

WORKFORCE INVESTMENT ACT - 2013

STATE OF NEW MEXICO ANNUAL REPORT



PROGRAM YEAR 2013/FISCAL YEAR 2014

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State of New Mexico

Workforce Investment Act

Annual Report - Program Year 2013

Fiscal Year 2014

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Equal Opportunity is the Law

The New Mexico Department of Workforce Solutions (NMDWS) is an Equal Opportunity Employer/Program. It is against the law for NMDWS to discriminate against any individual on the basis of race, color, religion, sex/gender, national origin, age, disability, political affiliation or belief, or, in the case of any beneficiary of programs financially assisted under Title 1 of the Workforce Investment Act of 1998 (WIA), his or her citizenship as a lawfully admitted immigrant authorized to work in the United States or his or her participation in any WIA Title I-financially assisted program or activity. Auxiliary aids and services are available upon request to individuals with disabilities.

State Workforce Development Board

The Governor appoints a State Workforce Development Board to align workforce development programs and support a comprehensive and streamlined workforce system including the provision of leadership, vision and specific strategies. Focused on meeting the objectives and priorities set by the Governor and the State Workforce Development Board, local chief elected officials appoint the members of local workforce development boards. The Department of Workforce Solutions, designated as New Mexico's State Administrative Entity for the Workforce Investment Act, supports the State Workforce Development Board in achieving its vision; complying with federal regulatory requirements and meeting the objectives outlined in the State Plan.

Local Boards

Four Local Workforce Development Boards appointed by local chief elected officials work in partnership to set policy and oversee the workforce investment system in the local regions.

Workforce Connection Centers

Business and job seeker customers receive services through a statewide network of one-stop centers known as Workforce Connection Centers. Job seekers may look for a job, explore work opportunities and career development services, and access a range of employment and training programs.



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STATE WORKFORCE SYSTEM - VISION, MISSION, GOALS

The Governor of the State of New Mexico, Susana Martinez, has created a vision for the state workforce development system¹ which incorporates the critical need for integrating workforce development and economic development activities to deliver education and training programs which will result in meaningful employment, an increased quality of life, and per capita income.

“The vision to transform New Mexico into the nation’s leader as a state of employability” defined as the balance between the demand and quality of the workforce in an ever-changing market place.”

“Governor’s vision for youth - leverage resources and eliminate duplication which calls for the alignment of community, regional and state organizations and agencies in order to provide youth the support they need to achieve education and employment success.”

New Mexico’s Department of Workforce Solutions² positions its’ vision and mission statement to deliver Job-Driven Training and Opportunity that meet the needs of New Mexico citizens.

VISION Statement

The New Mexico Department of Workforce Solutions will be a leader in and a facilitator of a competitive workforce for the benefit of all New Mexicans.

MISSION Statement

Educate, Empower, and Employ.

GOALS

- To be a business-driven department, understanding the needs of all employers with a focus on the employability of all New Mexicans;
- To be an integral part of all economic development and education initiatives;
- To be efficient and responsive to the diverse needs of New Mexico’s employers and workforce; and
- To be a “GATEWAY” to employment.



¹ NM WIA/WP State Integrated Workforce Plan for Plan Years 2012-2016, Governor’s Vision, page 4, <http://www.dws.state.nm.us/WIAPolicy,Plans,AnnualReports>

² NMDWS Vision, Mission, Goals website: <http://nmdws-intranet/ourdepartment/aboutus.aspx>

STATE INTEGRATED WORKFORCE PLAN

State Integrated Workforce Plan - Progress

New Mexico focused on meeting the objectives and priorities of its five-year State Integrated Workforce Plan continues strategies to realign its workforce and education resources to better meet the state's labor market demand. The WIA Annual Report provides a summary of the second year of the five-year strategy, provides a summary of recent activities that improve performance including cross-program strategies, partnerships, leveraging of resources, policy alignment, and program successes.

Cross-Program Strategies & Partnerships

Employability Partnership of New Mexico continues as an advisory council providing recommendations to the Governor about how to integrate and improve the workforce delivery system, leverage resources to eliminate duplication of services, and maximize funding at the agency level to improve the return on investment. Working in conjunction with the State Workforce Development Board and other boards and commissions, the goal of this council, is to create a state focused on employability. This Advisory Council is made up of business leaders and Cabinet Secretaries from the following state agencies: Department of Workforce Solutions, Public Education Department, Higher Education Department, Economic Development and the Human Services Department. Each one of these agencies plays a pivotal role in the development of New Mexico's workforce.



NEW MEXICO
HIGHER EDUCATION DEPARTMENT



State Plan Initiatives & Strategies – Summary of Activities

The NM WIA and Wagner-Peyser Act Integrated State Workforce Plan, outlines initiatives and activities to improve workforce performance. These initiatives will provide clear direction and positively impact the workforce system and business environment.

Workforce Development and Education Linkages - Sustained commitment to strategic resource allocation to most effectively direct services and limited training resources to business and industry associated with emerging occupations and/or those occupations with a significant impact on the local economy. This is an ongoing process for alignment between adult education, occupational training and postsecondary education in support of workforce development needs.

Strategic Partnerships - Collaboration with public and private partners with a focus on eliminating duplication of services, leveraging resources and collaborating on areas of mutual interest to better serve the customer.

Skill-Based Workforce System - Support a viable skill-based system through a focus on skill assessment; strategic and targeted training; and industry recognized credentials. New Mexico has adopted the nationally recognized WorkKeys assessment as a tool to measure the skill level of the workforce.

Economic Development and Workforce Partnerships - Coordinate strategic planning between workforce and economic development agencies; use economic data to drive workforce development decisions; and recognize that workforce development programs contribute to the pipeline of skilled workers for business and industry.

Increase the number of individuals receiving training and industry recognized credentials – Incentivize collaboration between local boards, education and training providers to develop and implement innovative training programs that increase credential attainment, including integrated education and training programs that combine adult education and occupational skills instruction.

