2006, statewide construction values declined by roughly \$200,000,000. Indications are 2007 values will continue to be lower when the fourth quarter permit data are compiled.

Why is this important and who is it important to?

The direct impact of the real estate and construction industry fundamentally consists of construction and real estate-related transactions. The indirect impact of the construction and real estate industry is the tax revenue generated by the real property produced. State, county, and local officials use this information to estimate tax revenues.



Source: University of New Mexico, BBER, 2006.

Current Workforce Supply

Information on population, personal income, employment, wages, poverty, industry and occupational forecasts, Labor Surplus Areas and educational data.

A Metropolitan Statistical Area (MSA), as designated by the federal Office of Management and Budget, refers to a large population nucleus, together with adjacent communities having a high degree of economic and social integration with that nucleus.

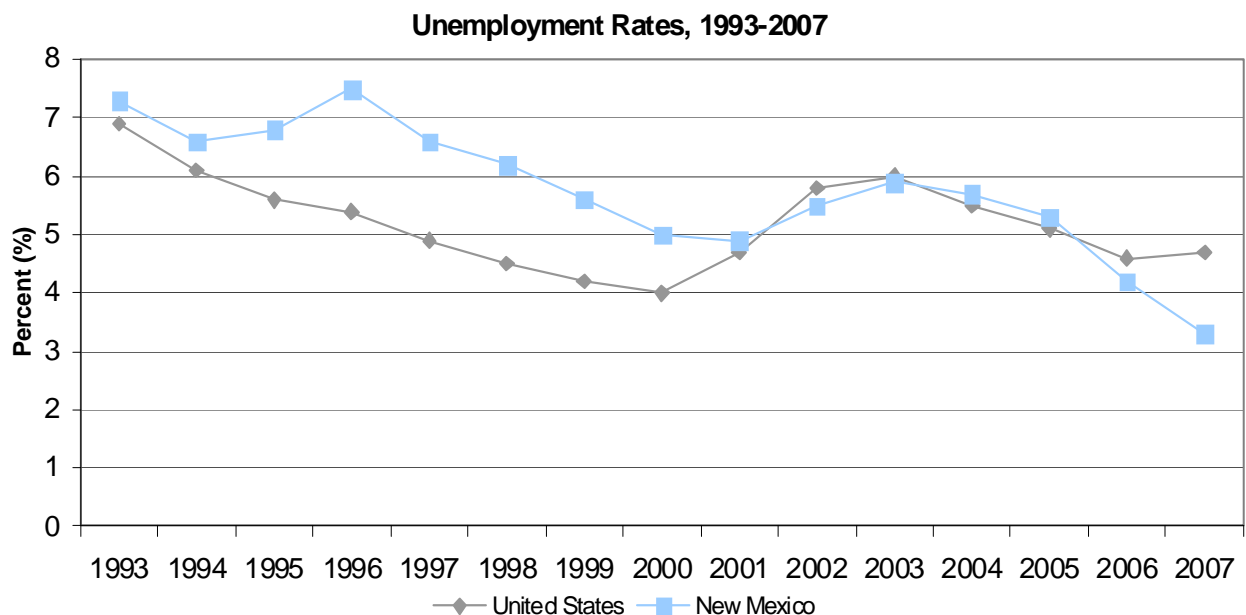
New Mexico's Unemployment Rate Falls Below the National Rate

How are we doing?

Unemployment rates in New Mexico have continued to decrease since 2003 and currently are well below national rates. The state's unemployment rate fell to a historic 3.1 percent in October 2007, which was the lowest rate since the current series of unemployment statistics began in 1976. New Mexico's relatively low unemployment rate indicates a tight labor market with a potential for workforce supply shortages.

Why is this important and who is it important to?

Relatively low unemployment rates (3.6 percent) compared to the national average (4.6 percent) reveal an imbalance between the demand and supply of workers. The low rates are good for job seekers and employees because of the availability of jobs and increases in wages associated with a tighter labor market. However, during these periods, employers have difficulty recruiting and retaining employees and are limited in investing and expanding their businesses. The business community is very interested in low unemployment figures. Lower unemployment means companies will experience greater competition for workers.



Source: NMDWS, Economic Research and Analysis Bureau, <http://www.dws.state.nm.us/dws-lmi.html>. Bureau of Labor Statistics, Labor Force Statistics. Rates not seasonally adjusted. Revised 03/08.

Unemployment Rates Vary by Region

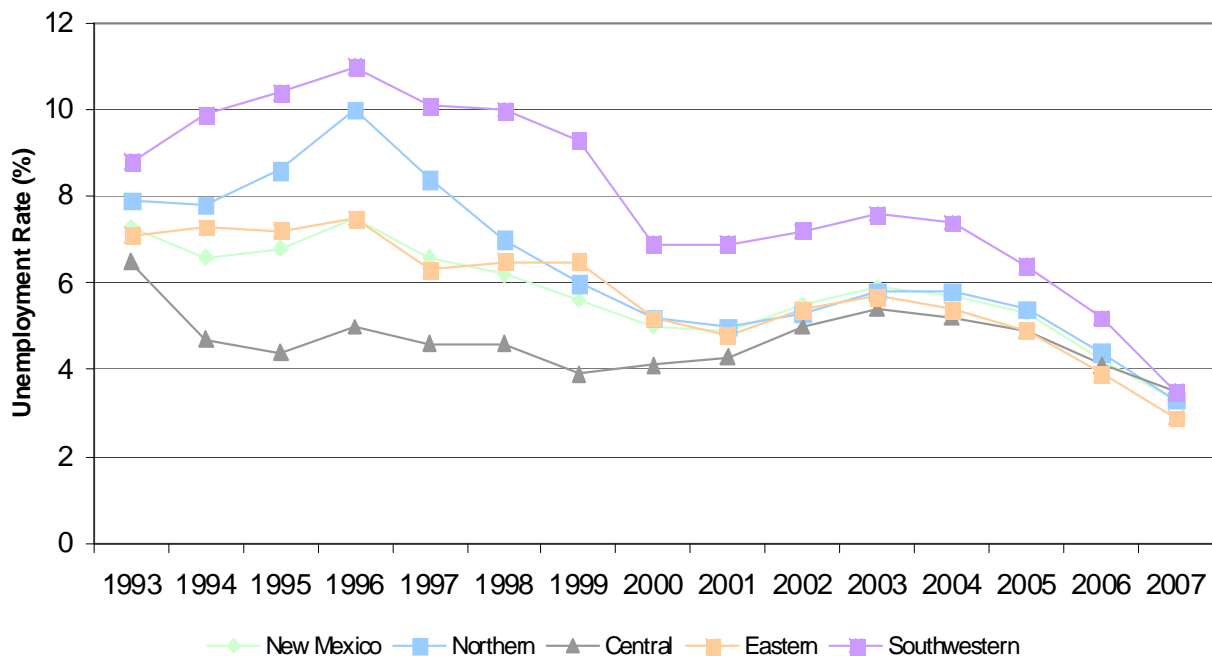
How are we doing?

Historically, unemployment in the Central WIA region has been lower than other regions within the state. Major reasons for the lower rate are the diversity of the region's employer base, the scale of employment opportunities, and the relative clustering of workers and employers characteristic of high-density, urban centers. The Eastern WIA area dipped below the Central WIA area in 2005 and has remained slightly below to the present.

Why is this important and who is it important to?

While the economy in the Central and Eastern Regions have been strong, many residents within the state have not shared in the prosperity. Improving basic worker skills, encouraging new and existing business, and eliminating barriers to employment (e.g., transportation, child care, etc.) in all areas of the state are issues that can be addressed to bring equality to all regions. Economic Developers are very interested in the available workforce. Greater competition for workers in the rural areas of New Mexico is attributed to high-paying jobs in the northwest and the southeast part of the state, as well as more opportunities in the urban areas.

Unemployment Rates WIA Regions, 1993-2007



Source: NMDWS, Economic Research and Analysis Bureau, <http://www.dws.state.nm.us/dws-lmi.html>, Civilian Labor Force, Employment, Unemployment, and Unemployment Rate < <http://www.dws.state.nm.us/dws-data.html>>. Rates not seasonally adjusted. Revised 03/08.

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Understanding Population Size, Change, and Density

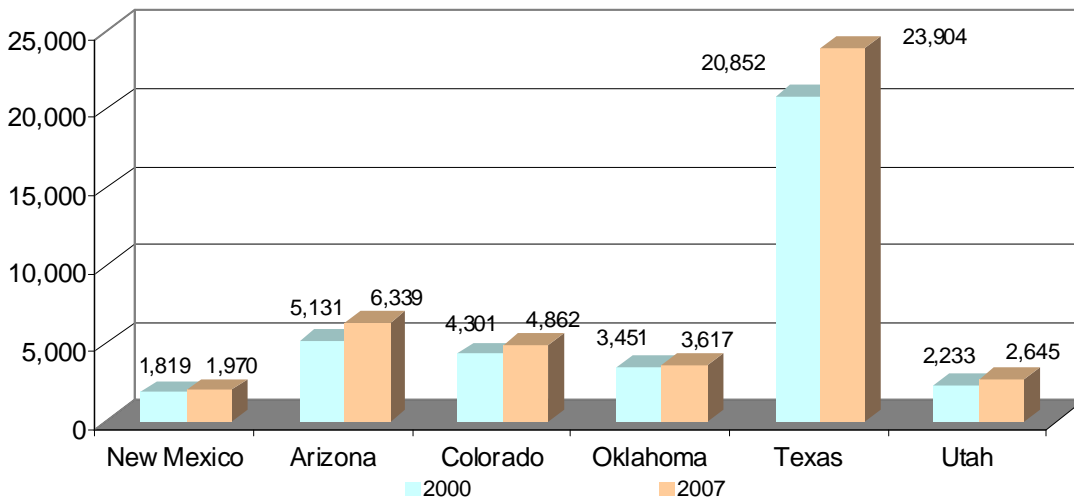
How are we doing?

In 2007, the Census Bureau estimated New Mexico's population at 1.970 million. Most of New Mexico's growth is occurring in or near the larger cities. There are four Metropolitan Statistical Areas (MSAs) in the state, accounting for about 66 percent of the state's total population. The state is divided into four WIA regions: Northern, Central, Southwestern, and Eastern.

Why is this important and who is it important to?

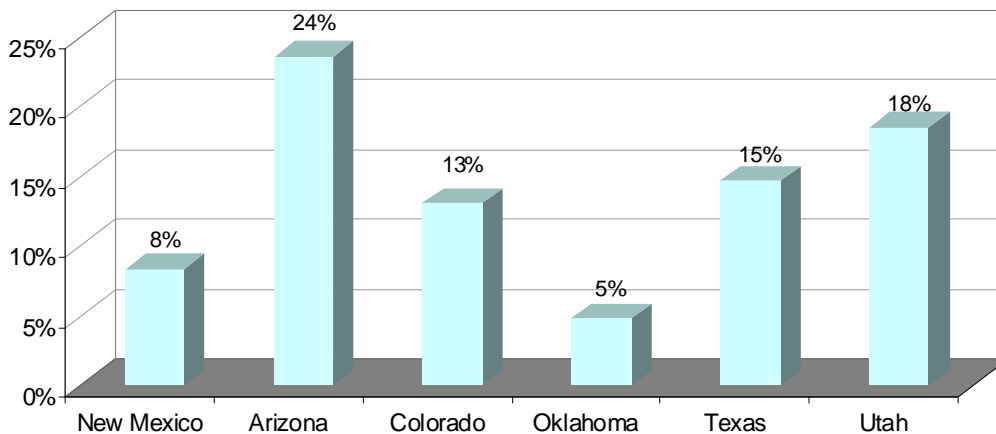
In terms of attracting new business and skilled workers, the relative size of New Mexico's population, as well as the rate of change in size and density, matters. New Mexico is competing with large states with highly dense urban centers. The implications of these data can be seen when potential employers evaluate locations on conditions of workforce availability, diversity, and proximity. Grant writers and regional planners find this a good source of demographic information.

