



**ANNUAL REPORT**

**2002**

**NEW MEXICO**

**Workforce  
Investment Act**



**NEW MEXICO DEPARTMENT OF LABOR**

**Bill Richardson, Governor  
Conroy Chino, Secretary**



December 1, 2003



# Annual Report 2002

*New Mexico*

*Workforce Investment Act*

# **New Mexico Workforce Investment Act Annual Report 2002**

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**Bill Richardson**  
*Governor*

**Conroy Chino**  
*Secretary, NMDOL*

**Jimmy Trujillo**  
*Chairman, State Workforce Development Board*

**Michael Shepherd**  
*Chairman, Northern Workforce Development Board*

**J.P. Jones**  
*Chairman, Southwestern Workforce Development Board*

**Steve Anaya**  
*Chairman, Central Workforce Development Board*

**Jimmie Shearer**  
*Chairman, Eastern Workforce Development Board*

**November 2003**

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**Equal Opportunity is the Law**

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Bill Richardson  
Governor



State of New Mexico  
*Office of the Governor*

November 25, 2003

Secretary Elaine Chao  
United States Department of Labor  
200 Constitution Ave., NW  
Washington, D.C., 20210

Dear Secretary Chao:

It is my distinct pleasure to submit New Mexico's Workforce Investment Act (WIA) Annual Report for Program Year (PY) 2002.

New Mexico recognizes the dynamic climate of today's economy and of the resulting pressures that are placed on employment and training programs to provide resources, which will enable us to continue to move forward within the framework of the WIA. An extensive effort to maximize coordination among agencies is ongoing and is required in order to attain the goals of the WIA. We call this effort the New Mexico Workforce Connection. We see this as an important priority; necessary to meet the needs of businesses that require a specially trained workforce in order to survive. As New Mexico continues to develop the WIA delivery system, we welcome the valuable input we receive from the United States Department of Labor (USDOL). We consider USDOL to be a strategic partner, necessary for us to succeed.

As this new state administration moves forward, the New Mexico Workforce Connection will also move forward. This office is committed to providing the support required to enable the New Mexico Workforce Connection to continue to improve and ultimately reach and maintain the high standards set by and for us. We have made tremendous strides in developing the New Mexico Workforce Connection, but realize there is still much work to do.

We are committed to do so.

Sincerely,

BILL RICHARDSON  
Governor



# Annual Report - 2002

## New Mexico Workforce Investment Act

### Executive Summary - by Conroy Chino, New Mexico Secretary of Labor

The State met or exceeded all of the US Department of Labor Performance Measures. The \$27 Million allocated to the four (4) Local Workforce Boards in PY02 provided positive outcomes for clients served under activities designed for Youth, Older Youth, Adult, and Dislocated Workers. During this time period, thousands of New Mexicans benefited under the Workforce Investment Act (WIA). As a result, many were able to enter the workforce job prepared and ready to work. They obtained and retained jobs because of skills improvement and training opportunities. Their success was measured not only by job retention, but also by an increase in earnings. Unfortunately, there were some who lost jobs due to mass layoffs during the program year. The State aggressively assisted through Rapid Response efforts, which provided customized training, schooling and immediate access to unemployment insurance benefits. New Mexico's young people gained an understanding of the need for adequate job preparation. Older youth benefited through job placement programs under WIA.



**Conroy Chino**  
NM Secretary of Labor

The State of New Mexico can be proud of its efforts under the Workforce Investment Act. Its success is best characterized as a collaborative effort between the local Workforce boards, its service providers, and the New Mexico Department of Labor. The last six months of PY02 were a flurry of activity largely in response to a federal audit and review of WIA in New Mexico. While the state was successful in many areas, it also had its shortcomings. Under a directive by newly elected Governor Bill Richardson, the New

Mexico Labor Department, as Labor Secretary, I implemented corrective measures that addressed many of problems and issues inherited by the new administration.

The New Mexico Department of Labor made major improvements in the delivery of services, and fiscal accountability. We are aggressively working toward improving program monitoring and compliance. In a financial audit published in PY03, the Department received an "unqualified" rating, a superlative signal that sound financial and accountability measures were in place. Additionally, my Department created a separate financial unit dedicated solely to WIA. I appointed a WIA Administrator to focus on Title 1 Monitoring and Compliance activities. We worked closely with federal representatives and WIA consultants, to identify and align priorities such as the state's one stop system, the creation of a workforce development vision, and restoring a working relationship with local boards.

Tremendous strides were made in the administration of WIA, especially in the State's data collection efforts and the installation and implementation of a computerized data entry system called the Virtual One Stop System (VOSS), a system designed by Geo Solutions from Florida. The State previously noted in its Annual Report for PY01 that problems continued to plague the computerized data system. The problems included: the inability to enter and retrieve data, unfamiliarity with the program's design, a lack of confidence in the system by local Workforce boards, one stop operators, service providers, and finally, difficulty in completely converting the data system and its participant files from the existing system, America's Workforce Solutions Employment Services, (AWSES), to the new VOSS system.

In January of 2003, my Department put corrective action measures in place to validate the data within the VOSS reporting system. We implemented data clean-up efforts within the four (4) Local Workforce Development Areas (WDA's). We increased program efforts within the system to ensure that reports and data generation would be responsive and user-friendly to the Local WDA's. Lastly, with funds from the US Department of Labor, my staff provided extensive training and technical assistance to ensure that users understood the system's abilities and the need to enter valid data for reporting purposes. These efforts required extensive staff time, resources, and on-site hands-on assistance, as well as, technical support on a daily basis, including the installation of technical HELP lines. Staff to the Local Boards provided technical assistance by telephone and by email. The New Mexico Department of Labor, through its Job Training Division, Employment Security Division, and Administrative Services Division, specifically its MIS Bureau, provided actual on-site data entry assistance to those Boards experiencing the greatest degree of difficulty. The Local Boards and their one-stop and service providers needed to be confident that technical issues with the system had been addressed. As a result of the combined efforts by the Department, Local Board staff, and Service Providers confidence in the system is increasing. Several of the Local Boards are successfully and satisfactorily using the VOSS system. Daily assistance continues to be provided to those Boards participating in regular electronic data validation.

As a result of this aggressive approach, commitment of time and resources, training, and NMDOL staff dedication, Local Boards have a better understanding of the need for timely and accurate data collection. They understand that when they have timely and accurate information about their clients, they can provide better services. They also understand they can use the VOSS system to measure the progress and performance of service providers under contract. This is a critical component of case management. Additionally, staff to the Local Boards now has the ability to generate management reports from the NMVOSS whenever it deems necessary. Continued data clean up and entry, along with program training and technical assistance, have contributed immensely to the positive numbers and percentages reflected in this Annual Report. Our efforts have created many meaningful and significant changes to the State's WIA system.

As Secretary of Labor, I commit my Department and its resources to the creation of a vibrant, successful workforce and workforce environment, as envisioned by Governor Richardson. I further commit to refine and, if necessary, redefine the Workforce Investment Act in New Mexico. My Department understands that a stable, well-trained, well-paid, and consistently employed workforce is significant and necessary to the economic well being of this state and its residents. We are dedicated to achieving that end.

A handwritten signature in blue ink, appearing to read "Conroy Chino".

Conroy Chino, Secretary

December 1, 2003



## New Mexico's Workforce Investment System

### Background

The Workforce Investment Act of 1998 brought major reforms to the nation's job training system and provided guidance for the creation of statewide and local workforce investment systems. Key components of this reform included filtering employment and training services through a One-Stop service delivery system, empowering individuals by informing them, and providing them access to training resources. Reform measures also included universal access to core services, increasing accountability for results, ensuring a strong role for Local Boards and the private sector. The Act allowed State and local program flexibility, and called for improving youth programs.

Three years into the implementation of WIA, New Mexico has realized pivotal success in establishing a statewide workforce system. The administrative, fiscal and monitoring activities currently reside in the New Mexico Department of Labor (NMDOL). The NMDOL was charged with implementing WIA and has worked toward successfully implementing WIA principles. The current structure was designed with input from the Executive, Legislative and local elected officials and resulted in the creation of a State Workforce Development Board and four Local Boards in the Spring of 2000. The State Administrative Entity or SAE was incorporated into the New Mexico Labor Department. The Legislature appropriated federal WIA funds to the NMDOL, which in turn, allocated those funds to the Local Boards for Adult, Youth and Dislocated Workers training programs. The funds were allocated according to formula.

The New Mexico Department of Labor (NMDOL) maximized training and technical assistance provisions under WIA to make certain that those involved in the WIA network had the knowledge and tools necessary to provide quality services. The NMDOL's Job Training Division conducted oversight and monitoring of boards and service providers to ensure compliance with the Act, federal rules and regulations, State and local policies. State and local boards are now fully operational. Board members take a proactive approach in WIA program design and delivery at all levels. In the past year, NMDOL has worked aggressively in establishing a statewide system for reporting and tracking of participant data.

NMDOL has joined local communities, together with business, labor, community-based organizations, and educational institutions in seizing the opportunity to create an effective and efficient workforce investment system in New Mexico.

### WIA Structure

New Mexico was among a few states in the country, which did not grandfather in the previous Job Training Partnership Act (JTPA) structure and its existing boards. Since the inception of WIA, the State of New Mexico has restructured its employment and training system. The State considered various alternatives and methodologies, solicited input, and took action in decentralizing employment and training activities pursuant to WIA requirements. The State gave local officials and other representatives the opportunity to direct and determine the design and outcome of their respective WIA programs. The State of New Mexico's structure WIA includes the following elements:

- A State Workforce Development Board assists the Governor in matters and issues related to Workforce Development. It sets statewide policy.
- Four (4) Local Workforce Development Boards respond to regional and local workforce development needs.



- Four (4) Local Area Youth Councils assist the Local Area Boards and Chief Elected Officials (CEOs) with Youth Workforce Development issues.
- One-Stop Career Centers comprised of other state agency partners provide core, intensive and training services through a One-Stop delivery system.
- Eligible Training Providers include post-secondary educational institutions and apprenticeship
- WIA partners coordinate activities for client service programs:
  - Adult, Youth and Dislocated Workers ..... Vocational Rehabilitation
  - Placement ..... Unemployment Insurance
  - Older Workers ..... Job Corps
  - Native Americans ..... Trade Adjustment
  - Migrant & Seasonal Farm workers..... Veterans
  - Adult Education & Literacy ..... HUD Employment
  - Community Services ..... Training
- Provided information and services that include job market data, tax credit information, and system oversight.