Engage business as partners - Business will be engaged more effectively as partners in shaping and implementing workforce solution.

STATE WORKFORCE DEVELOPMENT BOARD COMMITTEE STRUCTURE

The State Workforce Development Board created committees comprised of representatives from business, education, and workforce. These committee structures execute the Governors' state vision and goals for workforce and business in a continual process improvement methodology.

Business Engagement Committee

The committee supports the development and execution of a statewide employer survey to evaluate the strengths, weaknesses, gaps and employability of the New Mexico workforce. With these process improvement goals, efforts involve continual planning, and evaluating of the workforce system and connecting to business.

Data and Performance Committee

The committee supports the acquisition and coordination of data across agencies to evaluate the overall effectiveness and return on investment of workforce/training programs and services. Goals include the coordination of data between

workforce and education; and provide a basis for setting priorities, goals and benchmarks across agencies.

Workforce/Education Coordination Committee

The committee promotes a strong partnership between community colleges and the public workforce system and explores options to more effectively target resources to support and sustain successful projects with demonstrated effectiveness.

Local/State Board Engagement & Performance Committee

The committee promotes engagement between the State Workforce Development Board and Local Workforce Development Boards (LWDBs). State Board members are enlisted to attend LWDB meetings and will communicate State Workforce Development Board vision, goals and expectations as well as observe opportunities to support and strengthen the workforce system at the local level.



PERFORMANCE RESULTS & ASSURANCES

WIA STATEWIDE

New Mexico continues its efforts in streamlining workforce programs statewide, operates under a waiver permitting the State to replace seventeen (17) performance measures at WIA Section 136(b), and captures WIA Performance through six (6) Common Measures.

All required elements reported are pursuant to ETA Form 9091³ with tables B-Q, and WIA Title 1B Annual Report. New Mexico provides assurances that data performance results are precise, uniformly reported, and electronically filed with U.S. Department of Labor.

With WIA Exhibit below, "State Performance Snapshot", this captures NMs data for Program Year (PY) 2013 and

performance outcomes⁴ statewide. NM must achieve 80% of negotiated ETA goals for PY 2013 in order to meet the measure. NM exceeded three of nine measures, met five and failed one, as indicated within this chart.

The New Mexico economy is projected to generate approximately 122,700 new jobs through 2020. This represents growth of about 15 percent.¹ This is nearly the same growth rate projected for the nation as a whole (14 percent). Projected growth is slightly less than in previous years, as the impacts of the economic recession are considered and the rate of economic recovery is evaluated.

Exhibit 1: New Mexico's WIA Performance Snapshot Program Year 2013

Reported Information		Negotiated Performance Level	80% of Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	68.0%	54%	63.9%
	Dislocated Workers	73.0%	58%	74.8%
Retention Rates	Adults	88.0%	70%	88.4%
	Dislocated Workers	88.0%	70%	80.8%
Average Earnings (Adults/DWs)	Adults	\$28,000	\$22,400	\$20,328
	Dislocated Workers	\$17,390	\$13,912	\$17,129
Placement in Employment or Education	Youth (14 - 21)	58.0%	46.0%	56.0%
Attainment of Degree or Certificate	Youth (14 - 21)	41.0%	33.0%	46.3%
Literacy or Numeracy Gains	Youth (14 - 21)	32.0%	26.0%	27.7%
Overall Status of State Performance		Not Met	Met	Exceeded
		3	5	1

³ Source: DOLETA General Reporting Instructions and Form 9091, Workforce Investment Act Annual Report, NMDWS - Table O, page 12

⁴ Source: DOL/ETA General Reporting Instructions and Form 9091, Workforce Investment Act Annual Report, NMDWS Table O, page 12

PERFORMANCE RESULTS & ASSURANCES

WIA STATEWIDE

The cost of program activities, or Cost per Participant⁵ exhibited below, is a cost measure⁶ that considers the total program costs in terms of expenditures divided by the number of participants per funding stream served during the year.

Exhibit 2: Cost Per Participant Program Year 2013

Funding Stream	Total Participants	Expenditures	Cost per Participant
WIA Adult	1,672	\$3,150,366	\$1,884.19
WIA Dislocated Worker	551	\$4,036,397	\$7,325.58
Total Youth (14-21)	837	\$3,765,562	\$4,498.88

New Mexico's workforce investment activities serve the low-skilled/low-income adults, the dislocated worker, the unemployed and underemployed and youth programs, providing core, intensive, and training services. This next section captures New Mexico's Program Year 2013 ETA Form 9091 Performance Tables.⁷

Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	68.0%	63.9%	221
			346
Employment Retention Rate	88.0%	88.4%	973
			1,101
Average Earnings	\$28,000	\$20,328	19,067,777
			938

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	63.55%	45.83%	11	58.33%	7	39.29%	11
	107		24		12		28
Employment Retention Rate	75.89%	85.71%	30	50.00%	3	93.60%	117
	112		35		6		125
Average Earnings Rate	\$12,801	\$18,305	530,839	\$8,204	24,612	\$21,699	2,538,744
	74		29		3		117

⁵ Source: DOL/ETA General Reporting Instructions and Form 9091, Workforce Investment Act Annual Report, NMDWS Table N, page 11

⁶ Source: Employment & Training Administration, Employment Guidance Letter No. 29-11, WIA/Performance Reporting System

⁷ NMDWS State Administrative Entity, Source Contributor: Margarito Aragon, NMWC-VOSS Program Manager, DOL/ETA General Reporting Instructions and Form 9091, Workforce Investment Act Annual Report

PERFORMANCE RESULTS & ASSURANCES

WIA STATEWIDE

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Only Received Training Services	
Entered Employment Rate	81.82%	9	63.41%	26	63.27%	186
		11		41		294
Employment Retention Rate	73.91%	17	79.31%	69	89.51%	887
		23		87		991
Average Earnings Rate	\$13,916	236,565	\$18,762	1,238,301	\$20,578	17,593,821
		17		66		855