Total Population, 2000-2007 (Thousands)



Source: U.S. Census Bureau, Population Division. Table 2: Cumulative Estimates of Population Change for the United States, Regions, States and Puerto Rico and Region and State Rankings: April 1, 2000 to July 1, 2006 (NST-EST2006-02). Release Date: 12/22/2006.

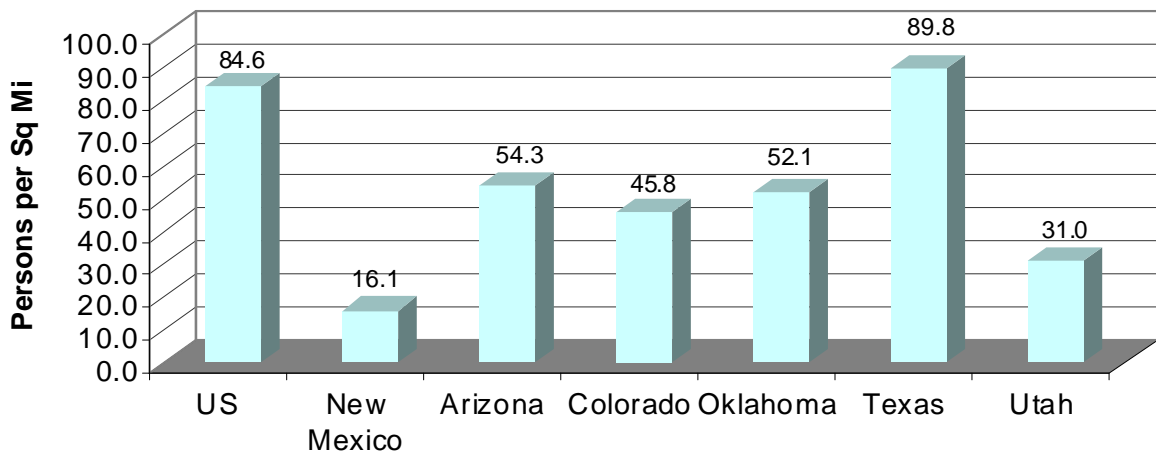
Population Change, 2000-2007



Source: U.S. Census Bureau, Population Division. Table 2: Cumulative Estimates of Population Change for the United States, Regions, States and Puerto Rico and Region and State Rankings: April 1, 2000 to July 1, 2006 (NST-EST2006-02). Release Date: 12/22/2006.

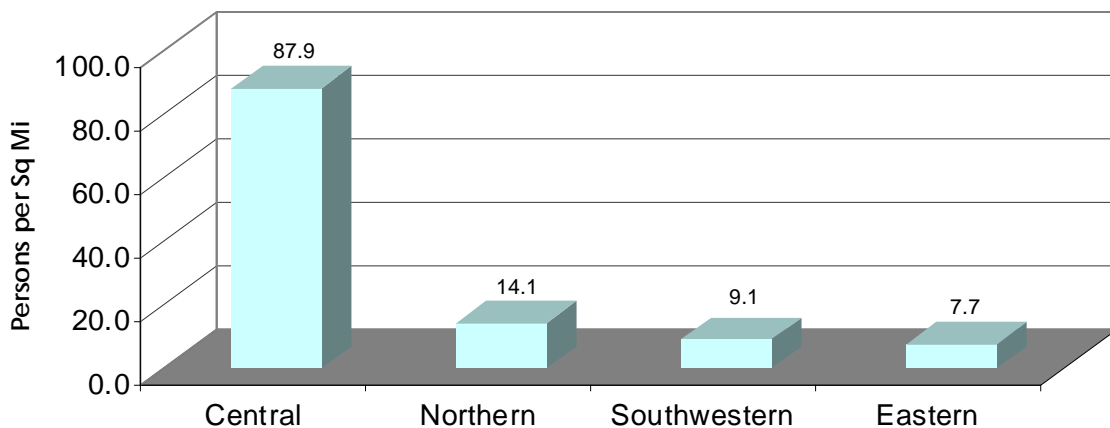
The 2006 Census Bureau estimates show New Mexico growing slightly faster than the nation (7.5 percent), but slower than neighboring states, except Oklahoma. New Mexico's population is spread across more than 121,000 square miles, which translates into a population density of 16 persons per square mile. The highest population concentration is in the Central WIA area with 78 persons per square mile and the least dense region is the Eastern WIA area with 12 persons per square mile.

Population Density, 2006



Source: U.S. Census Bureau, Population Division. Table 2: Cumulative Estimates of Population Change for the United States, Regions, States and Puerto Rico and Region and State Rankings: April 1, 2000 to July 1, 2006 (NST-EST2006-02). Release Date: 12/22/2006.

Population Density New Mexico WIA's, 2006



Source: U.S. Census Bureau, Population Division. Table 2: Cumulative Estimates of Population Change for the United States, Regions, States and Puerto Rico and Region and State Rankings: April 1, 2000 to July 1, 2006 (NST-EST2006-02). Release Date: 12/22/2006.

Strong “Entry-Level” Age Demographics Compared to National Average

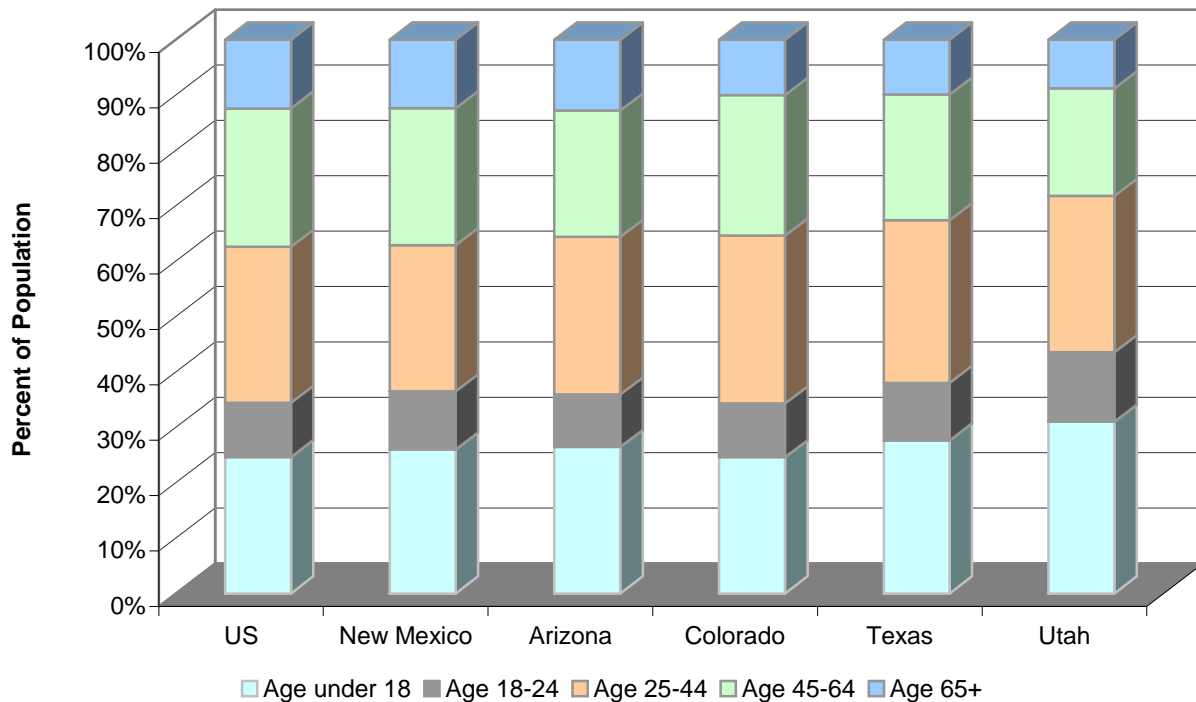
How are we doing?

Like most of the western United States, New Mexico is a younger state with a median age of 35.3 years.

Why is this important and who is it important to?

New Mexico is well positioned for the future with a competitive edge in rates of youth and entry-level workers compared to national averages. At the same time, New Mexico’s prime age workforce (age 25-44) is currently below the national average and all neighboring states. As the last of the Baby Boomers (those born from 1946 to 1964) move closer to retirement, young workers will begin to enter the labor market. Organizations providing services to youths will use this information to demonstrate the need for proactive policies targeting the new entrants.

Age Distribution of Population



Source: U.S. Census Bureau, 2006 American Community Survey, S0101 Age and Sex. Revised 09/12/2007.

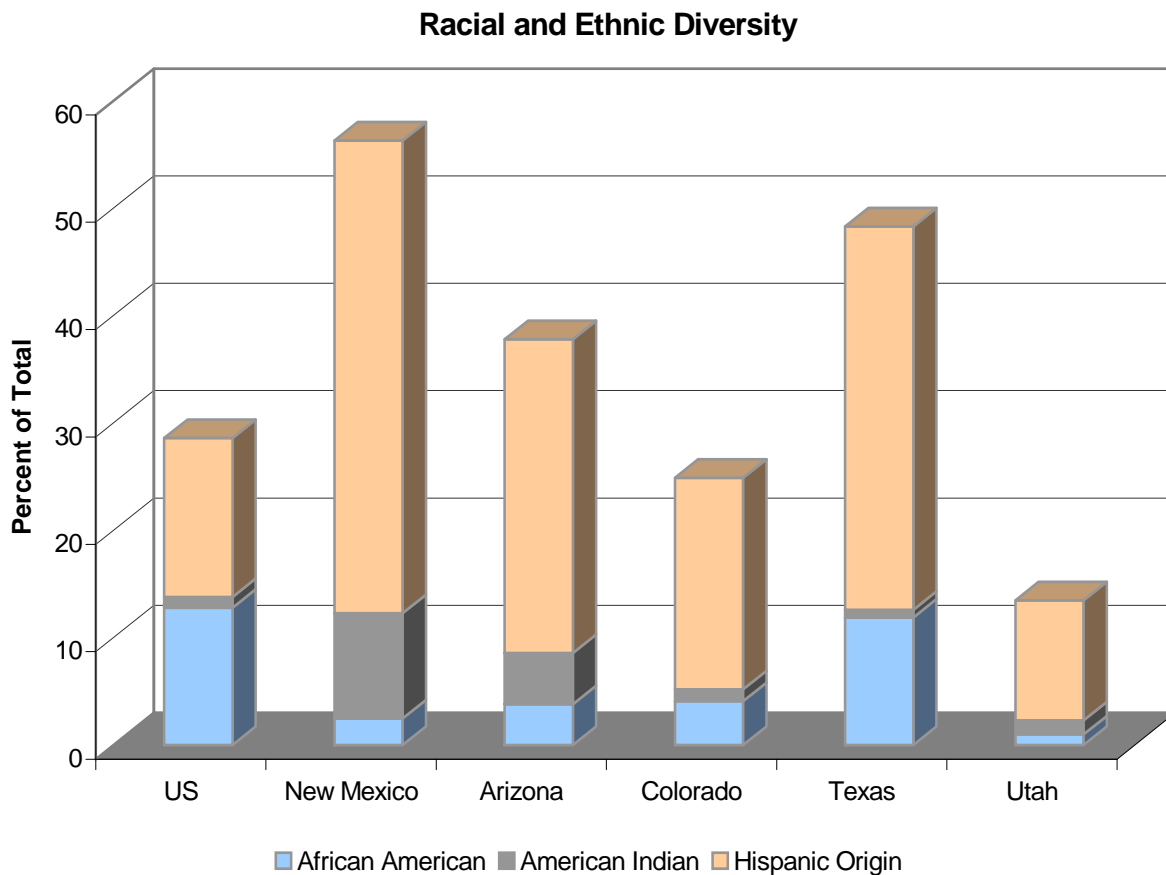
New Mexico Enjoys Broad Racial and Ethnic Diversity

How are we doing?