#### Goals of WIA in New Mexico

Due to New Mexico's rural nature, the state has unique challenges in meeting the goals of WIA. New Mexico's demographics pose difficulties for some of our communities. Businesses, major corporations, and educational institutions tend to congregate in metropolitan areas. As a result, employment and educational opportunities are not always available to many outlying communities. In rural counties where there is a large Native American or Hispanic population, cultural and language differences have to be considered when implementing WIA programs. However, despite these barriers, New Mexico has demonstrated that it can successfully meet its WIA goals:

- To increase the employment, retention and earnings of participants;
- To increase occupational skill attainment by participants;
- To improve the quality of the New Mexico workforce;
- To reduce welfare dependency; and,
- To enhance productivity and make New Mexico competitive with the rest of the Nation.

## Success Stories

### **Beth Dunnagen**

#### *Southwestern Workforce Development Area –Adult Program*

Beth Dunnagen is a single parent with two children under the age of 18. She was underemployed as a Nurse's Assistant receiving an hourly rate of \$6.96. Beth had worked as a Nurse's Assistant for several years with no upgrade in employment or opportunity for advancement. Although she had a demonstrated interest in the health care field, she knew that without additional education or training she was destined to remain in an entry-level position receiving just above minimum wage.

Beth applied for WIA and was placed in a classroom-training (CRT) program, which resulted in her receiving certification as a Licensed Practical Nurse. Upon completion of her training period, Sierra Health Care hired Beth at an hourly rate of \$13.76. With the help of WIA, Beth's educational achievement combined with years of experience in health care led to a new position and career mobility. Beth was able to change her future, professionally and financially, as well as positively impact her local community.

### **Amy Garcia**

#### *Eastern Workforce Development Area – Dislocated Worker Program*

Amy Garcia, a single parent, enrolled in the WIA Dislocated Worker Program when she was laid off from her position as a floral arranger in Tucumcari, New Mexico and she was unable to find any other kind of employment in the area. Amy was placed in a WIA on-the-job training (OJT) contract with the City of Tucumcari Public Library as a library assistant. She entered the program earning \$5.25 an hour. Since completing her WIA training period, Amy continues to be employed by the library, has received her New Mexico Librarian Certification Grades I and II levels, has advanced to the position of library technician, and has seen an increase in wages and benefits. WIA assisted this participant to become an independent provider for her family and gave her direction in her career path.

### **Kim Nguyen**

#### *Southwestern Workforce Development Area – Dislocated Worker Program*

Kim Nguyen was born in Vietnam and as a child would see the American planes flying over and he wanted to fix those planes. He came to America and was married and had two children but was divorced. He worked for Phelps Dodge Company at two plants Playas and Chino Mines as a maintenance mechanic. He qualified for the Trade Adjustment Act and enrolled into Cochise College in Douglas Arizona for aviation mechanic. He started school January 7, 2002 and graduated September 10, 2003 as an aviation mechanic. While attending school he had a 4.0 average and made the National Deans List. The week after completing school he started working for Evergreen Air Center at Pinal Air Park in Marana Arizona as an aircraft mechanic for \$12.00 an hour.

### **Jacob Madrid**

#### *Southwestern Workforce Development Area – Dislocated Worker Program*

Jacob Madrid is a 46-year-old male who was affected by the mass Phelps Dodge layoffs on January 2002. He had been working as a Shovel Mechanic for 12 years. This was the second time he was laid off from the same employer. Jacob knew he had to change his

occupation. By doing this he needed to acquire new skills. With the assistance of the NM Department of Labor and the TAA Program, Jacob enrolled at Western New Mexico University. He was able to enhance his skills and advance from a mining/labor position to an Administrative position. Jacob is presently a Recruiter for the National Guard and earning over \$26,000 yearly. He now feels confident he can compete in the workplace.

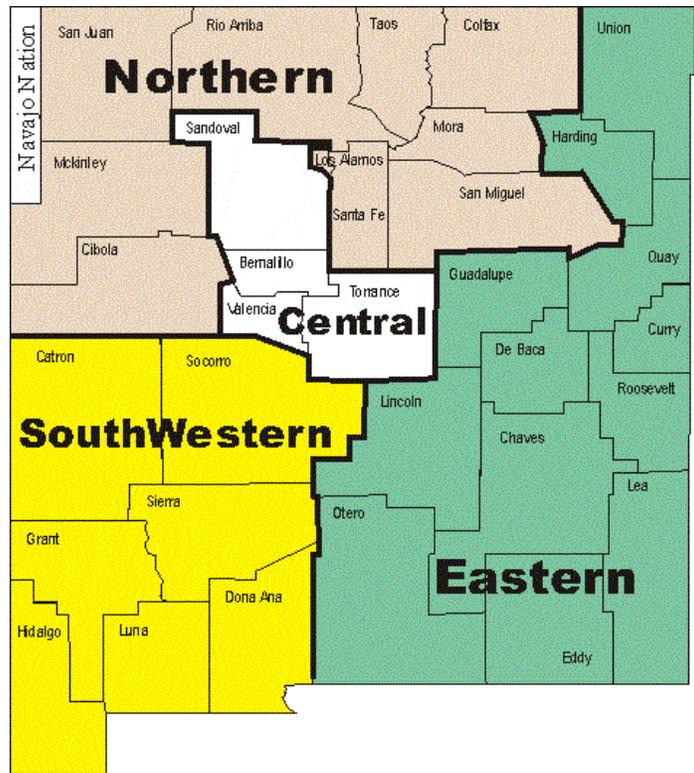
**State and Local Boards Information**

**WIA State Workforce Development Board**

The WIA State Workforce Development Board was established in December 1999 and, to date, continues to meet regularly. There are over 40 members on the Board with statewide representation including Albuquerque, Carrizozo, Cerrillos, Clovis, Espanola, Farmington, Hobbs, Santa Fe, Silver City, Socorro, and Tucumcari.

**WIA Local Area Workforce Development Boards**

There are four (4) WIA Local Area Workforce Development Boards representing the Central, Southwestern, Northern and Eastern areas of New Mexico. Each local board was organized by Spring 2000 and all continue to meet regularly. Board membership numbers consist of the following: 36 on the Central Board, 36 on the Southwestern Board, 32 on the Northern Board, and 50 on the Eastern Board, respectively.



## Strategies for Continuing Improvement

With the New Mexico WIA program now in operation, the State implemented constant and consistent improvement activities. The activities are described and are based, in part, on a review conducted by federal and state officials. They include activities designed by staff based on their empirical knowledge of WIA rules and regulations, experience over a three-year implementation period and technical assistance provided by federal WIA representatives.

**State and Local Collaboration:** An on-going activity is increased communication and coordination between the State Board, local boards, and the State Administrative Entity (SAE). The State, with cooperation from the Local Boards, will develop memorandums of understanding (MOUs) to further establish “working partnerships” and eliminate unnecessary duplication of efforts. The State will also implement Master Agreements with Local Boards in order to ensure fiscal accountability.

**Community Needs and Resources Survey:** The State and the Local Boards will attempt to identify the employment and training needs of the State’s eligible population. A community needs assessment as well as a resources survey will assist in ensuring that individuals requiring services are targeted. Two surveys are currently in progress.

**Process Management and Partnering:** The State will continue to provide administrative and oversight functions, although there are several WIA reorganization proposals under consideration. This may change the current process management system. Presently, coordinating program efforts with other state agencies and federally mandated partners under a WIA One-Stop system, is a high priority for NMDOL Divisions and Bureaus.

### Case Management

The State will continue to develop a comprehensive assessment plan for each participant and provide needed services. It will achieve this by integrating case management, analyzing information and data, and coordinating with partner agencies.

### Training

The State will provide additional and extensive training sessions to local areas in all facets of WIA functions based on local area requests, monitoring and audit findings.

### Application of Technology

The State will assure that there is a frequent update of the established Web-based Information System to serve as a management and participant support tool for the sharing of data, information and reports.

## Other New Mexico WIA Success Stories

### **Yvonne L. Cottrill**

#### ***Central Workforce Development Area – Dislocated Worker Program***

Yvonne Cottrill is a 25-year-old single mother. In 1998, Yvonne lost her job due to a layoff. She was given the opportunity to attend college through the New Mexico Human Resources Development Institute (NMHRDI) Dislocated Worker program, and later through the Central Area Workforce Connection. Yvonne has since received a Bachelor’s Degree in Business Administration with a concentration in Accounting. Her annual salary before entering the WIA program was \$20,000-\$25,000. Currently she

earns \$40,000 annually as a contracted case manager at Carino Case Management. Yvonne feels that the WIA staff and organizations that provided services to her are “outstanding,” and truly helped her to attain her college degree and to provide her daughter with a brighter future.

### **Gabriel Carrasco**

#### *Northern Workforce Development Area – Youth Program*

When Gabriel Carrasco applied for the SER Career Alternatives program, he was a 19-year-old senior. He was very hesitant to participate in the program because he did not believe that any good comes from school. Through much encouragement from one teacher and his WIA case manager, he decided to give the program a try.

Gabriel accomplished a great deal during the school year. His test scores were raised to college level and he received his high school diploma. He completed a work portfolio and also got a job through the SER program as a farm hand. In addition, he found time to participate on his school’s track team, earning his way to state competition in three (3) meet events. Gabriel went from being a reluctant student with a negative notion of what school could offer him to being selected “Student of the Year.” Gabriel gives the WIA program credit for motivating him to stay in school. It has been a proud year for Gabriel and his family.