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73.0%	74.8%	318
			425
Employment Retention Rate	88.0%	80.8%	312
			386
Average Earnings	\$17,390	\$17,129	5,001,695
			292

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	65.22%	30	66.67%	2	54.55%	36	76.47%	13
		46		3		66		17
Employment Retention Rate	66.67%	16	100.00%	2	69.23%	36	47.37%	9
		24		2		52		19
Average Earnings Rate	\$20,292	263,793	\$11,147	22,294	\$16,013	560,442	\$11,903	71,419
		13		2		35		6

PERFORMANCE RESULTS & ASSURANCES

WIA STATEWIDE

Table G - Other Outcome for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	83.33%	5	80.00%	28	74.22%	285
		6		35		284
Employment Retention Rate	100.00%	6	86.36%	38	79.76%	268
		6		44		336
Average Earnings Rate	\$17,111	102,666	\$16,024	592,874	\$17,294	4,306,155
		6		37		249

Table H.1 - Youth (14 - 21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	58.0%	56.0%	364
			650
Attainment of Degree or Certificate	41.0%	46.3%	246
			531
Literacy and Numeracy Gains	32.0%	27.7%	66
			238

Table H.1.A - Outcomes for Youth Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training		Veterans		Individuals with Disabilities		Older Individuals	
Placement in Employment or Education	55.3%	142	0.0%	0	49.3%	36	60.6%	160
		257		0		73		264
Attainment of Degree of Certificate	43.8%	95	0.0%	0	39.7%	27	41.1%	58
		217		0		68		141
Literacy and Numeracy Gains	28.0%	21	0.0%	0	11.1%	1	27.8%	66
		75		0		9		237

PERFORMANCE RESULTS & ASSURANCES

WIA STATEWIDE

Table L - Other Reported Information

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 Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	85.86%	1,038	-\$4,250.62	-\$4,990,229.26	5.43%	12	\$5,841.89	\$1,121,642.04	51.08%	95
		1,209		1,174		221		192		186
Dislocated Workers	81.84%	320	118.82	\$5,155,644.79	7.86%	25	\$8,012.30	\$2,355,615.51	50.18%	143
		391		\$4,338,994.80		318		294		285

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	7,520	7,087
Total Adult self-service only	5,321	5,645
WIA Adult	6,993	6,754
WIA Dislocated Worker	551	349
Total Youth (14-21)	837	634
Out-of-School Youth	371	269
In-School Youth	466	364

Table N - Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$3,150,366
Local Dislocated Workers	\$4,036,397
Local Youth	\$3,765,562
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	\$284,224
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)	\$965,457
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description
Total of All Federal Spending Listed Above	\$12,202,006

PERFORMANCE RESULTS & ASSURANCES

WIA STATEWIDE

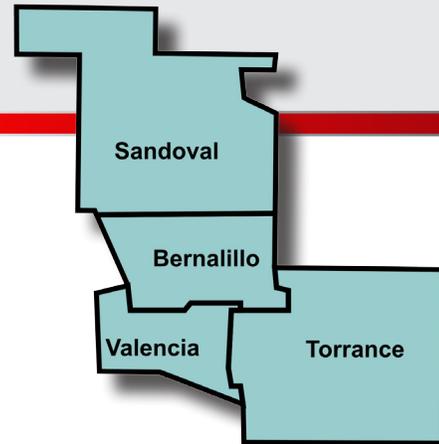


Table O - Local Performance

Local Area Name <u>Central Area</u> <u>Workforce Development Board</u>	Total Participants Served	Adults	3,605	
		Dislocated Workers	245	
		Total Youth (14-21)	455	
ETA Assigned # <u>35025</u>	Total Exiters	Adults	3,457	
		Dislocated Workers	185	
		Total Youth (14-21)	324	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	68.0%	56.0%	
	Dislocated Workers	73.0%	73.0%	
Retention Rates	Adults	88.0%	93.0%	
	Dislocated Workers	88.0%	80.0%	
Average Earnings (Adults/DWs)	Adults	\$28,000	\$23,251	
	Dislocated Workers	\$17,390	\$16,807	
Placement in Employment or Education	Youth (14 - 21)	58.0%	53.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	41.0%	43.0%	
Literacy or Numeracy Gains	Youth (14 - 21)	32.0%	23.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance				
		0.0	0.0	
		0.0	0.0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	5	3

PERFORMANCE RESULTS & ASSURANCES

WIA STATEWIDE

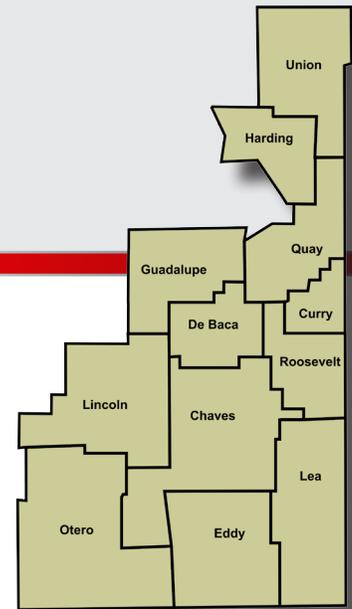


Table O - Local Performance

Local Area Name <u>Eastern Area</u> <u>Workforce Development Board</u>	Total Participants Served	Adults	606	
		Dislocated Workers	59	
		Total Youth (14-21)	81	
ETA Assigned # <u>35040</u>	Total Exiters	Adults	629	
		Dislocated Workers	32	
		Total Youth (14-21)	76	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	68.0%	64.0%	
	Dislocated Workers	73.0%	68.0%	
Retention Rates	Adults	86.6%	71.0%	
	Dislocated Workers	88.0%	81.0%	
Average Earnings (Adults/DWs)	Adults	\$17,500	\$15,387	
	Dislocated Workers	\$17,500	\$19,335	
Placement in Employment or Education	Youth (14 - 21)	58.0%	69.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	41.0%	33.0%	
Literacy or Numeracy Gains	Youth (14 - 21)	32.0%	28.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance				
		0.0	0.0	
		0.0	0.0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	7	2