Racial and ethnic diversity are fundamental aspects of New Mexico's social landscape. New Mexico has much larger Hispanic and American Indian populations than the national average. In fact, New Mexico continues to have the largest concentration of Hispanics among the states (44 percent) and the second largest concentration of persons who identify only as American Indian or Alaskan Native (9.8 percent).

Why is this important and who is it important to?

Cultural diversity of the New Mexico workforce offers many advantages in the new economy. Employers take advantage of opportunities that are more global and thus seek multilingual and culturally sensitive workers.



Source: U.S. Census Bureau, Population Division. Table 4: Estimates of the Population by Race and Hispanic or Latino Origin for the United States and States: July 1, 2006 (SC-EST2006-04). Release date: 05/17/2007.

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Median Family Income Varies Among Regional Cities

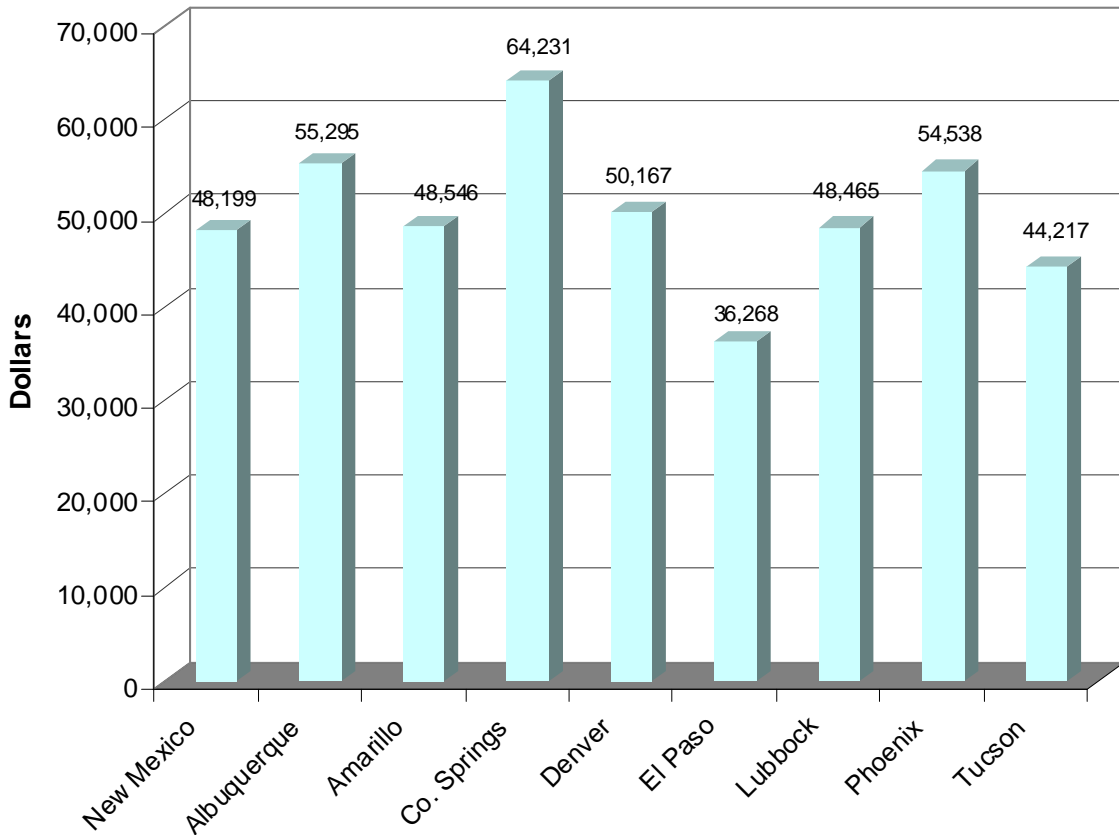
How are we doing?

New Mexico falls somewhat below the national average, while Albuquerque is second among eight regional cities.

Why is this important and who is it important to?

Median family income is the amount that divides the income distribution into two equal groups, half having incomes above the median and half having incomes below the median. Successful economies create opportunities for all families to increase their incomes and standard of living. Median family income underscores the importance of attracting and retaining high quality jobs in the state. Policy-makers benefit from this information as it provides a snapshot of income relative to other areas.

Median Family Income 2006: Regional Cities



Source: U.S. Census Bureau, 2006 American Community Survey, S1903. Median Income in the Past 12 Months (In 2006 Inflation-Adjusted Dollars).

High Poverty Rates Signal Underlying Trouble

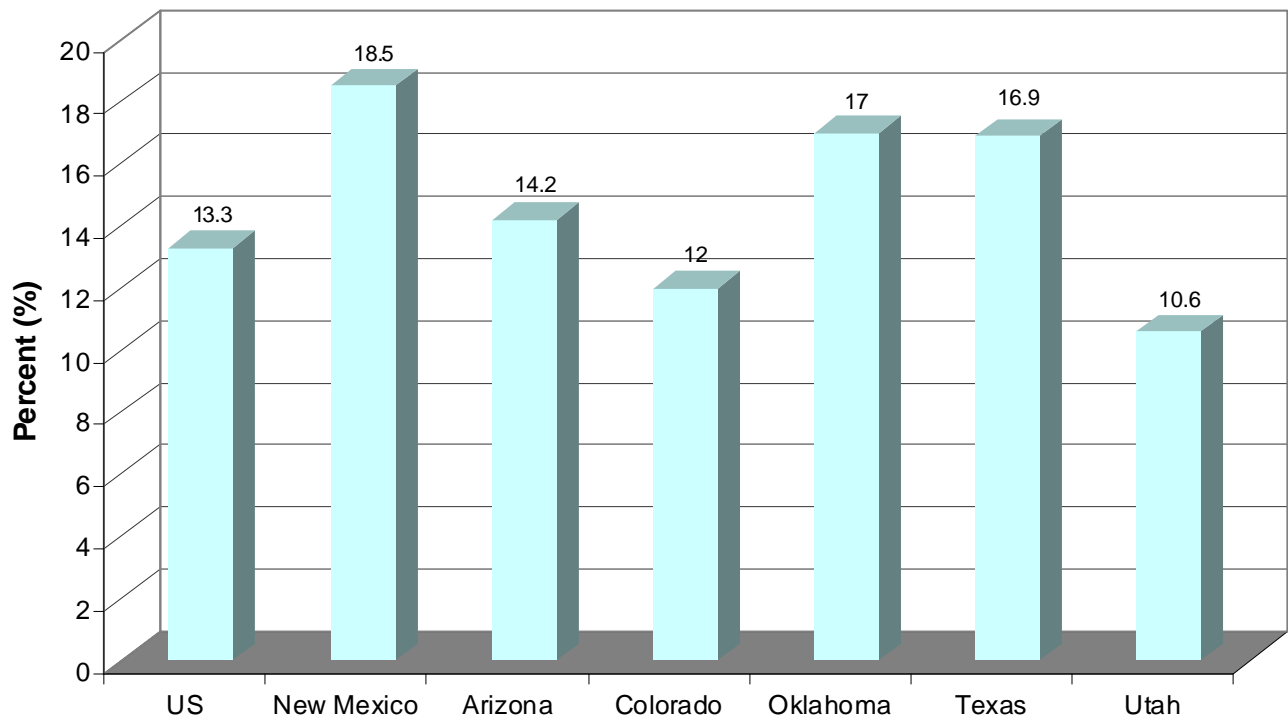
How are we doing?

New Mexico's poverty rate is one of the highest in the nation and significantly higher than the neighboring states.

Why is this important and who is it important to?

A high rate of people living in poverty ultimately impacts many other indicators such as education, employment, income, etc. To successfully recruit new business and foster business expansion, policy-makers must address the issues of poverty and breaking the cycle of poverty for future generations.

State Estimates for Individuals of All Ages in Poverty, 2006



Source: U.S. Census Bureau, 2006 American Community Survey, S1701. Poverty Status in the Past 12 Months.

More New Mexico Households Are Led by Single Females with Children Under 18

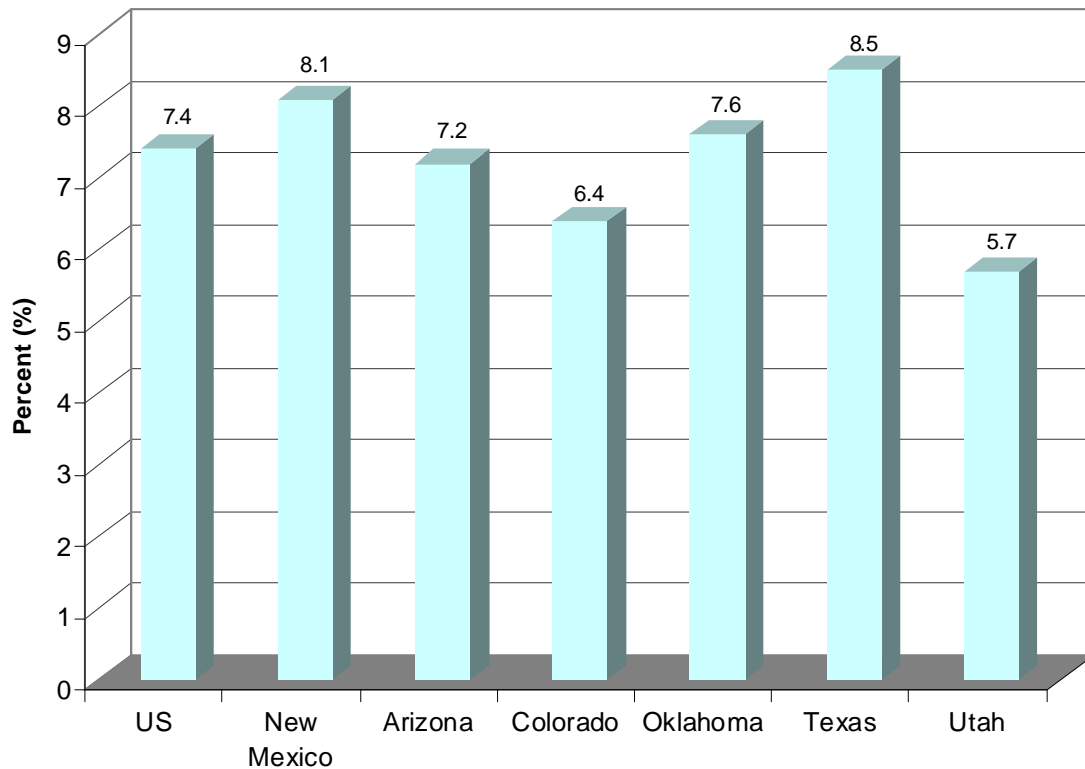
How are we doing?