## Program Year 2002 and Fiscal Year 2003

**Table 1 – Budget for Program Year 2002 and Fiscal Year 2003**

Description	Budget	Expenditures	Balance	% of Budget Expended
<b>Statewide Activities</b>	4,903,017	4,730,847	172,170	96%
<b>Statewide Rapid Response</b>	1,677,160	1,677,160	0	100%
<hr/>				
<b>Central Area Workforce Development Board</b>				
Local Administration	615,070	89,206	525,864	15%
Adult	2,309,183	1,335,698	973,485	58%
Youth	962,918	270,515	692,403	28%
Dislocated Worker	2,263,533	2,186,762	76,771	97%
<b>Total</b>	<b>\$6,150,704</b>	<b>\$3,882,181</b>	<b>\$2,268,523</b>	<b>63%</b>
<hr/>				
<b>Eastern Area Workforce Development Board</b>				
Local Administration	605,932	148,824	457,108	25%
Adult	2,658,497	967,739	1,690,758	36%
Youth	1,551,484	542,172	1,009,312	35%
Dislocated Worker	1,243,373	0	1,243,373	0
<b>Total</b>	<b>\$6,059,286</b>	<b>\$1,658,735</b>	<b>\$4,400,551</b>	<b>27%</b>
<hr/>				
<b>Northern Area Workforce Development Board</b>				
Local Administration	628,788	360,080	268,708	57%
Adult	3,807,893	3,332,082	475,811	88%
Youth	1,604,643	1,327,219	277,424	83%
Dislocated Worker	1,816,823	1,610,926	205,897	89%
<b>Total</b>	<b>\$7,858,147</b>	<b>\$6,630,307</b>	<b>\$1,227,840</b>	<b>84%</b>
<hr/>				
<b>Southwest Area Workforce Development Board</b>				
Local Administration	978,876	71,120	907,756	7%
Adult	3,476,096	1,543,411	1,932,685	44%
Youth	2,696,695	306,878	2,389,817	11%
Dislocated Worker	2,637,108	0	2,637,108	0%
<b>Total</b>	<b>\$9,788,775</b>	<b>\$1,921,409</b>	<b>\$7,867,366</b>	<b>20%</b>

*Notes: Board expenditures are reflected on a first-in first-out basis per quarterly reporting.*

## New Mexico Economy

### Population

New Mexico's Census 2000 population count was 1,819,046. This was an increase of 303,977, or 20.1 percent, since the 1990 Census. New Mexico was the 12th fastest growing state in the nation. Census 2000 confirmed the continuation of historic trends in the state's population distribution. The most noticeable of these trends is the concentration of the state's population in metropolitan counties along the central Rio Grande corridor. Nearly 57 percent of the state's population now lives in one of the six designated metropolitan counties of Bernalillo, Sandoval, Valencia, Doña Ana, Santa Fe and Los Alamos.

Growth in the Albuquerque metropolitan region, the largest in the state, was highest in Sandoval and Valencia counties, growing 42% and 46% respectively. Rural areas of the state grew less rapidly than urban areas, averaging only 16 percent.

### State-wide Overview

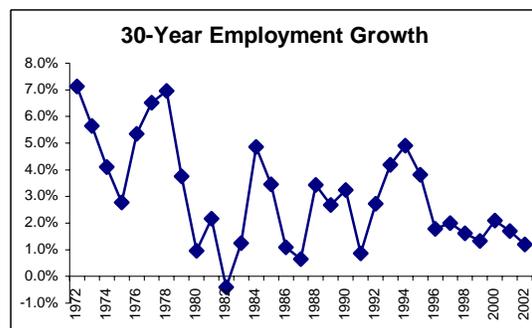
Compared to the performance of other states, New Mexico did fairly well in 2002. Structural problems in the goods producing industries were offset by strength in health care and social assistance. Government employment grew four times faster than the private sector, keeping the state's overall growth rate above one percent.

The rate of job growth for the United States as a whole was negative 0.9 percent in 2002, meaning that the country had almost one percent fewer jobs compared to the previous year. New Mexico fared better. We managed to grow 1.2 percent, adding 8,800 jobs. The state was fortunate to increase employment, although at a historically low rate. Only five years out of the past 30 have had job growth lower than in 2002. We failed to grow at even half the 2.9 percent rate that is the state's 30-year average.

Summary graph below shows employment averages by NAICS super sector. Additional detail is shown in Table 2.

For the second year in a row, educational and health services employment grew faster than any other industry, up 7.0 percent in 2002. Momentum came from both the health care and social assistance components. Home health care services grew an unprecedented 51.2 percent in 2002. This small industry doubled in size since 2000. Funding for the expansion came from the Medicaid personal care option.

Government employment, which is far larger than any of the state's private super sectors, grew 2.7 percent, adding 5,000 jobs. Local government, which includes tribal Indian-owned casinos, added 3,100 of the jobs.



All three goods-producing industries – natural resources & mining, construction, and manufacturing – lost jobs in 2002. Manufacturing lost 2,400 jobs in 2002, following the loss of 900 the year before. New Mexico experienced the same structural problems as the rest of the country. During the year a number of manufacturing firms closed. Other companies remained in business but laid-off workers. NovaBUS, the bus manufacturer in Roswell, struggled to find a buyer, but finally closed its doors in October. Presto Products, the small appliance manufacturer in Alamogordo, closed its factory in August. According to press reports the company relocated to China.

Natural resources and mining employment was down 10.9 percent in 2002. The closure of the Phelps-Dodge Chino copper mine and Hurley smelter in Grant County had a devastating effect on mining employment. Also during the year, oil and gas exploration activity declined as world market prices fell early in the year, but failed to increase later in the year when prices came back up. The industry had reacted in the past to temporary price spikes and lost money

when the oil and gas price fell back. Industry analysts did not see the prospect of long-term price stability necessary for substantial new investment.

Construction employment fell by 1,700 jobs in 2002, having increased 2,500 jobs the year before. Several public works projects around the state came to an end. The largest of the projects were the Big-I interchange reconstruction in Albuquerque and retooling at Intel. Residential construction was the only component to increase, boosted by low interest rates.

Other developments in 2002 included a comeback in retail trade, adding 400 jobs after shedding jobs in 2001. Wal-Mart opened a number of super centers around the state, adding substantially to employment. The leisure and hospitality industry, overcoming the obstacles of drought and terrorism, added 1,600 jobs, with strong growth in full-service restaurants.

**Table 2 - Statewide Industry Employment Summary**

	Annual Average			Annual Growth		Percent Growth	
	2000	2001	2002	2001	2002	2001	2002
<b>Total</b>	<b>744,800</b>	<b>757,200</b>	<b>766,000</b>	<b>12,400</b>	<b>8,800</b>	<b>1.7%</b>	<b>1.2%</b>
N.R. & Mining	14,900	15,600	13,900	700	-1,700	4.7%	-10.9%
Construction	44,900	47,400	45,700	2,500	-1,700	5.6%	-3.6%
Manufacturing	41,800	40,900	38,500	-900	-2,400	-2.2%	-5.9%
Wholesale Tr.	22,700	22,800	22,600	100	-200	0.4%	-0.9%
Retail Trade	90,900	89,800	90,200	-1,100	400	-1.2%	0.4%
T. W. U.	23,700	22,900	22,700	-800	-200	-3.4%	-0.9%
Information	16,700	17,100	16,900	400	-200	2.4%	-1.2%
Financial	33,400	33,300	33,700	-100	400	-0.3%	1.2%
Prof. & Bus.	86,200	88,600	89,300	2,400	700	2.8%	0.8%
Edu. & Health	82,100	87,700	93,800	5,600	6,100	6.8%	7.0%
Leisure/Hosp.	77,200	78,500	80,100	1,300	1,600	1.7%	2.0%
Other Services	27,300	27,200	28,200	-100	1,000	-0.4%	3.7%
Government	183,100	185,500	190,500	2,400	5,000	1.3%	2.7%

## Current and Forecast

### Short-term Employment Outlook

What does the labor market look like over the next two years? Occupations are projected to increase by 2.2 percent from 2002 to 2004. Growth will be lower in 2003 with a slight recovery in 2004, according to the statewide projections, prepared by the Bureau of Economic Research and Analysis of the New Mexico Department of Labor. Much of this decrease in growth is due to the slower nationwide economy (The short-term employment forecasts are based on employment estimates from the New Mexico

Unemployment Insurance Covered Employment and Wage record, compiled and maintained by the New Mexico Department of Labor's Economic Research and Analysis Bureau. Please see Technical Note, below).

Healthcare Support Occupations will grow the fastest, by adding 2,530 jobs, or increasing by 12.2 percent, by the year 2004. About two-thirds will be due to replacements and one-third will be due to growth. The second highest growth is in Healthcare Practitioners and Technical Occupations with an 11 percent growth or 4,710 jobs.

**Table 3 - Summary New Mexico Projections**

Industry	2002	2004	Percent Employment Change	Growth
All Industries	741,430	767,900	3.6%	26,470
Agriculture, Forestry and Fishing	16,160	16,030	-0.8%	-130
Mining	14,380	14,430	0.3%	50
Construction	48,660	50,800	4.4%	2,140
Manufacturing	40,270	39,100	-2.9%	-1,170
TCPU	42,750	43,000	0.6%	250
Wholesale Trade	26,480	26,550	0.3%	70
Retail Trade	150,530	154,500	2.6%	3,970
Finance, Insurance and Real Estate	31,710	32,980	4.0%	1,270
Services	312,040	330,370	5.9%	18,330
Government	56,740	60,130	6.0%	3,390

## WIA Areas Outlook

**Table 4 - Summary Northern WIA Projections**

Industry	2002	2004	Percent Employment Change	Growth
All Industries	177,670	184,920	4.1%	7,250
Agriculture, Forestry and Fishing	1,790	1,740	-2.8%	-50
Mining	5,980	6,000	0.3%	20
Construction	11,190	11,760	5.1%	570
Manufacturing	4,970	4,770	-4.0%	-200
TCPU	7,470	7,520	0.7%	50
Wholesale Trade	4,440	4,450	0.2%	10
Retail Trade	39,100	40,130	2.6%	1,030
Finance, Insurance and Real Estate	6,600	6,840	3.6%	240
Services	74,580	79,210	6.2%	4,630
Government	21,180	22,510	6.3%	1,330

**Table 5 - Summary Central WIA Projections**

Industry	2002	2004	Percent Employment Change	Growth
All Industries	351,350	363,670	3.5%	12,320
Agriculture, Forestry and Fishing	2,920	2,760	-5.5%	-160
Mining	280	290	3.6%	10
Construction	23,520	24,700	5.0%	1,180
Manufacturing	25,730	24,940	-3.1%	-790
TCPU	23,290	23,410	0.5%	120
Wholesale Trade	15,920	15,960	0.3%	40
Retail Trade	69,100	70,870	2.6%	1,770
Finance, Insurance and Real Estate	17,580	18,330	4.3%	750
Services	152,740	161,620	5.8%	8,880
Government	19,680	20,780	5.6%	1,100

**Table 6 - Summary Eastern WIA Projections**

Industry	2002	2004	Percent Employment Change	Growth
All Industries	113,120	117,160	3.6%	4,040
Agriculture, Forestry and Fishing	5,090	5,300	4.1%	210
Mining	7,130	7,210	1.1%	80
Construction	6,630	6,810	2.7%	180
Manufacturing	4,740	4,670	-1.5%	-70
TCPU	7,580	7,620	0.5%	40
Wholesale Trade	3,390	3,400	0.3%	10
Retail Trade	24,000	24,660	2.8%	660
Finance, Insurance and Real Estate	4,100	4,250	3.7%	150
Services	42,070	44,660	6.2%	2,590
Government	8,030	8,590	7.0%	560

**Table 7 - Summary Southwestern WIA Projections**

Industry	2002	2004	Percent Employment Change	Growth
All Industries	85,360	87,850	2.9%	2,490
Agriculture, Forestry and Fishing	6,170	6,040	-2.1%	-130
Mining	780	720	-7.7%	-60
Construction	5,020	5,210	3.8%	190
Manufacturing	4,410	4,370	-0.9%	-40
TCPU	3,410	3,460	1.5%	50
Wholesale Trade	1,750	1,760	0.6%	10
Retail Trade	16,170	16,610	2.7%	440
Finance, Insurance and Real Estate	2,730	2,830	3.7%	100
Services	37,030	39,000	5.3%	1,970
Government	7,510	7,850	4.5%	340

Some of the growth in Professional Specialty Occupations will come from Sandia National Labs, which plans to expand its employment in the coming year. The second fastest growing occupational group will be Teachers, Librarians, and Counselors as it increases by 2,200 jobs, or about four percent by the year 2003.