PERFORMANCE RESULTS & ASSURANCES

WIA STATEWIDE

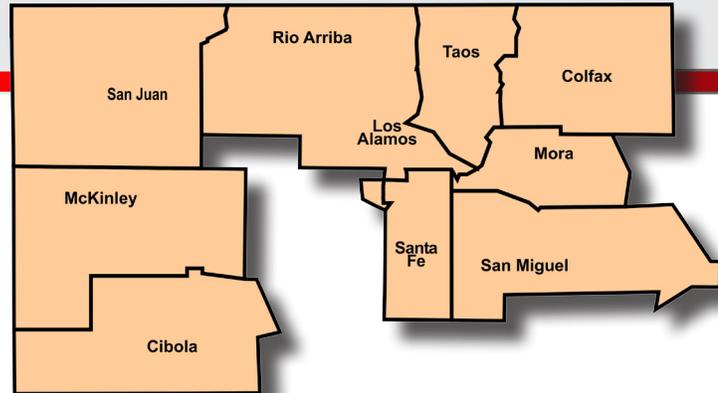


Table O - Local Performance

Local Area Name <u>Northern Area</u> <u>Workforce Development Board</u>	Total Participants Served	Adults	1,661	
		Dislocated Workers	170	
		Total Youth (14-21)	116	
ETA Assigned # <u>35035</u>	Total Exiters	Adults	1,586	
		Dislocated Workers	85	
		Total Youth (14-21)	117	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	65.9%	66.0%	
	Dislocated Workers	73.0%	80.0%	
Retention Rates	Adults	86.6%	81.0%	
	Dislocated Workers	87.0%	75.0%	
Average Earnings (Adults/DWs)	Adults	\$15,500	\$15,719	
	Dislocated Workers	\$15,800	\$18,728	
Placement in Employment or Education	Youth (14 - 21)	58.0%	54.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	43.0%	50.0%	
Literacy or Numeracy Gains	Youth (14 - 21)	30.0%	35.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance				
		0.0	0.0	
		0.0	0.0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

PERFORMANCE RESULTS & ASSURANCES

WIA STATEWIDE

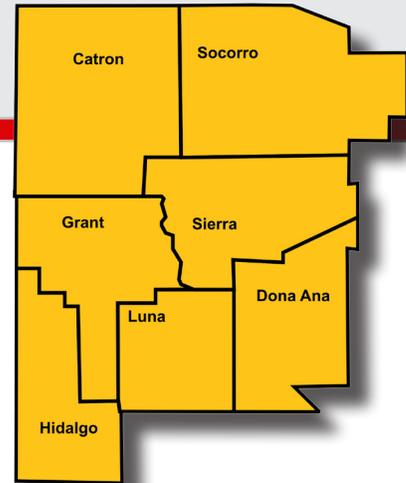


Table O - Local Performance

Local Area Name <u>Southwest Area</u> <u>Workforce Development Board</u>	Total Participants Served	Adults	1,121	
		Dislocated Workers	54	
		Total Youth (14-21)	185	
ETA Assigned # <u>35030</u>	Total Exitters	Adults	1,082	
		Dislocated Workers	36	
		Total Youth (14-21)	117	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	76.0%	80.0%	
	Dislocated Workers	73.0%	80.0%	
Retention Rates	Adults	87.0%	89.0%	
	Dislocated Workers	88.0%	90.0%	
Average Earnings (Adults/DWs)	Adults	\$14,000	\$12,853	
	Dislocated Workers	\$15,000	\$14,173	
Placement in Employment or Education	Youth (14 - 21)	59.0%	56.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	42.0%	59.0%	
Literacy or Numeracy Gains	Youth (14 - 21)	33.0%	38.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance				
		0.0	0.0	
		0.0	0.0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	6

PERFORMANCE RESULTS & ASSURANCES

WIA STATEWIDE

Table P - Veteran Priority of Service

	Total	Percent Served
Covered Entrants Who Reached the End of the Entry Period	210.00	
Covered Entrants Who Received a Service During the Entry Period	210.00	100.00%
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period	81.00	38.57%

Table Q - Veterans' Outcomes by Special Populations

Reported Information	Post 9/11 Era Veterans		Post 9/11 Era Veterans Who Received at Least Intensive Services		TAP Workshop Veterans	
Entered Employment Rate	75.00%	6	75.00%	6	0.00%	0
		8		8		0
Employment Retention Rate	100.00%	1	100.00%	1	0.00%	0
		1		1		0
Six Months Average Earnings	\$21,157.32	\$21,157.32	\$21,157.32	\$21,157.32	\$0	\$0
		1		1		0

NEW MEXICO'S ECONOMIC SNAPSHOT

The New Mexico Department of Workforce Solutions Economic Research & Analysis Bureau (ER&A)⁸ collects, develops, analyzes, and publishes labor market information for New Mexico.

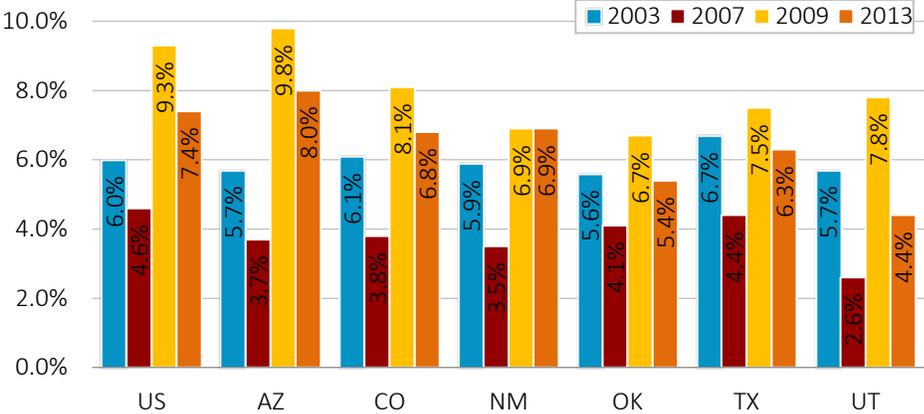
ER&A Bureau reviews trends in industry employment, skill needs, unemployment, occupations in demand, and a range of labor market information used by employers, educators, workers, students, economic developers and policy makers at all levels. ER&A's "economic snapshot" provided through the following exhibits summarizes New Mexico's labor market and economy.