According to the U.S. Census Bureau, the number of households headed by single females with children under the age of 18 is significantly higher in New Mexico than the majority of neighboring states and the nation.

Why is this important and who is it important to?

Of all households in New Mexico, over 8 percent are led by a female with no spouse present and with children under the age of 18. This provides both challenges and opportunities for policy makers as they seek to fill critical skills shortages, provide accessible childcare options, and minimize the number of children living in poverty.

Female Householders, With No Husband Present



Source: U.S. Census Bureau, 2006 American Community Survey, S1101. Households and Families.

Households Receiving Public Assistance Higher in New Mexico

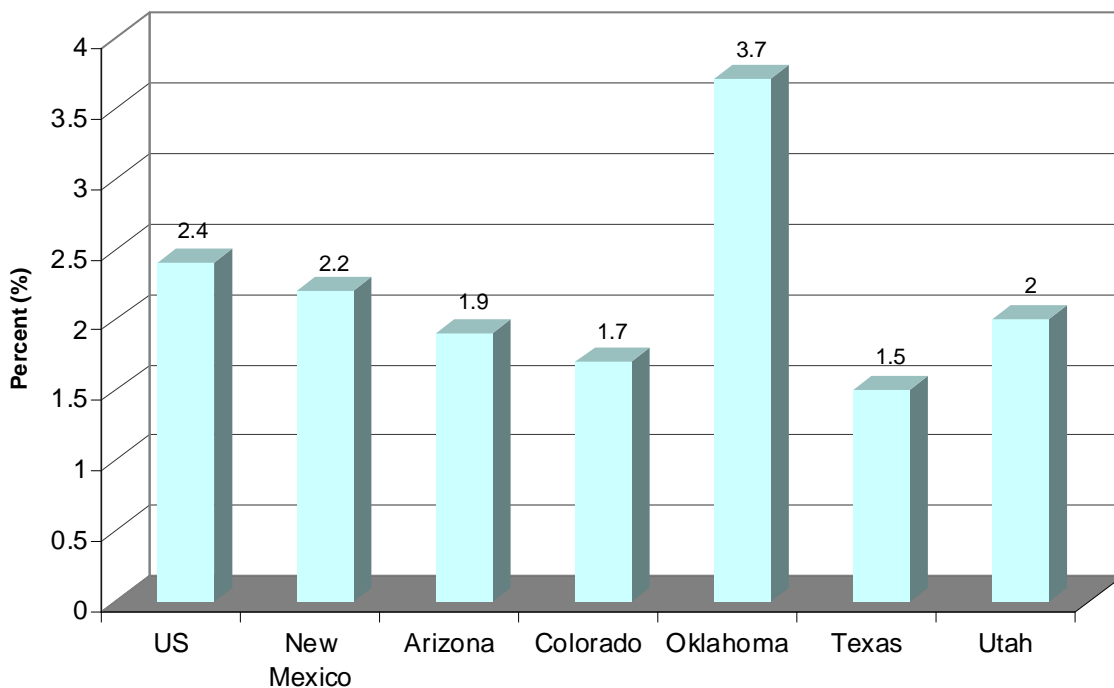
How are we doing?

About 2 percent of New Mexico households were receiving cash public assistance in 2006, a rate lower than the national average but second highest among the surrounding states.

Why is this important and who is it important to?

Like poverty rates and other indicators of economic well-being, the high level of public assistance in New Mexico serves as witness to potential underlying troubles in the economy. Typically, those receiving public assistance have encountered problems that prevent them from achieving independence within society and require support services such as training, childcare, and transportation subsidies. Organizations that provide these services face tremendous challenges to meet the needs with available resources within the state.

Percent of Households Receiving Cash Public Assistance



Source: U.S. Census Bureau, 2006 American Community Survey, Selected Economic Characteristics, 2006.

Labor Supply and the Demand for High School Graduates

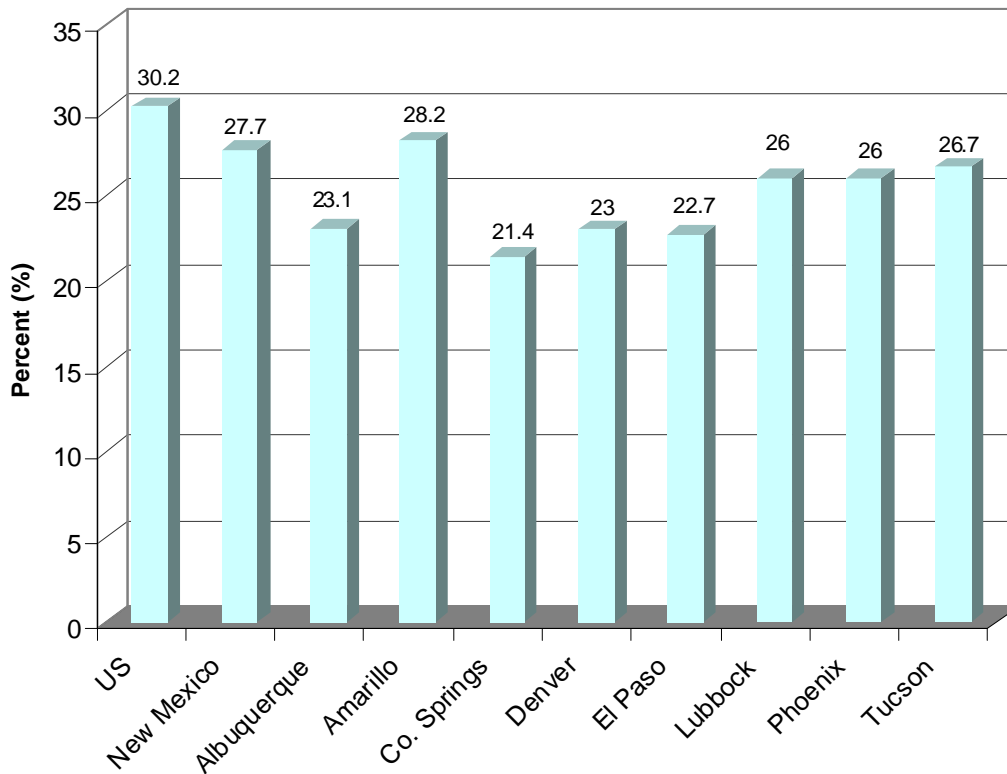
How are we doing?

Albuquerque ranks 5th out of 8th regional cities in the percentage of the population age 25 and over that have graduated from high school. That percentage continues to be well below the national average of 30.2 percent. The statewide average is two and one-half percentage points below the national average.

Why is this important and who is it important to?

Many entry-level jobs require basic education and training levels characteristic of those learned in high school. Education providers look at this data and develop strategies to improve the state's position.

High School Graduates Age 25 & Above, Regional Cities, 2006



Source: U.S. Census Bureau, 2006 American Community Survey, S1501. Educational Attainment.

Demand for Bachelor's Degrees

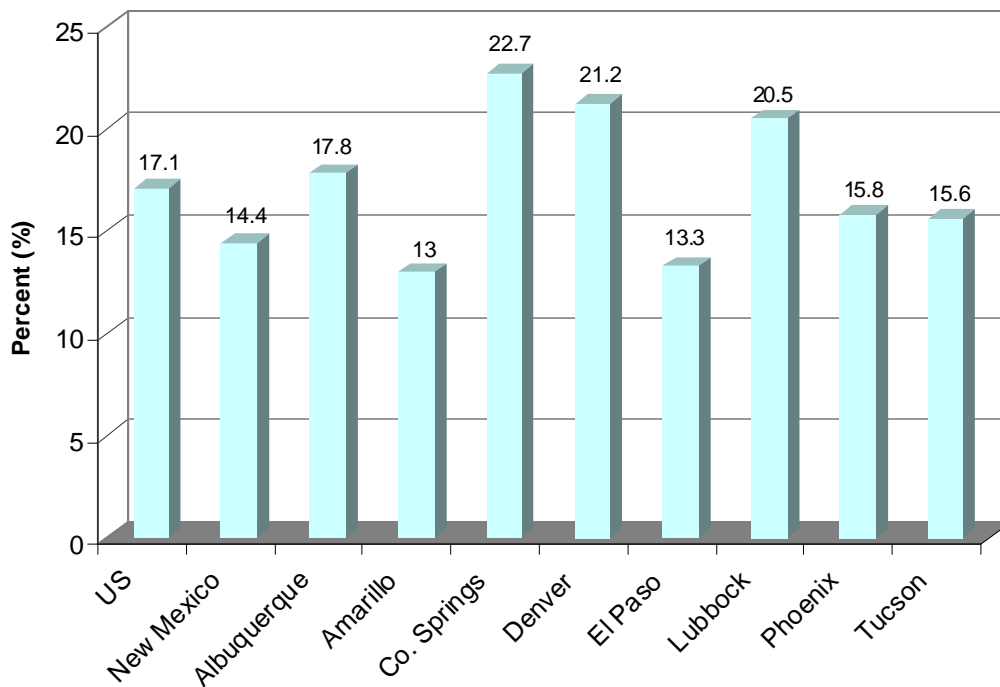
How are we doing?

The New Economy Index ranks New Mexico 26th among all states for workforce education, which is a weighted measure of the educational attainment of the workforce. New Mexico had the greatest rank increase, from 47th in 2002, among all the states. However, as this chart shows, only 14.4 percent of residents age 25 and above possess a bachelor's degree statewide. In a comparison of regional cities, Albuquerque ranks fourth out of the eight cities reviewed.

Why is this important and who is it important to?

This is critically important and appears to be a potential weakness for New Mexico. The state has an average lower than the nation, which implies potential shortage of qualified workers. Albuquerque, however, has a significantly higher penetration of bachelor's-degreed residents. Employers are likely to locate "knowledge jobs" where they believe there are "knowledgeable people".

Bachelor's Degrees Age 25 & Above, Regional Cities, 2006



Source: U.S. Census Bureau, 2006 American Community Survey, S1501. Educational Attainment.