Health Practitioners will grow by 1,200 jobs, or about three percent, by the year 2003 as new medical centers are expected to open throughout the state.

Service occupations will see the next highest growth of 3,890 jobs or almost three percent. Most of the growth in this occupational group will be in Food, Beverage Preparation and Service Occupations, which will increase by 1,710 jobs, because of expansions and new growth in the number of restaurant chains throughout New Mexico. Health Service Occupations will increase as well, growing by almost five percent, or by about 770 jobs.

Marketing and Sales occupations are expected to generate 1,260 jobs and increase by one and a half percent over the next two years. Industry changes affecting this occupational group will be the expansion of Wal-Marts and other specialty retail stores. Executive, Administrative and Managerial occupations are expected to increase by 780 jobs or one and a half percent.

Administrative Support and Clerical occupations are expected to increase by only 420 jobs but more than 85 percent of this growth will be concentrated in the Industry Specific Support occupations.

Low interest rates on home loans and fear of investing in the stock market have already caused an increase in real estate investment, stimulating demand for the following occupations. Precision Production, Craft and Repair occupations are expected to increase by only 330 jobs or grow by almost half a percent, with more than 60 percent of these jobs in the Mechanics, Installers and Repairers occupational subgroup.

Operators, Fabricators and Laborers are expected to increase by only 300 jobs or grow by almost half a percent. This overall increase will be caused by a growth of about 400 jobs in the Motor Vehicle Operators subgroup, but a loss of about 100 jobs in Handwork occupations. Automation has shifted demand for Handwork occupations downward.

Finally, Agriculture, Forestry, Fishing and Related occupations will generate the least number of jobs of 150 occupations for a growth of about one percent. The drought will continue to affect the demand for these occupations as well as the destruction of livestock by many ranchers to save the grasslands.

### **Long-term Employment Outlook**

The New Mexico economy is expected to generate about 175,000 new jobs through the year 2010. This represents growth of about 22 percent, faster than the projected national increase of 15 percent. The Albuquerque growth rate will be slightly higher, with employment projected to increase by about 25 percent through 2010.

#### **Job Openings**

Job growth and replacement needs between 2000 and 2010 will give rise to an estimated 372,000 job openings over the ten year forecast horizon. There will be 197,000 job openings arising from the need to replace workers who leave their jobs because of retirement or for other reasons. Job openings due to economic growth will be 175,000 or slightly less than half of total job openings, while job openings due to replacement of workers leaving an occupation or retiring account for a little more than half of total openings. Total job openings have been adjusted to take self-employed and agricultural workers into account and are not therefore directly comparable to the non-farm employment projections covered in the remainder of this introduction.

#### **Mining**

Employment in the New Mexico mining industry is expected to grow by only 1,900 jobs between 2000 and 2010, although the distribution of mining jobs will shift. Nationally, mining employment is expected to slip from 543,000 jobs in 2000 to 488,000 jobs in 2010, for a drop of 55,000 or 10 percent.

In New Mexico, oil and gas extraction will be the largest growing subsector, increasing from 10,600 in 2000 to 12,500 in 2010. Metal mining will decline slightly over the 2000-2010 period, as employment in metal mining is affected by poor prospects for copper and molybdenum prices. Coal mining is expected to increase slightly following a gradual downward trajectory through the early to mid-1990s. Potash mining in southeast New Mexico has suffered the impact of stiff foreign competition, which has resulted in closed mines throughout the mid-1990s, and this trend is expected to continue.

### **Construction**

Growth in the New Mexico construction industry peaked in 1994 and 1995, and jobs in construction grew at a more modest pace in the 1996-98-time period. Employment in construction in New Mexico is expected to grow by about 11,700 jobs or 25 percent over the forecast period as construction employment will rise from 49,300 in 2000 to 47,600 in 2010. Large residential projects on the Albuquerque West Side and in Albuquerque have pushed construction employment. The construction industry in the US will grow from 6.698 million in 2000 to 7.522 million in 2010 for 12.3 percent growth. Employment growth rates in construction can fluctuate dramatically from year to year. There is also a longer-term construction cycle, in which employment levels move from peak to trough, although this pattern was more subdued in the 1990s than in the 1980s.

Employment in building construction is expected to increase by about 3,600 jobs or 29 percent from 2000 to 2010, a little higher than the overall construction growth rate of 25 percent. Residential and nonresidential building construction is also projected to do well.

Lower employment growth of 12 percent (1,500 jobs) is expected in construction other than building (highway, street, and other heavy construction). The completion of several large road-building projects, including the revamp of the Interstates 25 and 40 intersection (the Big I), and the road between Bernalillo and Farmington will contribute to the slight decline in job growth in non-building construction in the later years.

Special trade construction will grow by 6,700 jobs or 29 percent for more than half of the total construction increase. Subcontractors handle specialized construction work, and special trade work can be performed on either building or non-building projects.

### **Manufacturing**

New Mexico manufacturing employment is expected to increase by about 23 percent from 2000 to 2010. The projected increase will involve 9,700 new jobs for the state. New Mexico manufacturing employment will increase from 42,100 in 2000 to 51,800 in 2010. The New Mexico manufacturing sector runs against the US trend for this sector - the national manufacturing sector will increase by about 577,000, or only three percent. Nationally, durable goods will increase and nondurable goods manufacturing will decline over the forecast period.

In New Mexico, durables manufacturing will outperform nondurables by a substantial margin from 2000 to 2010. Durables will add about 7,500 jobs for 26 percent growth while nondurables will add 2,300 jobs for 17 percent growth. The largest number of new jobs will be added in the electrical and electronic machinery subsector, followed by transportation equipment. The projection in these subsectors calls for job growth of 3,400 jobs or 35 percent and 3,000 and 35 percent respectively.

The nondurable goods manufacturing sector is expected to add 2,300 jobs over the 2000-2010 period. Food products manufacturing, which includes vegetable processing, will account for much of the increase in nondurables, while apparel and textiles will continue to decline over the forecast period.

### **Transportation, Communication, and Public Utilities**

Employment in the transportation, communication, and public utilities (TCPU) industry is expected to grow more slowly than the state average for all industries. TCPU will increase from 39,400 in 2000 to 46,000 in 2010, as the sector adds 6,650 jobs for 17 percent growth. Within TCPU, transportation will add 2,500 for 13 percent growth, somewhat less than the statewide average. Transportation will increase on the strength of air transportation, and trucking and warehousing. Transportation by air jobs is expected to rise by 1,300 jobs or 27 percent by 2010. Trucking and warehousing jobs are expected to rise by 800 jobs or 10 percent by 2010. Trucking and warehousing will grow as ancillary services catch up with past growth in the retail trade and manufacturing sectors. The opening and upgrading of the long-awaited Santa Teresa point of entry in southern New Mexico will also boost trucking and warehousing employment. Nationally, the TCPU sector will increase by 1,255,000 or 18 percent.

The communications and utilities industry will grow by 4,200 jobs or 20 percent between 2000 and 2010, as expanding call centers classified in communication help to offset productivity increases in telecommunications that restrict job growth. Communications employment is expected to rise by 2,800 jobs or 28 percent while utilities and sanitary services will increase by 1,400 jobs or 13 percent. Employment growth in electric, gas and sanitary services will be slow over the ten-year period, as slowing population growth and an excess supply of residential housing restrict growth in the utilities sector.

### **Trade**

The trade sector is projected to grow by 36,100 jobs or 21 percent over the forecast period, accounting for almost a quarter of total overall growth. Trade will increase from 174,000 in 2000 to 210,000 in 2010. Trade sector growth has slowed perceptibly in the second half of the 1990s, with many trade subsectors reaching saturation. Steady growth in state personal income, some increases in labor participation by women and steady growth in the statewide economy should keep the trade sector on an upward trajectory. Nationally, the trade sector will also perform above the all-industry average. Trade jobs in the United States will increase from 30 million in 2000 to 34 million in 2010. The percentage increase for the US trade sector will be 13 percent.

Employment in New Mexico's wholesale trade sector should increase by 5,500 jobs or 20 percent as existing businesses expand and new wholesale firms locate in New Mexico in order to support business and industrial growth in the state. The state's role in wholesale commodity distribution is expected to grow with increasing cross-border trade. Nationally, wholesale trade will grow by 776,000 jobs or 11 percent.

New Mexico retail trade employment is expected to grow by 31,000 jobs or 21 percent between 2000 and 2010. Within the retail trade sector, eating and drinking places will add 17,200 jobs, 31 percent growth over the decade. Even though tourism related activity in the state has subsided from the brisk pace of the early 1990s, visitors to New Mexico will still lend strength to job growth in eating and drinking places. The general merchandise sector, which includes expanding chains such as Wal-Mart and Target, will show growth of 4,200 or 23 percent, as these stores add grocery components.

Food store employment is not expected to grow. The closure of Furr's Supermarkets caused an initial decline in jobs in this subsector but will slowly increase as new supermarkets open to replace these stores. Food stores have added a variety of departments in recent years, and the addition of more labor intensive services (such as delicatessen foods and fully-prepared take-home meals) and the lengthening of business hours will result in modest demand for more workers in this industry. Auto dealers and service stations are also projected to increase very slowly.