New Mexico Unemployment Rates

New Mexico's 2013 unemployment rate ranks third highest in people receiving unemployment amongst that of its neighboring states. Six years after the recession, New Mexico has begun to show signs of recovery⁹ after reaching an unemployment rate of 7.9 percent in 2010. In 2007, NM had an unemployment rate of 3.5 percent, in 2009 and 2013 the rate increased to 6.9 percent, nearly doubling the percentage of people receiving unemployment since the start of the recession.

Exhibit 3: New Mexico Unemployment Rates

Unemployment Rates
New Mexico & Neighboring States, 2003-2013



Data is not seasonally adjusted.
Source: Local Area Unemployment Statistics (LAUS)

⁸ NMDWS Economic Research, and Analysis (ER&A), Labor Market Information (LMI) Bureau, (505) 383-2737 Chart Contributors: Rachel Moskowitz, Bureau Chief, Ashley Leach, Mark Flaherty, Tracy Shaleen Economists, Stacy Johnston, Public Relations Specialist

⁹ NMDWS Economic Research, and Analysis (ER&A), NM 2014 State of the Workforce Report, page 24.

NEW MEXICO'S ECONOMIC SNAPSHOT

New Mexico's Employment Growth Outlook

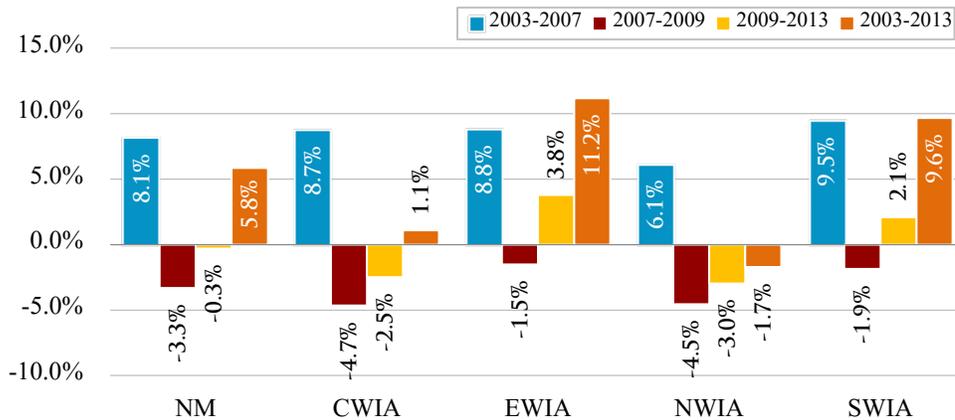
New Mexico's ten-year regional outlook, between 2003 and 2013, exhibited below, indicates NM Employment Growth Rates. NM is slow to recover employment growth, due to recessionary job losses.

The New Mexico Economy¹⁰ is projected to gain about 136,300 jobs between 2010 and 2020, with employment growing from 855,300 to 991,600 jobs. The regions experienced all-time lows, looking at the Central Workforce Investment Area (CWIA) at -4.7 percent, with some recessionary recovery by 2013, reflecting 1.1 percent, far below pre-recession period 2007 of 8.7 percent; second lowest employment growth,

is the Northern Workforce Investment Area (NWIA) which experienced a -4.5 percent low and still recovering from the recession by 2013 with a -1.7 percent; the Southwest Investment Area (SWIA) experienced an employment growth drop to -1.9 percent recessionary period, with recovery of employment growth at 9.6 percent by 2013, significantly close to the 9.5 percent pre-recession period 2003-2007; last displayed is the Eastern Workforce Investment Area (EWIA) at a -1.5 percent employment growth drop, recessionary period 2007-09, with recovery moving up to 11.2 percent employment growth by 2013, surpassing the pre-recessionary period 2007 of 8.8 percent employment growth.

Exhibit 4: New Mexico Regions Employment Growth Rates

Employment Growth Rates
New Mexico & Regions, 2003-2013



Data is not seasonally adjusted.
Source: Local Area Unemployment Statistics (LAUS)

¹⁰ NMDWS Economic Research, and Analysis (ER&A), NM 2014 State of the Workforce Report, page 35.

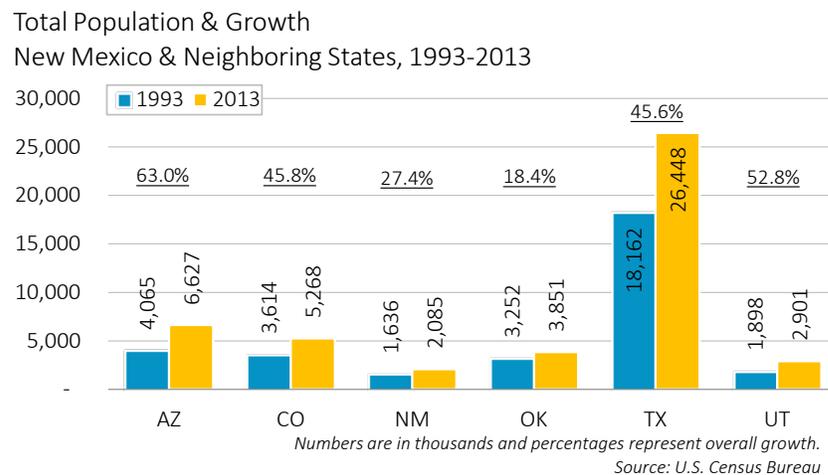
NEW MEXICO'S ECONOMIC SNAPSHOT

Population & Growth

The 2013 US Census Bureau reports New Mexico's 2013 population at 2,085,287. New Mexico experienced amongst the lowest population growth with a population growth of 27.4 percent. Oklahoma is showing the least population and growth of all neighboring states at 18.4 percent exhibited

below. Our Texas neighbors experienced a boom of population growth at 45.6 percent. Colorado closely matched Texas population growth with 45.8 percent. Utah shows a high population and growth at 52.8 percent and Arizona had the greatest population growth at 63.0 percent.