National Labs and Technology Centers Boost Graduate and Professional Degrees

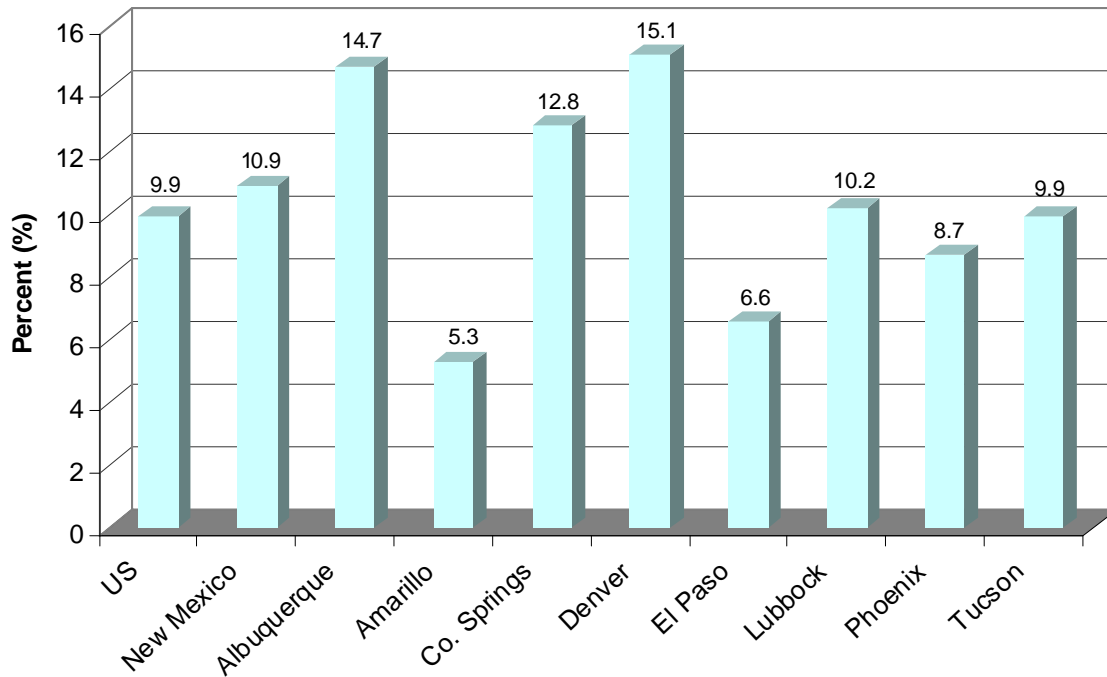
How are we doing?

In contrast to the previous chart showing a relatively low percentage of residents with bachelor's degrees in the state, here we see that New Mexico actually has a slightly higher penetration of graduate or professional degrees than the nation. Contributing to this fact are the national laboratories and advanced technology firms throughout the state. Albuquerque has the second highest percentage of residents with graduate or professional degrees among the eight regional cities.

Why is this important and who is it important to?

This is critically important and appears to be a significant strength for New Mexico and Albuquerque. A greater-than-average percentage of residents with graduate or professional degrees provide a competitive advantage over other areas in the region. High-tech firms look for a good supply of well-educated recruits.

% Graduate or Professional Degrees, Regional Cities, 2006



Source: U.S. Census Bureau, 2006 American Community Survey, S1501. Educational Attainment.

Racial and Ethnic Inequality in Educational Attainment

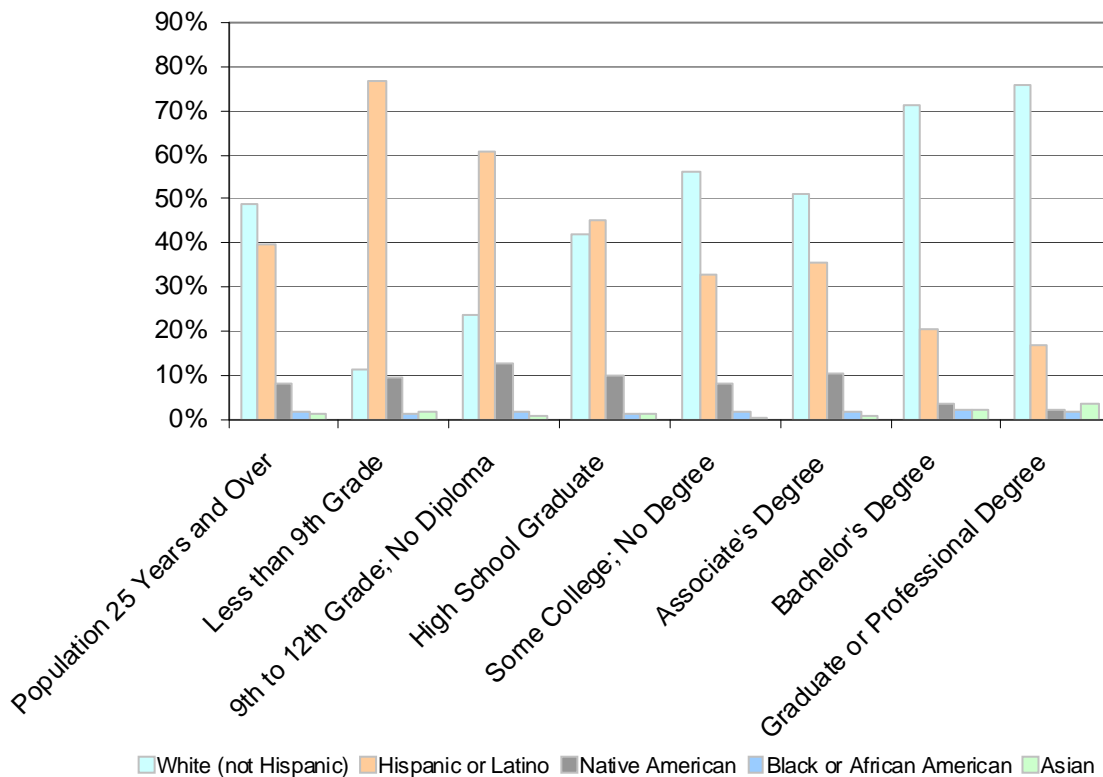
How are we doing?

Of all bachelor's degrees held by the state's population age 25 and over, 71 percent are held by non-Hispanic whites compared to 21 percent held by Hispanics and just under 4 percent held by Native Americans. At the other end of the scale, Hispanics account for about 76 percent of those who have less than a 9th grade education.

Why is this important and who is it important to?

While the state's employers demand educated workers and can find workers to fill their positions, many of New Mexico's people lack the educational credentials for high-wage, high-skill jobs. Workforce development professionals armed with this information should work with education providers in an effort to even out the disparity in education attainment.

Highest Education Attainment level by Race in New Mexico



Source: U.S. Census Bureau, 2006 American Community Survey, B15002H, B15002I, B15002C, B15002B, B15002D. Sex by Educational Attainment for the Population 25 Years and Over.

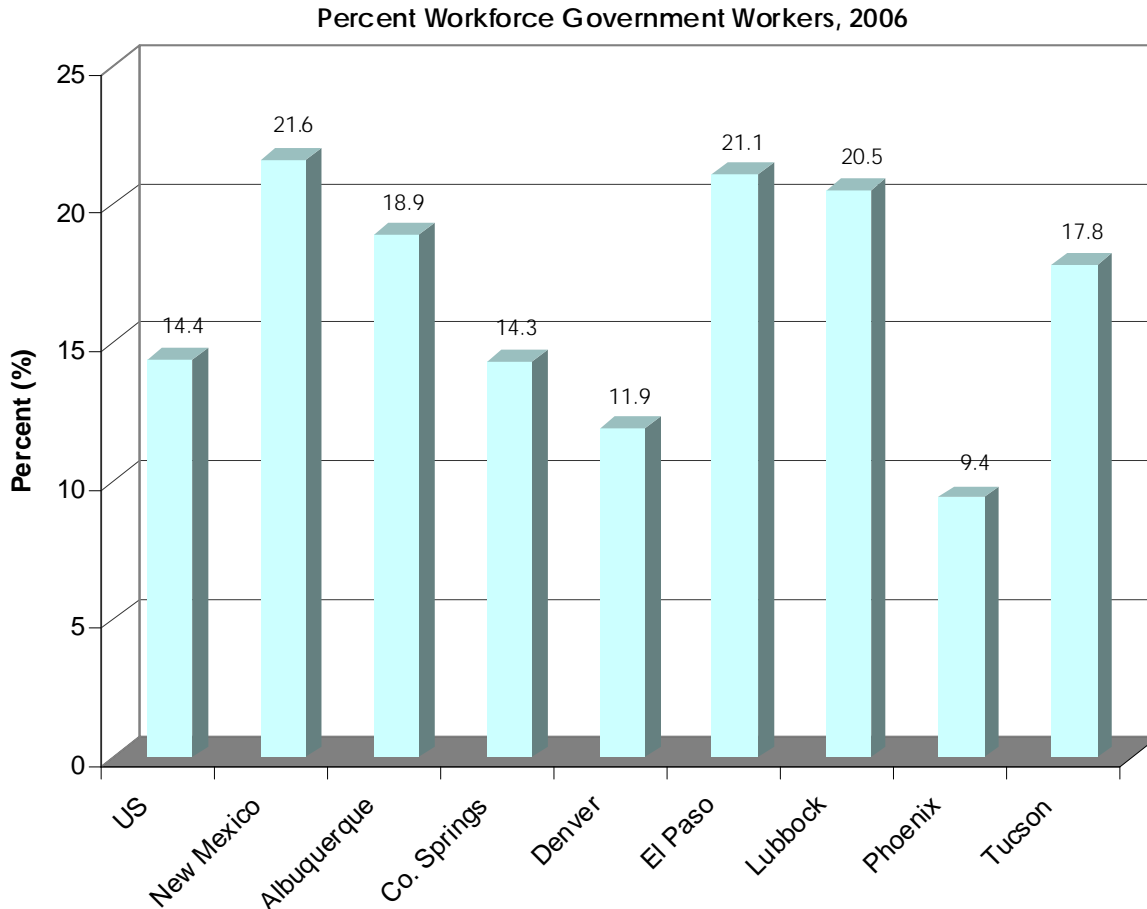
Government Workers as a Percent of Total Workforce

How are we doing?

New Mexico is considerably above the national average in the percentage of government workers in the workforce. Among regional cities, Albuquerque is high in the percentage of government workers. Some factors that may explain part of this difference are the presence of national laboratories, numerous Indian tribal governments, and an extensive higher education workforce.

Why is it important and who is it important to?

Nationally, over the past two decades, employment in the government sector has grown more slowly than employment in the private sector. The enticement of private sector wages, benefits, and flexibility is a potential lure for job seekers. Career counselors find this information useful when counseling new entrants to the labor force, and those seeking career changes.



Source: U.S. Census Bureau, 2006 American Community Survey, S2406. Occupation by Class of Worker for the Civilian Employed Population 16 Years and Over.

Future Workforce Supply

Information on student enrollment, graduation rates, and domestic migration.

A Metropolitan Statistical Area (MSA), as designated by the federal Office of Management and Budget, refers to a large population nucleus, together with adjacent communities having a high degree of economic and social integration with that nucleus.