### **Finance, Insurance and Real Estate**

Employment in finance, insurance and real estate (FIRE) is expected to increase by 6,100 jobs or 19 percent from 2000 to 2010. FIRE jobs will rise from 32,300 in 2000 to 38,400 in 2010. The relatively modest growth in the FIRE sector can be attributed to consolidations of banking functions due to acquisitions in the banking industry. The national FIRE sector will grow by 687,000 jobs or about 9 percent from 2000 to 2010.

The insurance industry is expected to increase by 1,900 jobs or 32 percent. The insurance industry will benefit from some large call centers that are classified within the insurance industry.

The banking industry is expected to grow by 300 jobs or 3 percent over the next ten years. Employment in nondepository institutions is expected to grow by 1,100 jobs or 29 percent.

The real estate sector is expected to perform fairly well, with job growth of 1,800 or 24 percent over the forecast horizon. Steady population, job, and personal income growth as well as an increase in housing purchases due to the difficulties in the stock market will result in respectable employment growth in the sector.

### **Services**

Growth in the services industry is expected to account for more than half of total statewide growth from 2000 to 2010, with a net increase of 89,200 or 27 percent. Services employment will rise from 324,800 in 2000 to 414,000 in 2010. This sector takes in a slightly larger share of total employment: services accounted for about 40 percent of total nonagricultural employment in 2000, rising to 42 percent in 2010. The projection of national service sector growth for the forecast period is 12.9 million new jobs for 33 percent growth, with business, health and education services continuing to contribute much of the growth.

Business services will grow by 15,300 or about 38 percent over the forecast period. The location of teleservicing and telemarketing call centers in the Albuquerque and Las Cruces metropolitan areas as well as Moriarity and Silver City will help keep this a vibrant sector. In addition to the heavy concentration of call center employment, personnel supply services and computer and data processing services will show healthy growth. Amusement and recreational services will increase by 3,200 jobs or 26 percent.

The health services industry, although slowing somewhat from its recent history in terms of growth rate, still represents the third largest absolute increase in employment within the services sector, with 20,000 new jobs added for growth above the statewide average at 30 percent. Two of the largest employers in the state health care industry, Lovelace and Presbyterian Health Services, have adopted employment policies that will place them on slower growth paths. The transition to managed care under the state Medicaid program has been rocky for the University of New Mexico Hospital, which has privatized some functions in an attempt to cut costs. The fastest growth within the health services industry will occur in outpatient care facilities, as the cost control imperatives of managed care result in an increasing shift away from hospitals and toward outpatient care. The fairly strong forecast for health services growth assumes that the Medicare reimbursement issue is resolved.

Educational services will increase by 26,300 or 29 percent over the ten-year forecast period. Strong growth is expected for elementary and secondary schools as well as community colleges and vocational schools as the need for a more skilled and literate workforce intensifies.

The hotels and lodging subsector will continue to grow, but at a rate somewhat below the statewide average. Hotels and lodging places, like eating and drinking places in the trade sector, rely heavily on tourism. The New Mexico Tourism Division has received substantial appropriations for tourism

promotion from the New Mexico Legislature in recent years, and has adopted an aggressive and expanded plan to promote New Mexico as a tourist destination. It is expected that increased expenditures for promotion will result in a continuing increase in visitors and a consequent improvement in tourist related employment.

Social services employment is projected to increase by 35 percent, rising from 27,300 in 2000 to 36,800 in 2010. Residential care facilities (both nursing and long term) and childcare providers are included in the social services category. Both of these sectors are expected to grow briskly over the forecast period, as population trends resulting in some “bunching up” of the population at the older and younger age categories. The membership organizations category will add 1,300 jobs for growth of 11 percent, from 12,700 in 2000 to 14,000 in 2010.

**Table 8 - Employment Projections  
By Major Occupational Category – New Mexico 2000-2010**

Occupation Title	2000 Annual Emplmt.	2010 Projected Emplmt.	Emplmt Change 2000-2010	Percent Change 2000-2011	Total Annual Openings
Management	61,180	74,470	13,290	22%	2,400
Business & Financial Operations	24,460	29,300	4,840	20%	930
Computer & Mathematical	19,010	29,270	10,260	54%	1,200
Architecture & Engineering	22,830	26,400	3,570	16%	830
Life, Physical and Social Science	10,560	12,580	2,020	19%	530
Community & Social Services	10,720	14,380	3,660	34%	530
Legal	6,490	7,120	630	10%	120
Education, Training and Library	54,830	72,790	17,960	33%	2,940
Arts, Design, Entertainment, Sports & Media	8,150	10,170	2,020	25%	360
Healthcare Practitioners and Technical	39,480	51,200	11,720	30%	1,990
Healthcare Support	19,190	25,620	6,430	34%	980
Protective Service	19,080	23,400	4,320	23%	970
Food Preparation & Serving Related	70,920	88,330	17,410	25%	4,940
Building & Grounds Cleaning & Maintenance	29,270	36,530	7,260	25%	1,320
Personal Care & Service	25,400	31,970	6,570	26%	1,360
Sales & Related Occupations	80,790	96,420	15,630	19%	4,170
Office & Administrative Support	124,360	139,980	15,620	13%	4,220
Farming, Fishing & Forestry	4,400	4,490	90	2%	120
Construction & Extraction	60,990	75,060	14,070	23%	2,690
Installation, Maintenance & Repair	34,220	39,330	5,110	14%	1,290
Production	37,240	43,370	6,130	16%	1,510
Transportation & Material Moving	48,730	55,570	6,840	15%	1,800

**Government**

Employment growth in the government sector is expected to lag the all-industry pattern for the state, mostly due to weakness in federal government employment. The government category used in the occupational projections is confined to administration and public safety and excludes almost all direct production and service functions of the government. Government construction, the US Postal Service, public transportation, public utilities, public education and health services functions are allocated to appropriate categories.

Federal civilian employment at White Sands Missile Range has been cut back significantly in the course of the 1990s. Federal government growth will be held to 1,500 jobs or 7 percent growth over the forecast period.

State government employment will rise in New Mexico at less than the all-industry average, with growth expected at 2,300 jobs or 18 percent. Much of the state government increase over the forecast period will be in higher education (counted under educational services for the occupational projections), but general state government administration will also add jobs.

The local government sector will add 4,500 jobs for an increase of 16 percent. Two major components usually considered under the rubric of local government have been allocated to the services sector in order to arrive at a more appropriate occupational distribution: public education (allocated to educational services), and Indian tribal casinos (allocated to amusement and recreational services). Although casino employment has been allocated to amusement and recreational services for this forecast, revenues from the Indian-owned casinos will make it possible for the Indian tribes and pueblos to offer more services and to expand employment in the tribal and Pueblo governments.

### **Occupational Projections**

The occupational patterns that have existed in New Mexico in recent years are expected to shift somewhat over the 2000-2010 period. Slower employment growth, shifting industrial trends, and technological advances are the primary reasons for these shifts. Other factors affecting occupational trends include differences in the size and age structure of the population, changes in business practices, and economic factors.

One of the occupational groups requiring the highest levels of education - computer and mathematical occupations - is expected to increase more rapidly than the overall average. Management and business and financial operations occupations, the other group requiring the highest educational level, will grow close to the state rate. Two sectors that have seen substantial growth are call centers for financial, retail trade, and computer related firms and the manufactured housing industry, which is expected to establish a presence in the New Mexico economy over the forecast period.

The single greatest number of new jobs will occur in education, training and library occupations as the demand for a more highly educated population increases. Architecture and engineering and life, physical and social science occupations are expected to grow just below the average. Technological innovations accelerate the demand for highly educated workers in a variety of fields. Demand for community and social services occupations will also remain strong, growing faster than the average. Legal occupations are expected to grow much slower than the average.

Food preparation and service related occupations are expected to grow slightly above the average. Sales and related occupations will grow slightly below the average. Population growth, personal income and tourism are expected to grow somewhat more slowly than in the first half of the 1990s, but will increase the volume of goods and services sold in New Mexico at a moderate but steady pace. Employment in the office and administrative support occupations, including clerical occupations, is expected to grow more slowly than the overall average due to technological improvements and greater utilization of office automation.

Health care practitioners, technical and support occupations are expected to grow faster than the average due to an increase in the population as well as an increasing shift in population age. Health care related occupations are on the rise nationally as well as statewide.

The growth rate in the arts, design, entertainment, sports, and media; protective service; building and grounds cleaning and maintenance; and personal care and service occupations will be slightly higher than the statewide average.

Installation, maintenance and repair; production; and transportation and material moving occupations will grow more slowly than the average. Technological improvements will result in slower employment growth in occupations that rely heavily on mechanized or automated equipment. The rapid increase in employment in high technology durable goods manufacturing experienced in the early to middle 1990s flattened in the second half of the decade, although high technology manufacturing is again experiencing growth. Construction and extraction occupations will grow at about the average. Construction increased rapidly in the 2000-2002 period due to large highway construction projects but will taper off into a more typical growth rate.

**Current New Mexico Labor Force Statistics**

New Mexico's seasonally adjusted unemployment rate was 6.1 percent in September 2003, unchanged from last month's rate. New Mexico's unemployment rate has increased over the year from a rate of 5.5 percent last September. Nationally the unemployment rate also remained at 6.1 percent, the same as New Mexico's rate.

<b>FASTEST GROWING OCCUPATIONS</b>		
<b>New Mexico, 2000-2010</b>		
<b>(Occupations with over 100 workers)</b>		
Rank	Occupation Title	% Change 2000-2010
1	Computer Support Specialists	85%
2	Computer Software Engineers	68%
3	Social & Human Service Assistants	61%
4	Special Education Teachers, Preschool, Kindergarten, & Elementary School	54%
5	Speech-Language Pathologists	51%
6	Respiratory Therapists	50%
7	Cardiovascular Technologists & Techs	50%
8	Diagnostic Medical Sonographers	49%
9	Medical Assistants	49%
10	Physical Therapist Aides	49%

**Table 9 - New Mexico Seasonally Adjusted Unemployment Rate**

New Mexico Seasonally Adjusted	Preliminary Sep 2003	Revised		Change From	
		Aug. 2003	Sep. 2002	Aug 2003	Sep. 2002
Civilian Labor Force	900,400	898,700	880,300	+1,700	+20,100
Employment	845,500	844,300	831,900	+1,200	+13,600
Unemployment	54,900	54,400	48,400	+ 500	+ 6,500
Rate	6.1%	6.1%	5.5%		
Rate (not seasonally adjusted)	5.9%	6.0%	5.4%		

The September employment count increased by 3,600 jobs compared to August. The increase was on the low side of what was expected, but was similar to last year's trend. In September, state and local government added jobs at schools and colleges around the state, almost returning to employment levels set prior to the summer break. Private educational services also added jobs during the month. Offsetting the gains were seasonal losses in the leisure & hospitality industry and job losses in other services. The other services industry includes summer youth camps and the Philmont Scout Ranch in Northern New Mexico. Other non-seasonal industries mostly lost a small number of jobs in September. The opening of two new Wal-mart supercenters in the southern part of the state last month did not add enough employment to stop the loss of 600 retail trade jobs in September, which is never a strong month for retail employment.