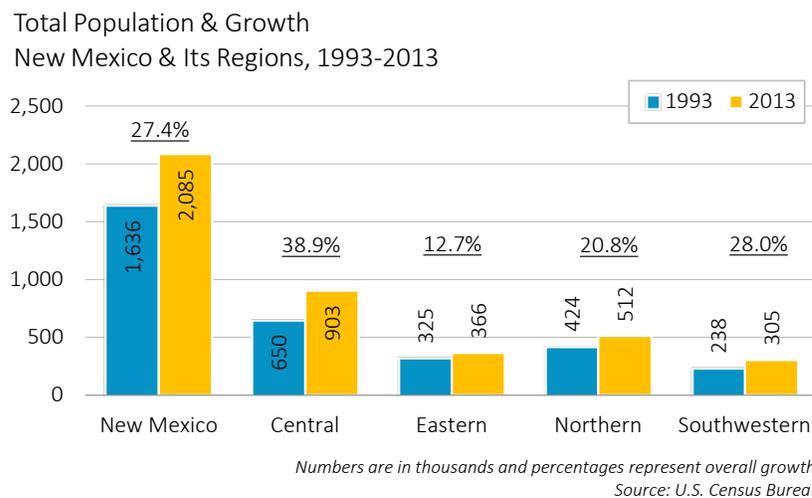
Exhibit 5: New Mexico & Its Neighbors - Total Population & Growth



Looking across NM's workforce regions' ten-year population and growth, exhibited below, the Central Region experienced the highest population and growth at 38.9 percent; next in population and growth is the Southwest Region at 28.0

percent; then the Northern Region's 20.8 percent population and growth; and finally the lowest population and growth being the Eastern Region at 12.7 percent population and growth, between 1993 and 2013.

Exhibit 6: New Mexico Workforce Regions Total Population & Growth



NEW MEXICO'S ECONOMIC SNAPSHOT

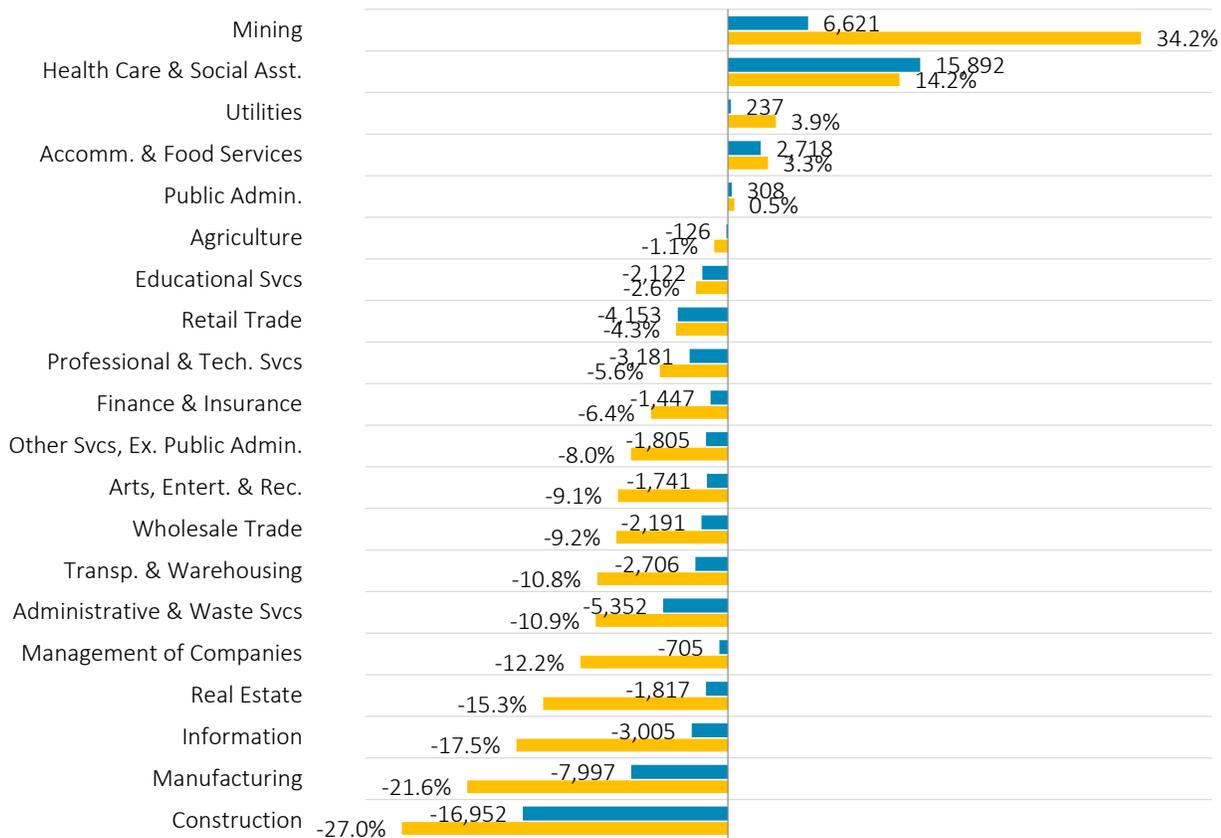
NM's Industry Employment Growth

New Mexico's top two employing industries are health care and mining. Industry employment distribution¹¹ exhibited below indicates Healthcare industry as the top employment growth industry during 2007-2013, with an employment growth rate of 15,982 new jobs, or 14.2 percent. Mining was next, with an employment growth rate of 6,621 new jobs or 34.2 percent. The health care industry projected to

grow faster in New Mexico, than all other industries, for all regions. The 2013 industry distribution data notes Industry Employment Growth for Utilities at 3.9 percent; industry-level employment growth data indicates Accommodation & Food Services at 3.3 percent and Public Administration at 0.5 percent growth.

