

Annual Performance Report

Workforce Information Grant for Program Year 2013

(July 2013 – June 2014)

September 2014

The New Mexico Department of Workforce Solutions (DWS), Economic Research and Analysis Bureau (ER&A) met or exceeded the workforce information objectives and grant deliverables for the Program Year 2013 for the Workforce Information Grant (29 CFR 97.40(b)(1)). This report summarizes all grantee activities and lists all the core deliverables and activities, as directed by Training Employment Guidance Letter (TEGL) 29 – 12 dated May 10, 2013.

i. Workforce information database (WIDb)

New Mexico continues to maintain the most current version of the WIDb (version 2.5) and populates all core tables in accordance with the Analyst Resource Center (ARC) guidelines and in a timely manner as required by the PY 2013 grant.

New Mexico's LMI database and delivery system, called LASER (Labor Analysis, Statistics and Economic Research) is maintained by GeoSolutions. The WIDb is an integrated part of the Virtual One-Stop System (VOSS), referred to as the New Mexico Workforce Connection, which is used by job seekers, employers, school counselors, researchers and state and local Workforce Development Boards.

Workforce Information Database tables we populate

Business Employment Dynamics
Building permits
Current employment statistics
Commuting patterns
Consumer Price Index
Educational Institutions
Employers
Income
Industry development
Industry employment projections
Industry employment and wages
Local Area Unemployment Statistics
Occupational licenses
Occupational employment, wages and projections

We also update non-standard tables including the O*Net database, Career Clusters, Pathways, Workkeys, and STEM occupations.

ii. Industry and occupational employment projections

This year, both long-and short-term industry and occupational projections were produced using the methodology, software tools, and guidelines developed by the Projections Workgroup and the Projections Managing Partnership. Statewide short-term occupational employment projections for 2013-2015 were completed and submitted ahead of the deadline. Long-term projections for the state's four workforce regions and four MSAs were also updated, covering the period 2012-2022.

Industry projections are available by going to <https://www.jobs.state.nm.us/vosnet/analyzer/results.aspx?session=indproj>.

Occupation projections are available by going to <https://www.jobs.state.nm.us/vosnet/analyzer/results.aspx?session=occproj>.

iii. Annual economic analysis and other reports

New Mexico produced a large number of publications during Program Year 2013 that meet the TEGL definition of a required product.

2014 State of the Workforce Report. This publication was published in November 2013 and meets the TEGL's definition of a statewide annual economic analysis report. It includes analyses of New Mexico's population; labor force participation and demographics; unemployment, income, wages, and poverty; educational attainment; and projected industry and employment growth. This document can be found at:

<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/2014SOTW.pdf>

Regional Review. This quarterly publication includes analysis of important labor force, industry, and occupational trends in the state and substate areas.

- Summer 2013: New Mexico's Senior Workforce
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/Regional_Review_Summer_2013.pdf
- Fall 2013: New Mexico Business Establishment Size
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/Regional_Review_Fall_2013.pdf
- Winter 2014: Talking about the Health Care Industry in New Mexico
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/Regional_Review_Winter_2014.pdf

- Spring 2014: Recessionary Effects on Female and Male Workers in New Mexico.
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/Regional_Review_Spring_2014.pdf

Veterans Profile. This annual publication analyzes the employment situation of New Mexico's veterans. It is used by policy makers, employers and workforce investment systems to provide targeted job assistance.

https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/2013_Veterans_Profile.pdf

Occupational Bulletin. This monthly publication was produced in Program Year 2013. It is geared towards economic developers, businesses and job seekers who are looking for information by occupational group.

- July 2013: Production Occupations
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/OccBulletin_July13.pdf
- August 2013: Legal Occupations
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/OccBulletin_Aug_2013.pdf
- September 2013: Personal Care and Service Occupations
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/OccBulletin_Sept13.pdf
- October 2013: Transportation and Material Moving Occupations
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/OccBulletin_Oct13.pdf
- November 2013: Arts, Design, Entertainment, Sports, and Media Occupations
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/OccBulletin_Nov13.pdf
- December 2013: Business and Financial Occupations
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/OccBulletin_Dec13.pdf
- January 2014: Community and Social Service Occupations
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/OccBulletin_Jan14.pdf

- February 2014: Information Technology Occupations
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/OccBulletin_Feb14.pdf
- March 2014: Office and Administrative Support Occupations
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/OccBulletin_March14.pdf
- April 2014: Healthcare Practitioners and Technical Occupations
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/OccBulletin_April14.pdf
- May 2014: Protective Service Occupations
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/OccBulletin_May14.pdf

Industry Spotlight. This monthly publication was produced in Program Year 2013. It is geared towards economic developers, businesses and job seekers who are looking for information by specific industry group.