New Mexico's over-the-year job growth was 1.6 percent in September 2003 – a gain of 12,000 jobs since last year. The state's rate of job growth, while not particularly strong, remains one of the highest in the nation. We were third highest along with Hawaii. The two fastest growing states were Nevada and Georgia. Nationally the economy has lost 507,000 jobs over the year and is down by 0.4 percent.

In New Mexico, manufacturing is the only industry to have lost a large number of jobs. The industry is currently down 1,300 since last year, a 3.3 percent drop. The job losses are not a new happening; the industry is down 3,300 jobs from two years ago, and down 5,300 jobs from three years ago.

Four other industries have lowered the overall rate of job growth by not adding any employment since last year. These industries are wholesale trade; transportation, warehousing & utilities; information; and professional & business services. Most of these industries have been weak for a while, except for professional & business services, which has shed a number of jobs this summer. The closure of the Stream International call center in Silver City in July caused the loss of hundreds of jobs. A number of employee leasing establishments also have reduced employment below last year's levels. The only component of professional & business services that has added employment is professional, scientific, & technical services, which includes scientific research and development.

Construction has recently overtaken educational & health services to become the state's fastest growing industry, having not long ago been one of the state's weakest industries. As of September 2003, employment in the construction industry was up 3,000 jobs from a year ago, a 6.6 percent increase. Despite interest rates that have increased from record low levels, residential construction remains very strong. Even in the hardest hit non-residential building and heavy and civil engineering components, employment levels have recovered from the worst of the industry's job losses. Specialty trade contractors, which is the largest industry component, has increased 8.7 percent. This component

includes the subcontractors that are typically employed by homebuilders for specific activities such as site preparation and electrical work.

The state's largest private industry, educational & health services, continues to add the most jobs, increasing 4,700 jobs since this time last year, growing 4.9 percent. The home health services component started expanding in the summer of 2000 and has since tripled in size. Over the last year, home health services added 2,100 jobs. Home health care employers are expanding services in response to Medicaid funding for the personal care option, hiring caregivers to care for qualifying Medicaid recipients with self-care limitations. The effect has been to create hundreds of new part-time jobs in communities throughout the state. Other components of educational & health services have also increased employment faster than most other industries. Social assistance, which includes privately run agencies providing assistance directly to clients such as youth services and child day care, has increased 6.5 percent over the year, adding 1,200 jobs.

In July natural resources & mining ended an almost two-year streak of jobs losses. Earlier this year the industry had been down almost 2,000 jobs. The industry has since become the state's third fastest growing industry, up 2.9 percent from last year's relatively low level. Sustained higher prices for both oil and natural gas are responsible for the industry's improvement. Still, the industry remains well below its 1990 employment level.

The leisure & hospitality industry added 1,800 jobs since last year. Most of the jobs were at full-service restaurants, which increased 1,200 compared to the same time last year. Retail trade employment has grown at a rate that is below the overall rate of job growth in the state, with weakness in most components except for general merchandise stores.

The over-the-year growth of government employment has recently slowed to the lowest level since Census 2000 employment ended. Government employment had kept the state's economy strong for a while but has recently grown more slowly than the private sector. Total government jobs have increased 0.7 percent since last year, adding just 1,400 jobs. Federal employment has fallen by 400 jobs, while local government has increased just 600 jobs. State government employment has fared a little better and has increased 1,200 jobs.

**Table 10 - Nonagricultural Wage and Salary Employment  
Seasonally Adjusted**

New Mexico	Preliminary Oct 03	Revised Sep 03	Monthly Change
Total Nonagricultural Employment 1/	778,300	778,500	-200
Natural Resources and Mining	14,100	13,900	200
Construction	47,400	47,400	0
Manufacturing	36,500	35,900	600
Trade, Transportation & Utilities	136,500	136,800	-300
Information (not seasonally adjusted)	16,000	16,500	-500
Financial Activities	34,300	34,300	0
Professional & Business Services	88,700	89,100	-400
Educational & Health Services	99,400	98,900	500
Leisure & Hospitality	81,700	82,500	-800
Other Services	29,400	29,500	-100
Government	194,300	193,700	600

**Population Characteristics**

New Mexico's population was at 1,819,046 in 2000 for a growth of five percent over 1999 and eight percent over 1995. Slower population growth, and the concurrent aging of the population, is a national trend. Yet, in comparison, New Mexico is growing more quickly than the United States as a whole.

New Mexico has a higher percentage of minorities than the nation as a whole. The different ethnic groups in New Mexico have varying age structures and rates of growth. These differences will significantly change the ethnic and racial composition of New Mexico in the future. The White group, which made up 53 percent of the total population in 1980 but dropped to 50.5 percent in 1990, and nearly 45 in percent 2000, has the oldest age structure with a low and declining fertility rate. The Hispanic fertility rate, although declining, is significantly higher than the White group. The Hispanic share of total population increased from 36.6 percent in 1980 to 38.4 percent in 1990 and to 42.1 percent in 2000. Native American, Black, and Asian-Pacific Islander populations are also growing more quickly than Whites and claiming a larger proportion of total population. In 2000, the Non-White group made up 55.3 percent of the population. New Mexico has traditionally been a state where minorities comprise a majority of the population.

**Per Capita Income: New Mexico vs National**

The U.S. Bureau of Economic Analysis (BEA) released revised estimates of State personal income for 2001-2002.

For the Nation, personal income increased 2.8 percent in 2002. Alaska led the nation in personal income growth, at 5.3 percent, and New York had the slowest personal income growth, at 0.8 percent. Almost four fifths of the States had personal income growth that was greater than or equal to the national growth rate.

New Mexico ranked second nationally in personal income growth. New Mexico's personal income growth was steady, increasing 5.1 percent in 2002. In the Southwest region, personal income growth averaged 2.7 percent in 2002. Growth in the Mountain West region was even slower, at 2.3 percent.

New Mexico's per capita personal income was \$23,941 in 2002, a 3.7 percent increase from the 2001 level of \$23,081. New Mexico ranked 47th in per capita personal income in 2002 and in 2001. Three states in the southeastern US had lower per capita income than New Mexico: Arkansas (\$23,5120, West Virginia (\$23,688) and Mississippi 9 \$22,3730. Per capita personal income is calculated by dividing the personal income estimate for the area by total population.

<b>Personal Income Growth</b> 2001 - 2002	
<b>New Mexico</b>	<b>5.1%</b>
Arizona	4.0%
Oklahoma	3.2%
Southwest	2.9%
United States	2.8%
Texas	2.2%

*Source: BEA, Apr. 2003.*

**Table 11 - Per Capita Personal Income & Growth**

	1999	Revised 2000	2001	Change From 2002	2001-2002
New Mexico	\$20,920	\$21,883	\$23,081	\$23,941	3.7%
United States	\$27,859	\$29,481	\$30,413	\$30,941	1.7%

*Source: U.S. Bureau of Economic Analysis, Oct. 2003.*

### The Virtual One-Stop System (VOSS) – A Data Collection System

The New Mexico Department of Labor (NMDOL) is mandated under WIA to deliver accurate and timely reports to the federal government. The Department determined that an older data collection system known as AWSES, or America's Workforce Solutions Employment Services, no longer provided the necessary hardware and software to accomplish the Department's mandated responsibility. In 2001, organizational plans and procedures were set in motion to make the transition to a new system. In October 2002, NMDOL turned off its existing workforce data collection and reporting system (AWS) and turned on the "Geo Solutions System" now known as NMVOSS.

The Department contracted with Geographical Solutions, Inc. to develop and implement a comprehensive one-stop Internet based system that would provide a full range of services to individuals, employers, training providers and WIA staff. This system, which includes a design to carry Wagner-Peyser activities, can help New Mexicans find a job, create a resume, seek education and training opportunities, and find labor market information. Employers can analyze the labor market, determine competitive starting salaries, review suitable training institutions and providers, place job orders and find suitable candidates. NMVOSS provides increased accountability across all WIA sectors, from NMDOL to workforce partners and agencies, and is available 24 hours a day, seven days a week.

The VOSS allows for a common intake of data in the following areas:

- Labor Exchange
- Veterans
- Migrant Seasonal Farm workers
- Re-employment Services

- Rapid Response
- TAA/NAFTA
- Case Management
- WIA Enrollment Tracking
- Service Tracking
- Individual Funds Tracking (future application)

The system allows training providers and institutions to list a variety of training opportunities for eligible WIA customers. The Virtual One Stop system automates case management services for staff and one-stop operators, allowing them to efficiently assist job seekers, employers and providers. In addition to the core and intensive services delivered by the system, it also provides NMDOL management, State and Local Workforce Development Boards, and other service providers access to key reporting features and information for improving service delivery and enhancing performance.

As of December 1, 2003, all applications are working. While problems with the system continue to be reported, about 95% of the reported problems have been corrected. Testing of the new system continues, as well as, the enhancement capabilities which include the installation of the Individual Financial Accounts (IFA) tracking piece. The IFA enhancement element will allow Local Boards to track program funds. Additional enhancement capabilities will be incorporated into VOSS. A Help Desk provides users with system problem solving and some training. Most of the One Stop locations were visited to ensure that computers were set up properly. However, some rural areas of the state report connectivity problems, which are being addressed. But overall, the VOSS system is proving to be successful in 3 out of the 4 Local Board Areas.