Diverse Student Enrollment

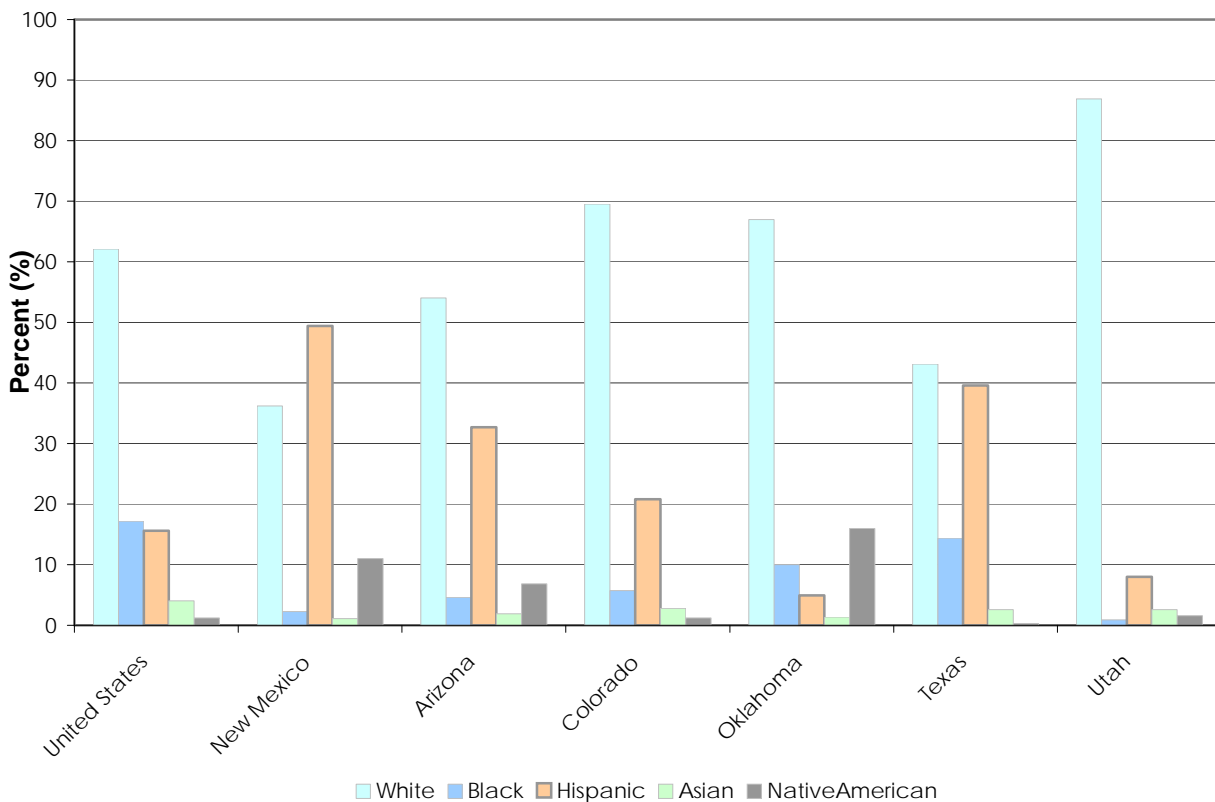
How are we doing?

New Mexico is a minority-majority state with the largest percentage of Hispanic students in the nation, reflecting the diversity of the overall population.

Why is this important and who is it important to?

As we look at the other education indicators, it is important to keep diversity in mind as not all student groups graduate at the same rate. Education providers find this data useful when developing training programs and policies targeting the student population.

Demographic Composition of Schools



Source: National Center for Education Statistics.

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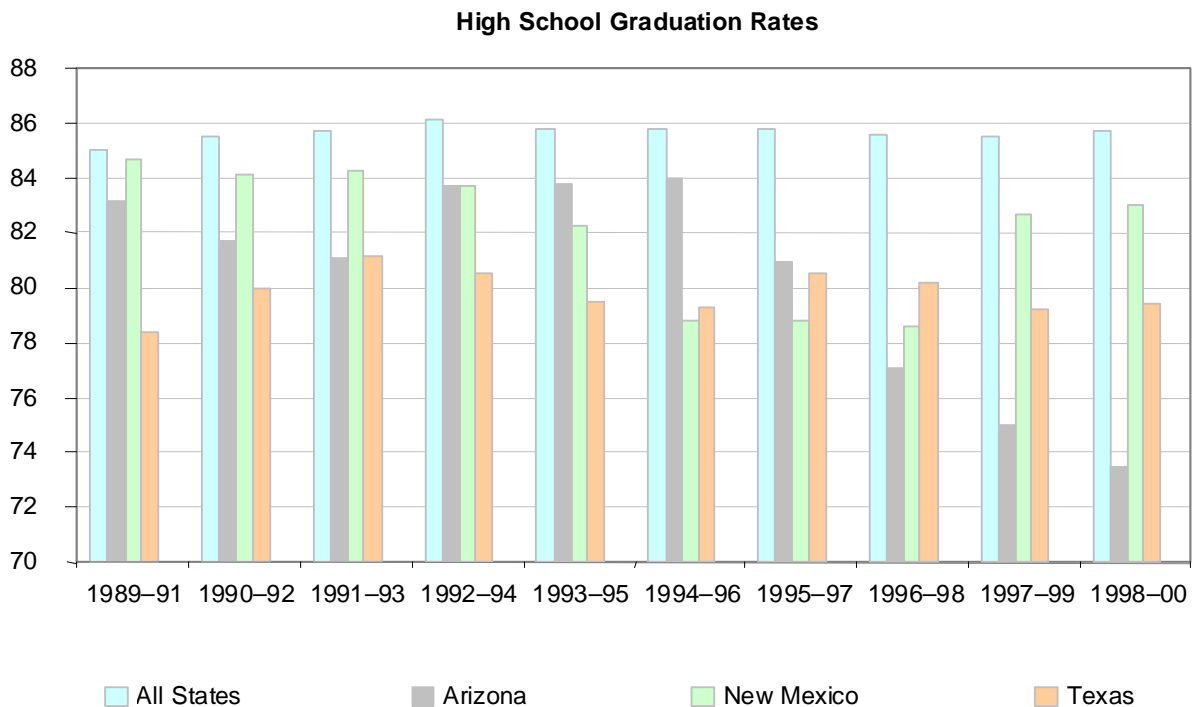
High School Graduation Rates

How are we doing?

The graduation rate is computed and published for the young adult population in the years beyond high school—that is, the 18 through 24-year-old population. At the state level, three-year rolling averages are computed to yield more stable estimates for graduation rates. The high school graduation rate is calculated based on responses to a basic item in the Current Population Survey regarding the highest level of educational attainment achieved by a person. While the graduation rate for New Mexico is about 3 percent lower than the national average, it exceeds that of Arizona and Texas.

Why is this important and who is it important to?

The education of the workforce is a key ingredient in the decision-making process for economic planners considering relocating or expanding businesses. Graduation from high school is seen as a minimum standard that is necessary for further education and training. Education providers look at this data and develop strategies to improve the state's position.



Source: National Center for Education Statistics.

Graduation Rates Vary Among Students

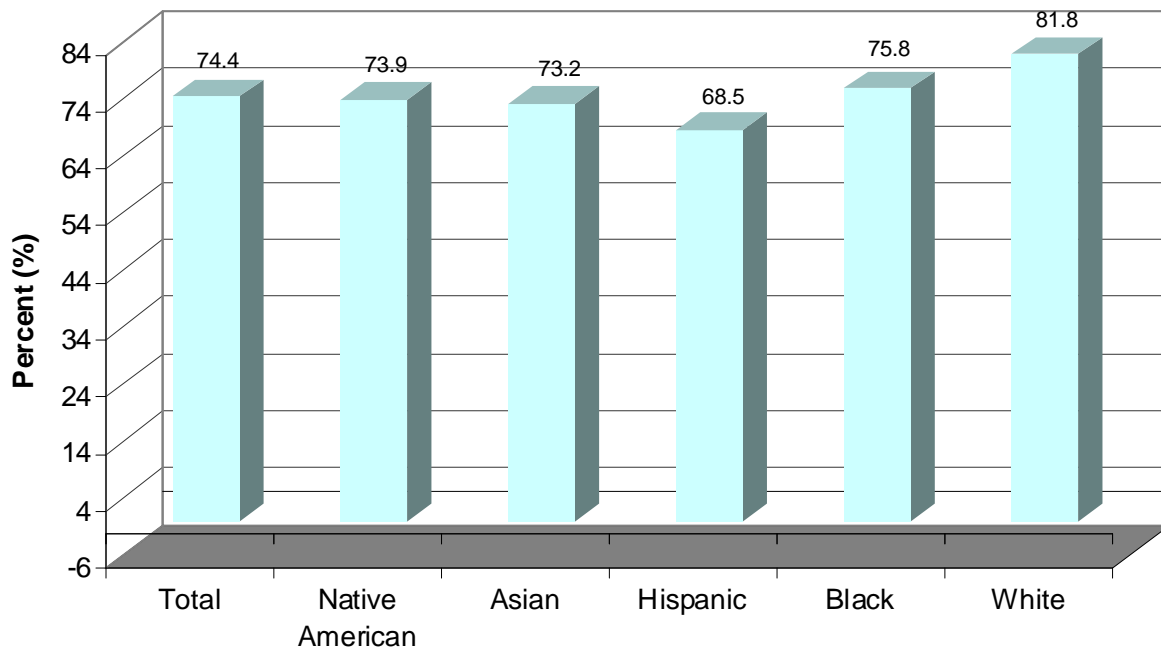
How are we doing?

The high school graduation rates for 2001 show that New Mexico's minority students lag behind those of white students. Graduation rates need to be equalized for minority students to ensure that the state has a trainable, well-educated workforce in the future.

Why is this important and who is it important to?

New Mexico is behind the national average in graduation rates from high school. While many New Mexico students complete an equivalency diploma, their chances for continued education are more limited than for students who graduate from high school. The low graduation rate for Hispanic students is especially troubling because Hispanic students make up about half of the state's student population. Workforce development professionals, along with education providers, use this data to determine how to even out the disparity in

Graduation Rate by Race/Ethnicity 2001



Source: National Center for Education Statistics.

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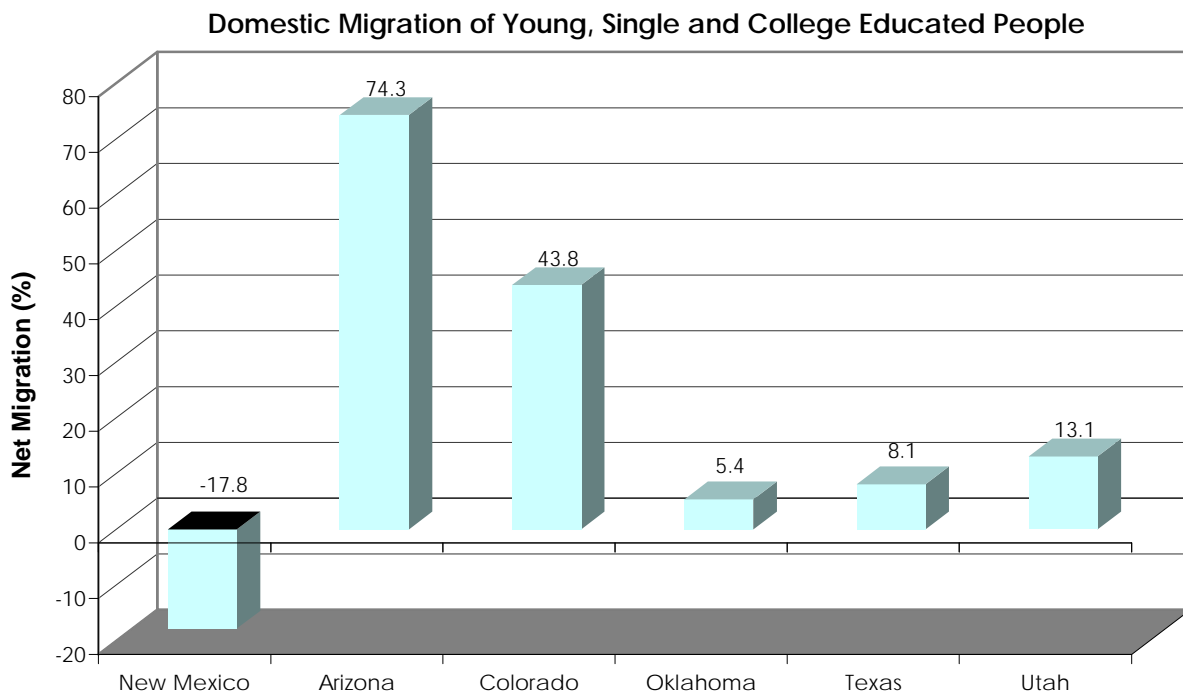
Domestic Migration of Young, Single & College-Educated People

How are we doing?