- July 2013: Professional and Business Services
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_July13.pdf
- August 2013: Manufacturing
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_Aug2013.pdf
- September 2013: Retail Trade
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_Sept13.pdf
- October 2013: Mining, Quarrying, and Oil and Gas Extraction
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_Oct2013.pdf
- November 2013: Construction
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_Nov2013.pdf
- December 2013: Finance and Insurance Industry
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_Dec2013.pdf

- January 2014: Transportation and Warehousing Industry
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_Jan2014.pdf
- February 2014: Information Technology Industry
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_Feb2014.pdf
- March 2014: Real Estate and Rental and Leasing Industry
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_Mar2014.pdf
- April 2014: Educational Services Industry
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_Apr2014.pdf
- May 2014: Public Administration Sector
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_May2014.pdf

Labor Market Review (LMR). This is our most popular publication. Every month we include LMI reports and studies that meet the PY 13 TEGL definition of special studies and economic reports.

- July 2013: The Age of the Workforce in Relation to the Age of the Firm, page 9 – 10
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_Apr2014.pdf
- July 2013: Public Employment in New Mexico, page 11– 12
https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/IndSpotlight_Apr2014.pdf
- August 2013: Advertisements, Wages, and Jobs in New Mexico’s Online Jobs Registry, page 9 – 11
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmraug13.pdf>
- August 2013: Job Training Incentive Program (JTIP) Overview, page 12 – 13
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmraug13.pdf>
- October 2013: New Mexico’s Recovery pt. 1, page 9
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmroct13.pdf>

- October 2013: Unemployment Demographics: Pre-recession to recovery, page 10 – 11
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmroct13.pdf>
- November 2013: New Mexico's Recovery pt. 2, page 8
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrnov13.pdf>
- November 2013: Job Churn in the Post-Recession Recovered Industries, page 9 – 10
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrnov13.pdf>
- December 2013: A Labor Market Comparison of Rural and Urban New Mexico, page 9 – 11
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrdec13.pdf>
- December 2013: Real Personal Income in the U.S., New Mexico, and New Mexico's Metropolitan Areas, page 12 – 14
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrdec13.pdf>
- February 2014: New Data on Farming in New Mexico from the 2012 Census of Agriculture Preliminary Report, page 10
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrFeb14.pdf>
- February 2014: Residential Building Stock and Residential Building Permit Data for New Mexico, page 11 – 13
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrFeb14.pdf>
- March 2014: Historical Trends in New Mexico's Goods-Producing Industries, page 9 – 11
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrMar14.pdf>
- March 2014: Income Characteristics of Out-of-State Movers Migrating to and from Albuquerque-Rio Rancho and Other Surrounding Substate Areas, page 12 – 15
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrMar14.pdf>
- April 2014: Personal Current Transfer Receipts in the United States and New Mexico, page 10 – 12
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrApr14.pdf>
- April 2014: Occupations with Apprenticeship Programs in New Mexico, page 13 – 14
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrApr14.pdf>
- May 2014: Commuting Patterns for the City of Santa Fe, page 10 – 11
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrMay14.pdf>

- May 2014: Active Apprentices in New Mexico by Related Occupation, page 12 – 13
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrMay14.pdf>
- June 2014: Measuring Potential Growth in Occupational Wages, page 10 – 14
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrJune14.pdf>
- June 2014: Change In Industry Subsector Composition, page 15 – 17
<https://www.jobs.state.nm.us/admin/gsipub/htmlarea/uploads/lmrJune14.pdf>

iv. Customer consultations

The Bureau receives a large number of questions and feedback via email and phone. We also are in constant contact with the Governor’s office staff, Department leadership and state legislators to ensure that our products meet the needs of our clients. We also communicate with Workforce Development Boards, economic development boards and other city and state agencies to develop comprehensive and customized LMI that are designed specifically for New Mexico employers and job seekers.

ER&A staff make presentations of workforce information to schools, professional organizations, and business and community organizations. Customers are given the opportunity to comment on the information we present and suggest improvements.

Some of the customers we have consulted include:

- Albuquerque Economic Development
- Chmura Economics
- City of Albuquerque
- City of Farmington
- City of Las Cruces
- City of Rio Rancho
- City of Tucumcari
- Economic Development Council of Roswell-Chaves County
- Farmington Economic Development Department
- Four Corners Economic Development (4CED)
- Las Cruces Economic Development Department
- Las Cruces City Council
- NM Apprenticeship Board
- NM Department of Finance and Administration
- NM Department of Technology
- NM Economic Development Department
- NM Environment Department
- NM Legislative Finance Committee
- NM Occupational Health and Safety Bureau
- NM Partnership

NM Workforce Connection (multiple offices)
Plumbers and Pipefitters Union
Santa Fe Community College
Santa Fe County
Santa Fe Economic Development Department
Santa Fe Public Schools
UNM/Bureau of Business and Economic Research

v. Activities undertaken to meet customer needs

LMI produced by ER&A is used by a number of different customers. We have been targeting high school and middle school students with additional products and services. ER&A has been working, and will soon release, the New Mexico Career Guide, which is a 75 page colorful and visual publication modeled after a glossy magazine. Topics include assessing skills, exploring careers, creating a budget, volunteering and apprenticeship, and networking and managing social networks. Over fifteen thousand will be published and distributed to every high school and public higher education institution in the state.