#### Data Collection & Entry Methodology

In January 2003, NMDOL set out to improve the implementation of the VOSS

System and ensure that participant data and training activities were captured and validated. Some of these activities included issuing a directive that the VOSS System would be the only WIA supported system for the state, forming a Stakeholder's VOSS Action Committee to set VOSS priorities, policies, and timelines for data cleanup, and bringing WIA entities together to discuss issues related to the transfer of old participant files. It also involved appointing key technical and program staff from NMDOL to support the development and implementation of the VOSS system. Finally, the Department carried out a massive statewide data entry effort. Staff from the four Local Boards, training providers, WIA One Stop Staff and NMDOL Staff, including Employment Security, Job Training Division and the MIS Bureau entered data for the Annual Report. The MIS Bureau followed a detailed and rigorous implementation plan that included goals and constraints, data verification and validation, analysis and design.

Participant files were manually checked and rechecked to ensure that they contained all the necessary documentation. Data already entered into the VOSS system had to be "cleaned up" in order to assure that the numbers reflecting performance were accurate. The data entry and clean up initiative was a major collective and collaborative effort across the state which allowed the State to meet its obligations on reporting. The US Department of Labor through the regional office of ETA assisted by providing training, technical support and technical assistance funding.

All local office One-Stop operator staff, local Workforce Development Board members and WIA programs managers received training. The sessions included: Crystal Report Training; Enhancing Performance Outcomes for Adults, Dislocated Workers, and Youth (Policy Research Associates (SPRA); VOSS System training (GEO); Advanced Crystal Report Training at New Horizons; VOSS System training to local boards and youth providers (provided jointly by USDOL, ESD, MISB & JTD; Joint WIA Stakeholders & GEO VOSS Workshop.

### Meeting Our Goals

About 95% of all statewide Youth participant data is actually in VOSS. Youth Providers statewide have made an exceptional effort to have their participant information entered and cleaned up in order to meet our Annual report deadline. Three of four Local Boards (Southwest, Eastern and Central) have accepted VOSS as the State's data collection system for WIA and have trained their staff accordingly including their Youth Providers.

The VOSS System application was demonstrated before several key groups including the New Mexico Legislative Finance Committee's Welfare Reform Subcommittee, the New Mexico Lieutenant Governor's Office, the NM Department of Corrections, the full Legislative Finance Committee, several State Department Cabinet Secretaries, and the State Workforce Development Board. Finally, the system was demonstrated at the National Association of State Workforce Agencies (NASWA) in Portland, Oregon.

The NMVOSS system is 100% functional. The Department continues to pursue the following goals:

- Ensure the system is functioning 100%
- Ensure the paper files match the data in NMVOSS
- Ensure duplicates records are removed
- Ensure records are cleaned
- Ensure that timely and accurate federal reports and WIASRD are produced

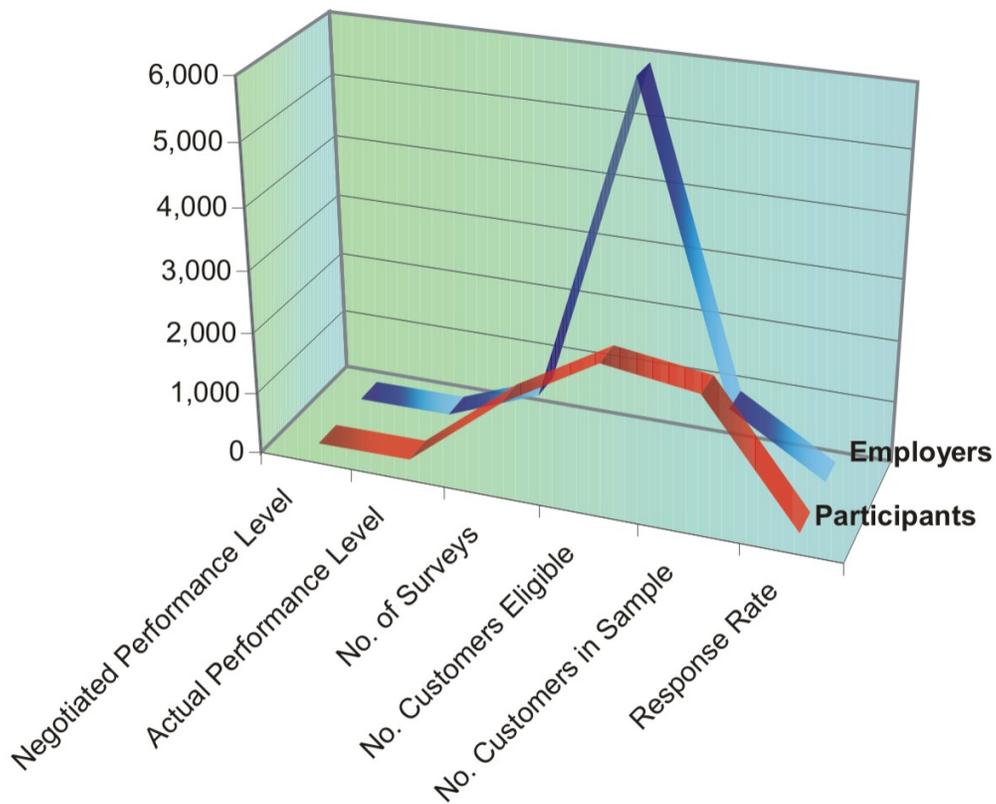
### WIA in New Mexico – Table of Performance Measures

The following Tables of Performance Measures reflect WIA activity in New Mexico. As seen from the figures, New Mexico has met or exceeded the performance levels negotiated with the federal Government. Some of the more favorable outcomes have been Employment Retention rates of 80% or better as reflected in Table 14. In the Dislocated Worker Program, the Employment Retention rate was 84.6% and the Earnings Replacement in 6 months far exceeded the negotiated 93% rate. Table 21, Younger Youth Results At-A-Glance, shows that New Mexico exceeded all three negotiated performance levels. Table 23 is another example of WIA working in New Mexico. Other Reported Information figures show the overall 12-month employment retention rate as 75.8%; for Dislocated Workers the figure is 81.8% and Older Youth reflects 70% retention rate.

The data below indicates that WIA funds were used to meet targeted populations, especially those requiring the most assistance. WIA plays an integral part in enhancing the working future of New Mexicans, many of whom benefited from training opportunities and job placement. Table 12 indicates that WIA participants on an average earned a higher wage after completing their individualized WIA training plan.

**Table 12 - Workforce Investment Act Customer Satisfaction Results**

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	65	76	1,308	2,212	2,000	65.4
Employers	65	73	678	5,976	1,000	67.8



**Table 13 - Adult Program Results At-A-Glance**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate (%)	70	72.5	855 1,179
Employment Retention Rate (%)	77	77.7	826 1,063
Earnings Change in Six Months	2,750	2,265	2,156,546 952
Employment & Credential Rate (%)	53	42.8	506 1,182

**Table 14 - Outcomes for Adult Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
	67	67	74.1	63	46.2	6	61.7	29
Entered Employment Rate (%)		100		85		13		47
Employment Retention Rate (%)	81.3	61	75.3	55	80	8	69.4	25
Earnings Change in Six Months	3,565	246,015	2,771	160,720	3,157	31,572	235	6,820
Employment & Credential Rate (%)		69		58		10		29
	32.5	27	51.6	48	13.3	2	45.9	17
		83		93		15		37

**Table 15 - Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate (%)	73.3	715	68.6	1405
		975		204
Employment Retention Rate (%)	77.0	680	81.1	146
		883		180
Earnings Replacement Rate (%)	2,359	1,839,962	1,841	316,584
		780		172

**Table 16 - Dislocated Worker Program Results At-A-Glance**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate (%)	77.0	71.1	650
			914
Employment Retention Rate (%)	88.0	84.6	550
			650
Earnings Change in Six Months	93.0	139.2	5,449,678
			3,915,724
Employment & Credential Rate (%)	53.0	54.2	371
			684

**Table 17 - Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate (%)	69.4	77	50.0	8	52.1	38	61.65	8
		111		16		73		13
Employment Retention Rate (%)	79.2	61	100.0	8	78.9	30	87.5	7
		77		8		38		8
Earnings Change in Six Months		650,225		34,980		223,243		55,703
	124.2	523,716	86.0	40,661	74.3	300,330	590.8	9,429
Employment & Credential Rate (%)	57.0	53	26.7	4	46.7	21	50.0	5
		93		15		45		10

**Table 18 - Other Outcome Information for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services	Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate (%)	73.8	506	145
		684	230
Employment Retention Rate (%)	83.0	419	131
		505	145
Earnings Replacement Rate (%)	137.7	4,164,427	1,285,251
		3,024,542	891,182

**Table 19 - Older Youth Results At-A-Glance**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate (%)	64.0	54.1	46 85
Employment Retention Rate (%)	71.0	73.2	41 56
Earnings Change in Six Months	2,475	2,127	108,452 51
Employment & Credential Rate (%)	55.0	51.3	58 113

**Table 20 - Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
Entered Employment Rate (%)	37.5	6	0.0	0	33.3	1	43.4	36
		16		1		3		83
Employment Retention Rate (%)	71.4	5	0.0	0	66.7	2	72.5	29
		7		1		3		40
Earnings Change in Six Months	2,564	15,385	0.0	0	1,696	3,391	2,043	77,618
		6		1		2		38
Employment & Credential Rate (%)	30.0	6	0.0	0	62.5	5	54.2	45
		20		1		8		83

**Table 21 - Younger Youth Results At-A-Glance**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	77	77.0	1,369 1,777
Diploma or Equivalent Attainment Rate	55	66.4	75 113
Retention Rate	44	47.9	137 286

**Table 22 - Outcomes for Younger Special Populations**

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out-of-School Youth	
Skill Attainment Rate	77.1	189	76.3	100	82.2	157
		245		131		191
Diploma or Equivalent Attainment Rate	57.1	20	42.9	6	47.8	22
		35		14		46
Retention Rate	49.1	27	54.5	12	51.9	68
		55		22		131

**Table 23 - Other Reported Information**

Reported Information	12 Months Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages at Entry into Employment for Those Individuals who Entered Employment Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of those who Completed Training Services	
Adults	75.8	125	2,762	397,721	2.2	19	3,571	2,789,251	44.3	47
		165		144		855		781		106
Dislocated Workers	81.8	440	1,670.1	5,268,922	2.8	18	4,659	2,660,157	17.6	24
		538		315,480		650		571		136
Employment & Credential Rate (%)	72	18	2,980	74,509	8.7	4	1,571	69,120	NA	NA
		25		25		46		44		NA

**Table 24 - Participation Levels**

Reported Information	Total Participants Served	Total Exiters
Adults	4,759	1,836
Dislocated Workers	3,632	1,060
Older Youth	390	84
Younger Youth	3,011	799

**Table 25 - Cost of Program Activities**

Program Activity		Total Federal Spending
Local Adults		7,178,930
Local Dislocated Workers		3,797,688
Local Youth		2,446,784
Rapid Response (up to 25%) 134 (a) (2) (A)		1,677,160
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		5,902,981
<b>Statewide Allowable Activities 134 (a) (3)</b>	<b>Program Activity Description</b>	Training Assistance 106,438
		Incumbent Worker Training 43,979
		Local Youth Assistance 48,095
<b>Total of all Federal Spending Listed Above</b>		<b>\$21,202,055</b>

## Acknowledgements

This annual report is submitted on behalf of the State of New Mexico and Governor Bill Richardson

The following individuals and/or entities are acknowledged for the contributions they made in the development of this report.