Exhibit 7: New Mexico Industry Employment Growth

Industry Employment Growth
New Mexico, 2007-2013



Source: NMDWS Quarterly Census of Employment & Wages Program

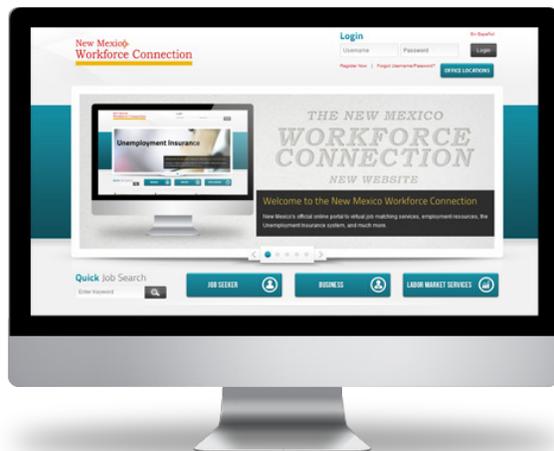
¹¹ NMDWS ER&A, Economic Research, and Analysis (ER&A), NM 2014 State of the Workforce Report, page 27, LMI Bureau Charts Ashley Leach, Economist, Tracy Shaleen, Economist

STATEWIDE WORKFORCE SERVICES

Statewide Portal- New Mexico Workforce Connection On-Line System

The New Mexico Workforce Connection Centers serve job seekers and business. The state's workforce development services include unemployment services, employment and training resources, and much more. To access workforce services statewide NMs official portal known as the "New Mexico Workforce Connection On-Line System" at <https://www.jobs.state.nm.us>.

The common management information system captures official performance data statewide for Title 1B federal programs and partners located in comprehensive and affiliate centers. Federal and state programs include Workforce Investment Act, Wagner-Peyser, Migrant Seasonal Farm Workers, and Jobs for Veterans Act, Worker Profiling, Reemployment Eligibility Assessment and Trade Adjustment Assistance. Employers have access to labor market information which supports business in need of workforce services and job seekers in need of training or employment assistance.



The system has unique features that include:

- **Employer Services** - Recruitment Services, Education and Labor Market Services, Human Resources and EEO Information, also Employer Incentives and Staff Provided Services – Work Keys®- job skill assessments
- **Virtual Employment Resource Links** - job-matching services, the Unemployment Insurance system, and links to labor market and career development information, with system available around the clock, seven days a week, all at no cost to the users
- **Job Seeker Services** - Automated job search, free self-assessments, i.e., WorkKeys®, Key train, Alison (free self-paced online training), Career Services-Resumes, Education, and Labor Market Services
- **Veteran Services** - Health, pension, education and rehabilitation benefits for veterans and their dependents. "Veterans Priority" allowing veterans exclusive access to all new job postings and staff provided services
- **O'Net Occupation linkages** for improved job search with matching capabilities connecting multiple public and private job boards, company websites, newspaper, educational institutes and hospital career sites through exclusive job spidering technology, making the NMWC a one-stop shop for all job orders in New Mexico
- **Community Services and Support Service Programs** - Financial & Budgeting Tools, Unemployment Services, Youth Services, Senior Services, Staff Provided Services, and Upcoming Event Notifications (Job Fairs, Job Club, Workshops, and auto-job search capability) Center.

STATEWIDE WORKFORCE SERVICES

State Strategies that Engage and Serve Employers

The NM Workforce Connection serves job seekers and engages employers at the state and local level, providing effective job strategies that improve performance and lead to employment. The following depicts NMs programs and strategies for serving employers statewide.



The WorkKeys Strategy¹² serves to engage employers and job seekers statewide. New Mexico Department of Workforce Solutions¹³ (DWS) through ACT WorkKeys provides a job skills assessment system that helps employers select, hire, train, develop, and retain a high-performance workforce.

New Mexico is nearing its third year partnership with ACT that has yielded tremendous success, as of September 30, 2014, the DWS administered over 48,000 assessments on behalf of employers statewide.

As part of the ACT partnership, DWS engages ACT's Work Readiness System, helping thousands of job applicants in high schools, colleges, professional associations, businesses, and government agencies build their skills to increase their competitiveness and develop successful career pathways.

Successful completion of ACT WorkKeys assessments in Applied Mathematics, Locating Information, and Reading for Information can lead to earning ACT's National Career Readiness Certificate (ACT NCRC), a portable credential earned by more than 2.3 million people across the United States.

Statewide, New Mexico has also issued over 6,600 Career Readiness Certificates in the last three years.

The ACT National Career Readiness Certificate (NCRC) is an industry-recognized, portable, research-based credential that certifies essential skills needed for workplace success.

This credential is used across all sectors of the economy and documents the following cognitive skills:

- Problem solving
- Critical thinking
- Reading and using work-related text
- Applying information from workplace documents to solve problems
- Applying mathematical reasoning to work-related problems
- Setting up and performing work-related mathematical calculations

Individuals can earn the ACT NCRC by taking three WorkKeys® assessments:

- Applied Mathematics
- Locating Information
- Reading for Information

New Mexico WorkKeys has successfully engaged over 100 employers statewide to assist with their hiring needs. WorkKeys assessments measure "real world" skills that employers believe are critical to job success. From screening, selection, training, development, and succession planning, employers can use ACT WorkKeys assessments at every stage of the employment cycle. This series of tests measures foundational and soft skills and offers specialized assessments

¹² NMDWS Business Services Division, Source Contributor: website <http://www.dws.state.nm.us/Business/Resources/WorkKeys>

¹³ NMDWS Business Services Division, Source Contributor: Marcos Martinez, Employment Services Bureau Chief

STATEWIDE WORKFORCE SERVICES

Work Opportunity Tax Credit (WOTC) - PY2013

The Work Opportunity Tax Credit (WOTC) is a federal tax credit available to benefit employers that hire workers in designated target groups, who have barriers to employment. Employers can potentially get a tax credit of \$1,200 to \$9,600 for properly certified individuals from the Department of Workforce Solutions. The tax credit designed to help job seekers gain on-the-job experience, move towards economic self-sufficiency, and help reduce employers' federal tax liability.