New Mexico shows a net out-migration, meaning that more college-educated, single, young people left the state than entered. We are losing our young people after they get their degrees and instead gaining individuals at the lowest educational levels who are moving into the state.

Why is this important and who is it important to?

Defying the general population trend of outward migration, young, single, college-educated people are moving to the larger metropolitan areas. Younger college-educated people are highly mobile and more likely to move. The state is presented with challenges for keeping our graduates who are looking for suitable employment and quality of life. Policy-makers will use this data to develop strategies to keep the brightest members of our workforce in New Mexico.



Source: U.S. Census Bureau, Census 2000.

WorkInNewMexico.gov

A Guide to Career Clusters in New Mexico

A career cluster is a grouping of occupations and broad industries based on commonalities. By exploring careers within a cluster, job seekers and students can quickly and easily compare occupations that match their individual interests, skills, and education requirements.

New Mexico Career Clusters Guidebook

Career Planning Tool

The [New Mexico Career Clusters Guidebook](#) identifies seven strategic marketing sectors or “clusters” as the foundation for the state’s future economy. The high-growth industries within these targeted sectors will create job opportunities requiring skilled workers with the appropriate levels of education and training. The guidebook assists in career planning and exploration by providing industry and occupational information and detailing the career pathways available in each career cluster.

Source: www.WorkInNewMexico.gov

7 Marketing Sectors

The following is a list of the New Mexico Career Clusters Guidebook seven strategic marketing sectors next to the sixteen career clusters defined by the U.S. Department of Education.

- Arts & Entertainment
- Business Services
- Communications & Information
- Energy & Environmental Technologies
- Engineering, Construction & Manufacturing
- Health & Biosciences
- Hospitality & Tourism

*These industries are part of 7 new **Career Clusters** that define the economy we want to build for New Mexico.*

Another valuable planning and exploration tool is the list of sixteen career clusters defined by the U.S. Department of Education. These career clusters were developed to foster the adoption of career pathways strategies nationwide and are therefore structured differently than the seven career clusters that highlight areas in which New Mexico has special value or competitive advantage. Job seekers and students can use the two complementary sources to explore career clusters from both the U.S. and statewide perspectives.

Department of Education Career Clusters

- Agriculture, Food & Natural Resources
- Architecture & Construction
- Arts, A/V Technology & Communications
- Business, Management & Administration
- Education & Training
- Finance
- Government & Public Administration
- Health Science
- Hospitality & Tourism
- Human Services
- Information Technology
- Law, Public Safety & Security
- Manufacturing
- Marketing, Sales & Service
- Science, Technology, Engineering & Mathematics
- Transportation, Distribution & Logistics

These industries are part of 16 Career Clusters defined by the U.S. Department of Education.

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Quality of Life

Many people are enchanted with New Mexico's quality of life.

Quality of Life is an important measure of the ability of the state, or an area, to attract and retain its workforce. Equally important is to provide the services necessary to support a growing retirement population.

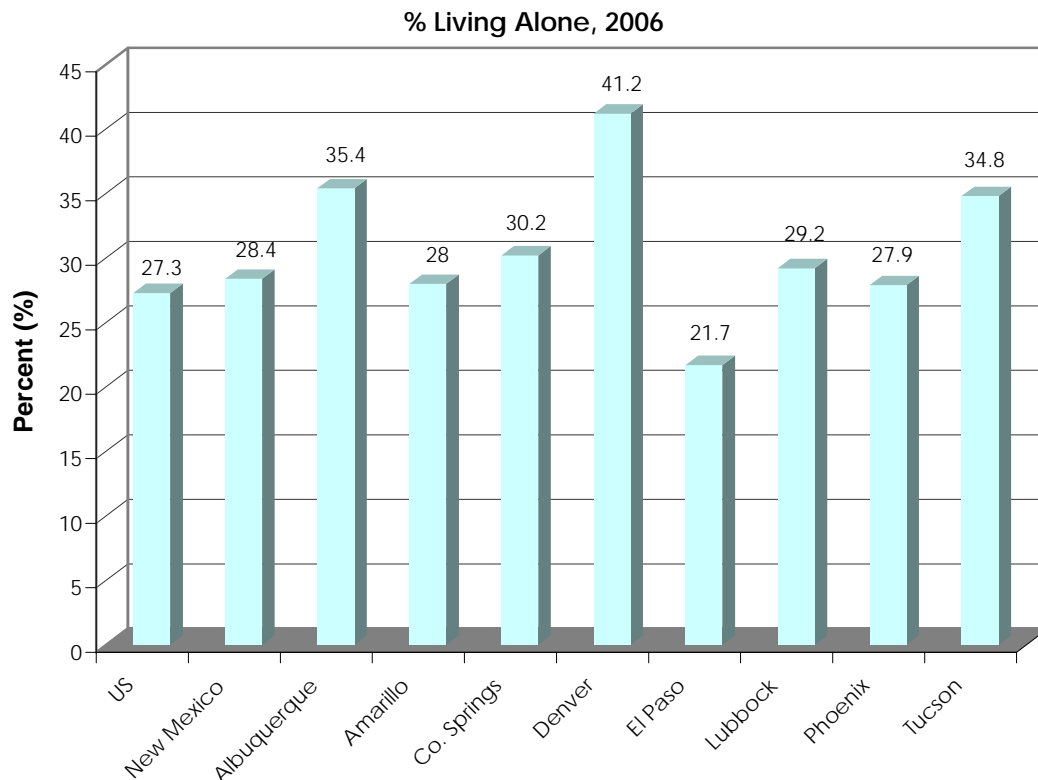
Albuquerque, NM: An Attractive Locale for Singles and Families

How are we doing?

New Mexico has more households led by singles than the national average. However, nearly 66 percent of households in the state are considered family households. As compared to eight regional cities, Albuquerque, at over 35 percent, is second to Denver for singles living alone.

Why is it important and who is it important to?

Areas of New Mexico heavily reliant on hospitality and service industries are more likely to attract a younger, single, mobile workforce. Policy makers should also consider family-friendly alternatives to meet the needs of New Mexico workers including business diversity, flexible hours, flexible working arrangements, childcare, education and job training opportunities, better healthcare benefits, and convenient public transportation.



Source: U.S. Census Bureau, 2006 American Community Survey, S2501. Occupancy Characteristics.

Higher Median Home Values Take Greater Share of Income

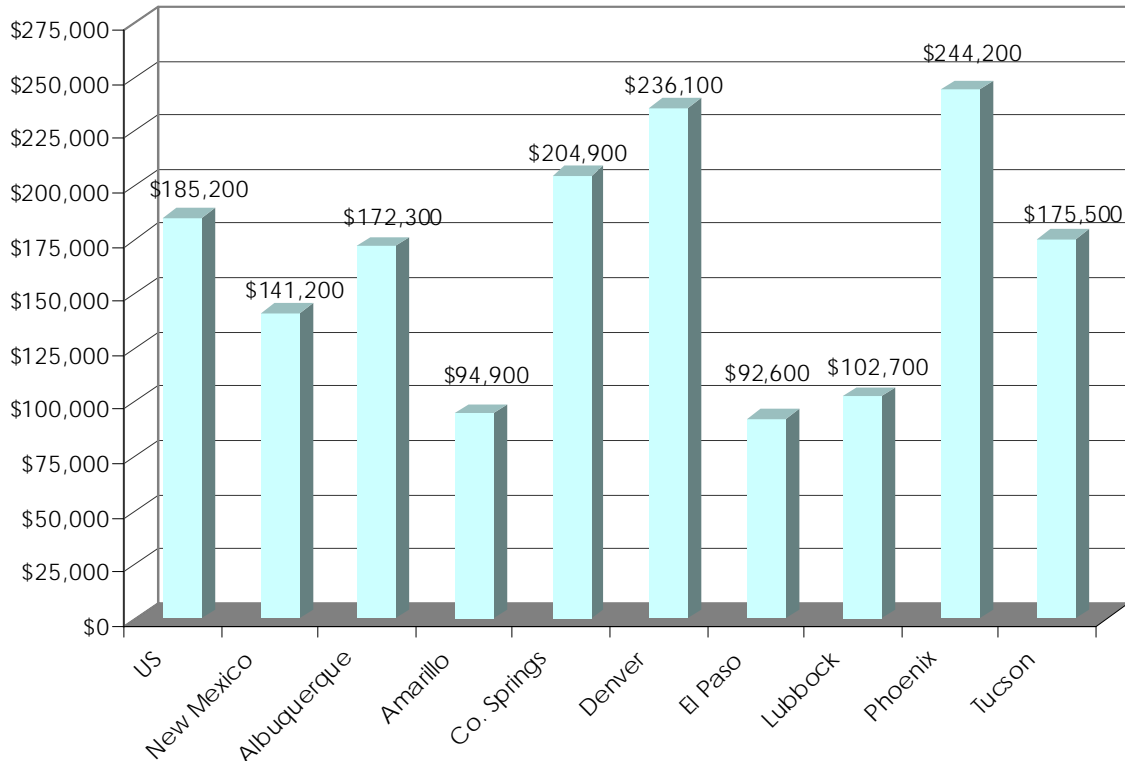
How are we doing?

New Mexico housing values are considerably below the national average, but Albuquerque is closer to the national average and ranks fifth among regional cities. Median prices do not take into account quality differences that may exist.

Why is it important and who is it important to?

Expanding home ownership is good for the housing market and therefore good for the economy. Policy makers should also consider the impact of median home value as we compete for new jobs, new industries, and a representative workforce reflecting the diversity of New Mexico.

Median Home Value, Regional Cities, 2006



Source: U.S. Census Bureau, 2006 American Community Survey, R2510. Median Housing Value of Owner-Occupied Housing Units (Dollars): 2006 Universe: Owner-occupied housing units.

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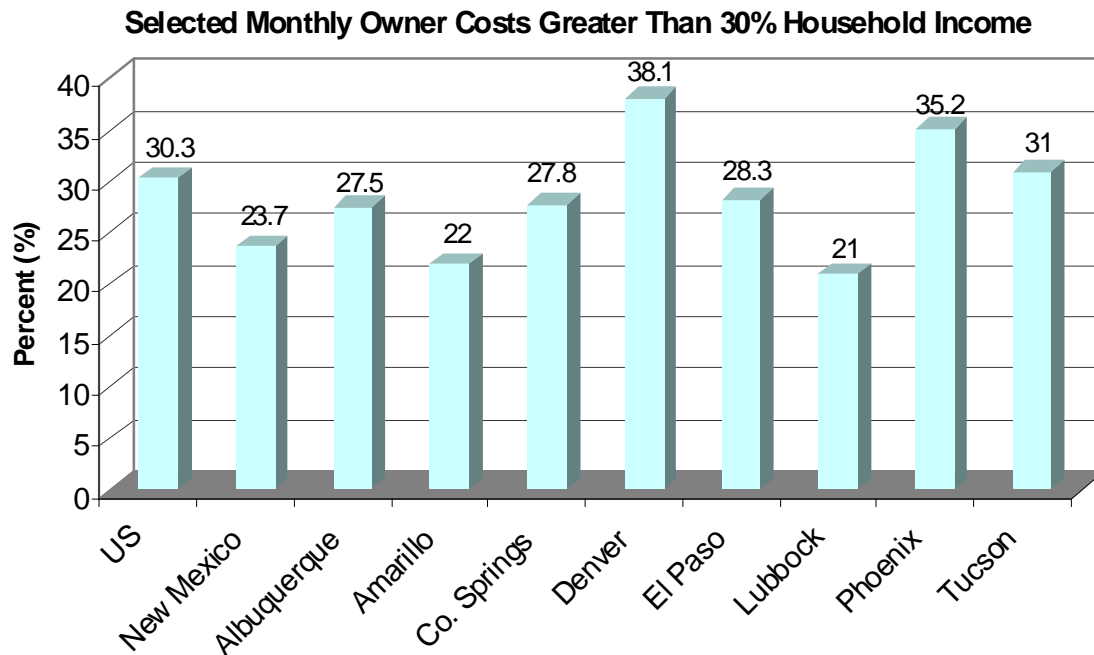
Housing Costs Take Large Share of Household Income

How are we doing?