In Program Year 2013, staff presented to Santa Fe High School Career Counselors and the New Mexico Consortium of Career Educators & Employers (NMC²E²) on how LMI can be used to help high school students decide on a career path and what type of education is needed for that occupation. Projected employment growth and average salary by occupation were also presented.

In March 2014, LMI staff presented to Freedom High School, a small school targeted to students in grades 10 – 12 who have a variety of barriers to earning their high school diploma but who are determined to graduate. The topic was career exploration and employment opportunities after high school graduation.

In PY 2013 ER&A set up a timetable and researched best practices in preparation of updating the Career Solutions website. This website specifically targets students and guidance counselors. The new product will be colorful and modern, and provide an inviting and fun space to explore careers.

ER&A has also partnered with a number of local government agencies and economic development departments to provide them with LMI data and analysis. The list of these organizations can be found in the Customer Consultations section. Data provided to these agencies have been used to promote company expansion and relocation and to help shape long range planning and policy that positively impacts the New Mexico economy.

vi. New tools and resources

ER&A created a methodology to identify the best future job opportunities in the state (and regions) by ranking occupations based on projected annual job openings, projected rate of job growth, and annual median wage. Jobs with five, four and three stars are those

that best fit all three criteria. These occupations are then partnered with the education, work experience and training needed for this job. It is a quick way to provide complex data in a form that is easy to understand and market.

The New Mexico LASER website has been updated to version 14. There are many new features, including the option to view labor market data via maps and graphs. There is also the option to retrieve data for multiple time periods, making it easier for those needing time series data.

The biggest change to LASER is the addition of My LMI Dashboard, which allows the user to customize the site so the most visited and useful links are found on one page. My LMI Dashboard can be found at https://www.jobs.state.nm.us/vosnet/dashboards/defaultana.aspx?menuid=MENU_START_PAGE_DASHBOARD_ANA

To help users navigate LASER, ER&A updated the Workforce Information Tips, found at <https://www.jobs.state.nm.us/gsipub/index.asp?docid=355>,

A library of recent presentations made by ER&A staff have been loaded onto LASER and can be found at <https://www.jobs.state.nm.us/gsipub/index.asp?docid=431>.

vii. Efforts to create and support partnerships and collaborations

ER&A supports the New Mexico Job Training Incentive Program (JTIP) by attending monthly meetings, providing technical assistance and voting in the absence of the DWS voting member. JTIP funds classroom and on-the-job training for newly-created jobs in expanding or relocating businesses for up to six months. ER&A serves in a technical capacity by providing information on wage levels and occupational forecasts to those companies requesting funds. ER&A has also analyzed the outcomes and long term impacts of receipt of JTIP funds and found that most were still employed with the same employer. Nearly all had an increase in their average quarterly wage.

ER&A provides data to state and local Workforce Development Boards and develops LMI and publications that are designed specifically to suit their needs. We work closely with the New Mexico Workforce Connection Centers, our statewide network of local field offices that provide comprehensive services to job seekers and business customers. We provide the centers with information about which jobs are in demand and how to conduct a job search in their area.

ER&A is an affiliate to the New Mexico State Data Center / Business and Industry Data Center (SBD/BIDC). As a partner to the state data center we assist in the dissemination of census data throughout the state and are often referred questions and data requests from researchers and business leaders where their data needs overlap with labor market information. We also participate in SBD/BIDC affiliates workshops and data users conferences each November, using the opportunity to host breakout sessions on topics

such as occupational projections. The audience includes researchers, business leaders, grant writers and others in the data using community.

viii. Activities to leverage LMI-WI funding

In addition to the partnerships and collaborations highlighted above, we partnered with other organizations that will lead to an opportunity to leverage LMI-WI funding. Over the past six months we have been assisting Southern Regional Education Board (SREB), a nonprofit out of Georgia that received a grant from the New Mexico Public Education Department (PED) to study the course sequence of technical education programs and how it leads to middle skill jobs. PED reviewed the work we did for SREB and has agreed to directly contact us and will consider us for future RFPs.

ix. Recommendations to ETA for changes and improvements to WIGS requirements.

We would like to request more assistance and guidance on how to organize a formal projection review process and how to evaluate the projections for quality and accuracy. States are required to use the methodology, software and guidelines specified by the PMP but we would like to recommend that the software be evaluated to determine if improvements can be made or another type of software can be used.