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Jimmie Shearer, Chair

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### Southwest Workforce Development Board Staff

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### Central Workforce Connection Board Staff

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James Kloeppe and Ramona Chavez

### Northern Workforce Development Board Staff

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Financial Management Bureau  
Dee Dickson & Richard Montes, NMDOL

Geographic Solutions

United States Department of Labor  
Maxine Bradley, Robin Foote, Ray Gonzales

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## WIA Annual Report Data

State Name: **NM**

Program Year: **2002**

**Table A: Workforce Investment Act Customer Satisfaction Results**

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	65	76	1,308	2,212	2,000	65.4
Employers	65	73	678	5,976	1,000	67.8

**Table B: Adult Program Results At-A-Glan**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	70	72.5	855
			1,179
Employment Retention Rate	77	77.7	826
			1,063
Earnings Change in Six Month	2,750	2,265	2,156,546
			952
Employment and Credential Rate	53	42.8	506
			1,182

**Table C: Outcomes for Adult Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	67	67	74.1	63	46.2	6	61.7	29
		100		85		13		47
Employment Retention Rate	81.3	61	75.3	55	80	8	69.4	25
		75		73		10		36
Earnings Change in Six Months	3,565	246,015	2,771	160,720	3,157	31,572	235	6,820
		69		58		10		29
Employment and Credential Rate	32.5	27	51.6	48	13.3	2	45.9	17
		83		93		15		37

**Table D: Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	73.3	715	68.6	140
		975		204
Employment Retention Rate	77	680	81.1	146
		883		180
Earnings Change in Six Months	2,359	1,839,962	1,841	316,584
		780		172

**Table E: Dislocated Worker Program Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	77	71.1	650
			914
Employment Retention Rate	88	84.6	550
			650
Earnings Replacement in Six Months	93	139.2	5,449,678
			3,915,724
Employment and Credential Rate	53	54.2	371
			684

**Table F: Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	69.4	77	50	8	52.1	38	61.5	8
		111		16		73		13
Employment Retention Rate	79.2	61	100	8	78.9	30	87.5	7
		77		8		38		8
Earnings Replacement Rate	124.2	650,225	86	34,980	74.3	223,243	590.8	55,703
		523,716		40,661		300,330		9,429
Employment And Credential Rate	57	53	26.7	4	46.7	21	50	5
		93		15		45		10

**Table G: Other Outcome Information for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	73.8	505	63
684			230	
Employment Retention Rate	83	419	90.3	131
		505		145
Earnings Replacement Rate	137.7	4,164,427	144.2	1,285,251
		3,024,542		891,182

**Table H: Older Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	64
Employment Retention Rate	71	73.2	85
			41
Earnings Change in Six Months	2,475	2,127	56
			108,452
Credential Rate	55	51.3	51
			58
			113

**Table I: Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	37.5	6 16	0	0 1	33.3	1 3	43.4
Employment Retention Rate	71.4	5 7	0	0 1	66.7	2 3	72.5	29 40
Earnings Change in Six Months	2,564	15,385 6	0	0 1	1,696	3,391 2	2,043	77,618 38
Credential Rate	30	6 20	0	0 1	62.5	5 8	54.2	45 83

**Table J: Younger Youth Results At-A-Glance**

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	77
Diploma or Equivalent Attainment Rate	55	66.4	75 113
Retention Rate	44	47.9	137 286

**Table K: Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	77.1	189	76.3	100	82.2	157
		245		131		191
Diploma or Equivalent Attainment Rate	57.1	20	42.9	6	47.8	22
		35		14		46
Retention Rate	49.1	27	54.5	12	51.9	68
		55		22		131

**Table L: Other Reported Information**

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	75.8	125	2,762	397,721	2.2	19	3,571	2,789,251	44.3	47
		165		144		855		781		106
Dislocated Workers	81.8	440	1,670.1	5,268,922	2.8	18	4,659	2,660,157	17.6	24
		538		315,480		650		571		136
Older Youth	72	18	2,980	74,509	8.7	4	1,571	69,120		
		25		25		46		44		

**Table M: Participation Levels**

	<b>Total Participants Served</b>	<b>Total Exiters</b>
<b>Adults</b>	<b>4,759</b>	<b>1,836</b>
<b>Dislocated Workers</b>	<b>3,632</b>	<b>1,060</b>
<b>Older Youth</b>	<b>390</b>	<b>84</b>
<b>Younger Youth</b>	<b>3,011</b>	<b>799</b>

**Table N: Cost of Program Activities**

<b>Program Activity</b>		<b>Total Federal Spending</b>
<b>Local Adults</b>		<b>\$7,178,930.00</b>
<b>Local Dislocated Workers</b>		<b>\$3,797,688.00</b>
<b>Local Youth</b>		<b>\$2,446,784.00</b>
<b>Rapid Response</b> (up to 25%) 134 (a) (2) (A)		<b>\$1,677,160.00</b>
<b>Statewide Required Activities</b> (up to 25%) 134 (a) (2) (B)		<b>\$5,902,981.00</b>
<b>Statewide Allowable Activities</b> 134 (a) (3)	Training, assistance	<b>\$106,438.00</b>
	Incumben worker training	<b>\$43,979.00</b>
	Local youth assistance	<b>\$48,095.00</b>
<b>Total of All Federal Spending Listed Above</b>		<b>\$21,202,055.00</b>

# WIA Annual Report Data

State Name: NM

Program Year: 2002

Table O: Summary of Participants

Local Area Name: Central Area Workforce Investment Board	Total Participants Served	Adults	918
		Dislocated Workers	1,510
		Older Youth	98
		Younger Youth	268
	Total Exiters	Adults	323
		Dislocated Workers	445
		Older Youth	3
		Younger Youth	8

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	76
	Employers	66	73
Entered Employment Rate	Adults	69	76.5
	Dislocated Workers	83	80.8
	Older Youth	67	46.2
Retention Rate	Adults	78	78.5
	Dislocated Workers	89	88.1
	Older Youth	72	100
	Younger Youth	45	49.4
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,160	1,769
	Dislocated Workers	93	152.5
	Older Youth (\$)	2,585	1,338
Credential / Diploma Rate	Adults	54	47.9
	Dislocated Workers	54	62.2
	Older Youth	56	47.1
	Younger Youth	56	0
Skill Attainment Rate	Younger Youth	78	94.1
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	4	4	9

# WIA Annual Report Data

State Name: **NM**

Program Year: **2002**

**Table O: Summary of Participants**

<b>Local Area Name:</b> Eastern Area Workforce Development Board	<b>Total Participants Served</b>	Adults	816
		Dislocated Workers	559
		Older Youth	61
		Younger Youth	697
	<b>Total Exiters</b>	Adults	367
		Dislocated Workers	174
		Older Youth	27
		Younger Youth	248

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	76
	Employers	66	73
Entered Employment Rate	Adults	69	76.5
	Dislocated Workers	73	73.3
	Older Youth	63	71.4
Retention Rate	Adults	78	79.7
	Dislocated Workers	89	90.1
	Older Youth	72	58.8
	Younger Youth	45	57.5
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,803	2,868
	Dislocated Workers	88	201.3
	Older Youth (\$)	2,114	1,842
Credential / Diploma Rate	Adults	54	55.2
	Dislocated Workers	54	59.6
	Older Youth	56	75.9
	Younger Youth	56	97.7
Skill Attainment Rate	Younger Youth	78	75.9
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Exceeded
		3	14

# WIA Annual Report Data

State Name: **NM**

Program Year: **2002**

**Table O: Summary of Participants**

<b>Local Area Name:</b> Northern Area Local Workforce Development Board	<b>Total Participants                  Served</b>	Adults	1,801
		Dislocated Workers	747
		Older Youth	154
		Younger Youth	989
	<b>Total Exiters</b>	Adults	714
		Dislocated Workers	237
		Older Youth	38
		Younger Youth	288

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	76
	Employers	66	73
Entered Employment Rate	Adults	68	65.5
	Dislocated Workers	78	60
	Older Youth	72	56.1
Retention Rate	Adults	78	77.6
	Dislocated Workers	89	76.2
	Older Youth	72	76.9
	Younger Youth	45	40.9
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,726	1,914
	Dislocated Workers	97	137.6
	Older Youth (\$)	2,687	2,762
Credential / Diploma Rate	Adults	54	20.8
	Dislocated Workers	54	29.6
	Older Youth	56	47.9
	Younger Youth	56	29.4
Skill Attainment Rate	Younger Youth	78	72.4
Description of Other State Indicators of Performance			
Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	6	5	6

# WIA Annual Report Data

State Name: NM

Program Year: 2002

**Table O: Summary of Participants**

<b>Local Area Name:</b> Southwestern Area Workforce Development Board	<b>Total Participants                  Served</b>	Adults	1,224
		Dislocated Workers	816
		Older Youth	77
		Younger Youth	1,057
	<b>Total Exiters</b>	Adults	432
		Dislocated Workers	204
		Older Youth	16
		Younger Youth	255

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	76
	Employers	66	73
Entered Employment Rate	Adults	73	80.5
	Dislocated Workers	74	69.1
	Older Youth	64	41.2
Retention Rate	Adults	78	75.3
	Dislocated Workers	89	81.5
	Older Youth	72	66.7
	Younger Youth	45	45.5
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,174	2,695
	Dislocated Workers	97	95
	Older Youth (\$)	2,575	932
Credential / Diploma Rate	Adults	54	67
	Dislocated Workers	54	59.2
	Older Youth	56	26.3
	Younger Youth	56	65.6
Skill Attainment Rate	Younger Youth	78	74.2
Description of Other State Indicators of Performance			
Overall Status of Local Performance		<b>Not Met</b>	<b>Met</b>
		3	6
		<b>Exceeded</b>	8