Nearly one-fourth of owned households in New Mexico have owner costs that exceed 30 percent of household income. This is below the national average, and Albuquerque is sixth among regional cities.

Why is it important and who is it important to?

According to the U.S. Department of Housing and Urban Development, a home is considered affordable if not more than 30 percent of household income is spent on housing costs. Job Seekers will look at this data when making decisions on where to locate.



Source: U. S. Census Bureau, 2006 American Community Survey, B25091. Mortgage Status by Selected Monthly Owner Costs as a Percentage of Household Income in the Past 12 Months.

Telecommunication Access an Urban/Rural Issue

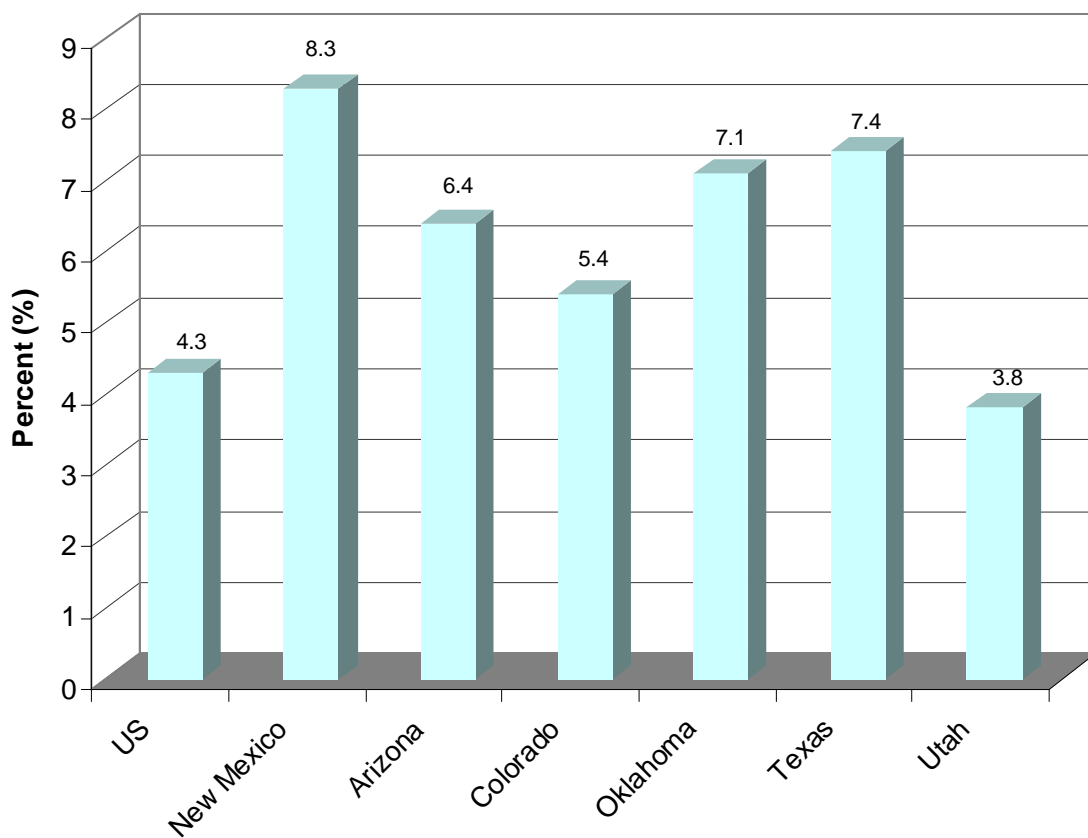
How are we doing?

New Mexico is significantly higher than both the national and regional averages in homes without landline telephones. Wireless technology is partially responsible for this.

Why is it important and who is it important to?

If the Internet becomes an indispensable tool in everyday life, all citizens, regardless of geography, social, or economic status, need access to public information. Policy makers should examine ways to guarantee communities equality of access to local telephone service at reasonable rates to avoid social exclusion and reduce the gap between information haves and have-nots. (It should be noted that the number of households that prefer to use wireless communications is on the rise and the Census survey does not report this growing trend). Grant writers use this information when seeking funding based on needs within communities.

% Homes Without Telephone Service, 2006



Source: U.S. Census Bureau, 2006 American Community Survey, Selected Housing Characteristics, 2006.

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Housing Density as an Indicator of Quality of Life

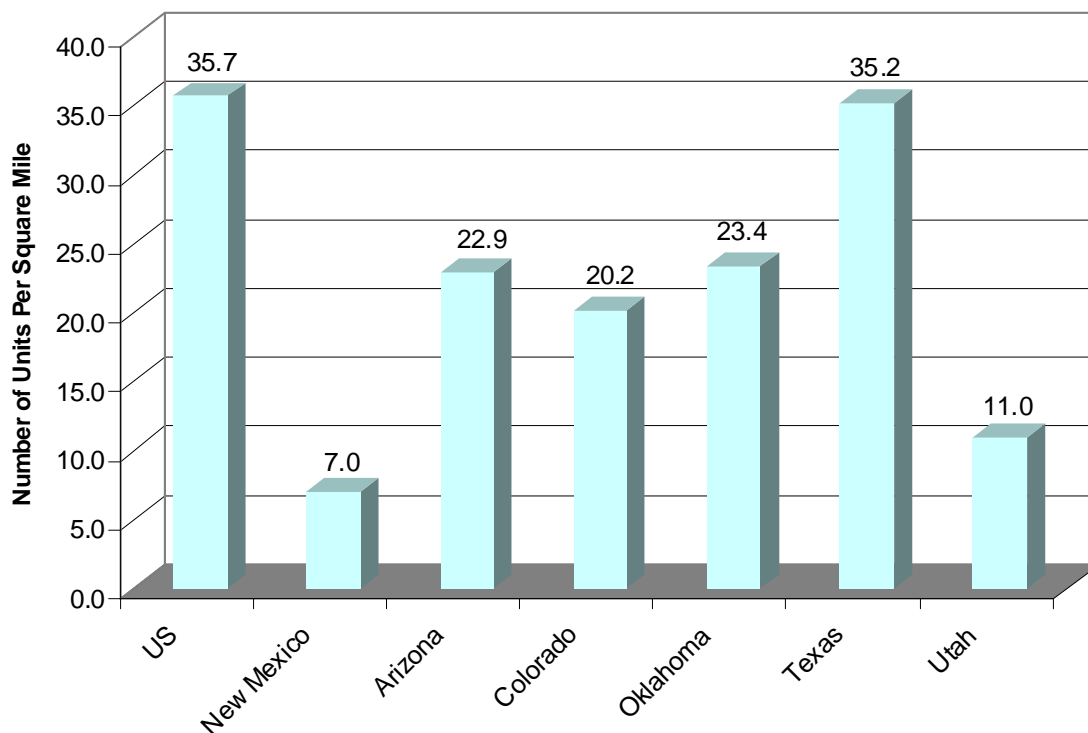
How are we doing?

Among regional states, New Mexico, with seven housing units per square mile, is far below the regional average housing density of 20 units per square mile.

Why is it important and who is it important to?

Higher density housing development requires less land and provides economies of scale for infrastructure and transportation. Using public transportation, workers can move easily between workplace and home. Conversely, lower density development, often referred to as "urban sprawl," uses more land and requires a transportation network to support longer commuting requirements. In addition, higher infrastructure costs for water, sewer, roads, and lighting systems must be considered. Is sufficient land available at a low enough price to ensure that the land and housing markets are competitive and affordable? While New Mexico is the fifth largest state, less than 45 percent of the land is privately owned and available for development. Job seekers use demographic data to compare New Mexico to other potential work locations.

Housing Units per Square Mile, 2006



Source: U.S. Census Bureau, 2006 Estimates, Table 3: Estimates of Housing Unit Change for the United States and States, and State Rankings: July 1, 2005 to July 1, 2006 (HU-EST2006-03). Release date: 08/15/2007.

Conclusions

In the near-term, New Mexico's economic outlook fairly mirrors the national picture in several key industry sectors. The **Construction** sector is impacted by the current credit crunch, as expected growth from residential construction will likely continue to be sluggish. Relatively strong non-residential construction in New Mexico is preventing a more severe decline in this sector.

Recent layoffs in **Manufacturing** have heightened concern over the employment situation statewide. Among those affected, Intel, Tempur Pedic, Advent Solar and Millennium Transit have recently announced workforce reductions in New Mexico. However, New Mexico is fortunate to have a number of firms adding high-wage manufacturing jobs at a significant rate. Eclipse Aviation, in Albuquerque, Raytheon Corp. in San Juan County, L.E.S. in Lea County, and Schott AG in Albuquerque have announced openings or expansions.

Rising oil prices, coupled with federal incentive packages, have created a boom for the state's **Extraction** industry. In areas of the state with oil and gas resources, worker shortages are common. Competition for skilled employees among employers is ongoing.

Information, one of the state's leading growth industry sectors, continues to add jobs, most significantly in motion pictures. New openings and expansions at Albuquerque Studios, Sony Pictures Imageworks, and Lions Gate Studios are expected to bring hundreds of jobs to the area. **Telecommunications** is growing in New Mexico as well, with Verizon, Comcast, and Nexum Technologies adding people every year for the past several years.

The outlook for the **Healthcare and Social Assistance** sector is encouraging with employment coming from expansions to existing facilities, as well as construction of new ones throughout the state. The aging population may help fuel the continued growth of this sector.

Professional & Business Services, Education, and Government are expected to be a good source of employment growth in the near-term. **Transportation & Warehousing**, and **Utilities** likewise, will continue to keep the New Mexico economy growing through added employment. **Trades, Accommodations & Food Services**, and **Arts, Entertainment & Recreation** sectors are all expected to show positive growth, albeit at a somewhat slower pace.

Overall, the state is in a period of moderate employment growth, while the unemployment rate remains at near-record lows. The quality of the labor force generally meets the requirements of the state's occupational needs. According to the U.S. Census Bureau, in 2006, 25.3 percent of the population in New Mexico, 25 years and over has at least a bachelor's degree. Statewide, the total number of jobs requiring a minimum of a bachelor's degree was 165,900 or 20.2 percent in 2004. While it appears the population with these degrees is sufficient to meet the state's needs, rural parts of the state continue to lose degreed individuals to the urban areas.