WOTC Target Groups:

- Qualified TANF Recipients
- Qualified Veterans
- Qualified Ex-Felons
- Designated Community Resident
- Vocational Rehabilitation Referrals
- Qualified Food Stamp Recipients
- Qualified SSI Recipients
- Long-Term Family Assistance Recipients
- Unemployed Veteran

At the end of 2013 into 2014, WOTC acquired a new database, which will automate a manual data management system and much improve the quarterly reporting, and output of certification and denial decisions.

During PY 2013, the WOTC¹⁴ served 1,110 Employers statewide, and provided 6,749 Total Certifications, assisting both New Mexico business and job seekers.

Trade Adjustment Assistance (TAA) Program – PY 2013

The Trade Adjustment Assistance (TAA) Program¹⁵ is a Federal Entitlement Program offered to U.S. workers who become eligible under approved petitions once they have been impacted by foreign trade. TAA seeks to offers several benefits and services to support eligible individuals. These benefits include Occupational or On-the-job Training Programs, income support, job search and relocation allowances and resources that are necessary to support the reemployment of these individuals. In the last year, eleven (11) petitions have been filed and seven (7) have been certified with an estimated 500 New Mexico workers becoming eligible for the program benefits. Currently the program is assisting 216 Participants Statewide and has seen 35 Successful Graduates who have entered in the workforce with new skills.

Rapid Response Assistance & Services

Rapid Response is an early intervention service that assists both employers and employees affected by layoffs or plant closures. The State Rapid Response¹⁶ team responds within 12 to 24 hours of notification of layoff, works in partnership with Local Workforce Development Boards and Workforce Connection Centers to provide Rapid Response (RR) statewide activities. RR teams works on-site at affected company, providing the employer with customized service with access to user-friendly resources and information to help transition workers into re-employment to accommodate any work schedules with employers and employee representative(s) to quickly maximize public and private resources to minimize disruptions associated with job loss.

Resources and Partner services can include help from Economic Development, Health & Human Services Assistance, Trade Act assistance where applicable, local Workforce Development Boards, New Mexico Workforce Connection Centers, and Unemployment Insurance; all work side by side to provide needed assistance as necessary providing

¹⁴ NMDWS Business Services Division WOTC Acting State Coordinator/Specialist, Julia Salas, 505-841-8501

¹⁵ NMDWS Business Services Division NMDWS TAA Interim Program Coordinator, Renae Lucero, 505- 841-8715

¹⁶ NMDWS Business Services Division, Source Contributor: State Rapid Response Coordinator, Mark Remington

STATEWIDE WORKFORCE SERVICES

employment opportunities and a pathway to a new and successful career.

New Mexico tracks seven years of RR data collection and notes 26,966 participants assisted and held 569 RR meetings

statewide. During the recessionary period 2008-2010, RR served 12,899 participants with 249 events. The 2013-14 numbers evidence the sluggish NM economy. During this time frame, RR assisted 3481 affected workers and held 72

Exhibit 8: New Mexico's Rapid Response Six-Year Data

Program Year - July 1, 2013 - June 30, 2014	Participants	RR Meetings
2007-2008	4,482	54
2008-2009	6,836	125
2009-2010	6,063	124
2010-2011	2,487	79
2011-2012	2,225	59
2012-2013	1,422	56
2013-2014	3,481	72
Totals	26,996	569

NEW MEXICO VETERANS' PROGRAMS AND INITIATIVES – Program Year 2013

In 2013, New Mexico identified approximately 160,570¹⁷ veterans which represent 10.2 percent of the total population living in New Mexico. Data indicates, 7.3 percent¹⁸ of New Mexico Vets are Unemployed, while 50.9 percent of Vets are participating in the labor force (working or actively looking for work). The New Mexico job-seeking veterans have many programs, initiatives and strategies available to support them during their reintegration and adjustment into the civilian workforce.

Jobs for Veterans State Grant (JVSG) Program

The USDOL, Veterans' Employment and Training Service (VETS) offers employment and training services to eligible veterans, eligible spouses and employer outreach through non-competitive Jobs for Veterans State Grants Program. The

Jobs for Veterans State Grant (JVSG) supports two state staff positions –

- LVER – Local Veteran Employment Representative (LVER) primary duties are employer outreach and facilitation of the priority of service to eligible veterans and eligible spouses to workforce partners and local communities.
- DVOP – Disabled Veteran Outreach Program Specialist (DVOPS) focus on providing intensive services to eligible veterans and eligible spouses with significant barriers to employment.

JVSG 2013-2014 Summary¹⁹

JVSG assisted with the Veterans Re-training and Assistance Program – the VA and USDOL/ETA collaborated to assist unemployed veterans, 35-60 years old, with training funds to pursue careers in high-demand and high wage industries.

- 832 veterans approved for training as of October 2013.

¹⁷ Source Contributor: NMDWS ER&A Mark Flaherty Economist & American Community Survey, 1 year estimates

¹⁸ Source Contributor: NMDWS ER&A Mark Flaherty Economist & 2013 Community Population Survey [CPS]

¹⁹ NMDWS Business Services – Veteran's Service Division, Source Contributor: Chris Zafra, State Veterans Coordinator, Phone: 505- 841-8517

STATEWIDE WORKFORCE SERVICES

- 507 veterans participating in training as of October 2013.
- Veterans Firefighting Program – the Energy, Minerals and Natural Resources Department established the Veterans Firefighting Program to promote forestry careers and support during the New Mexico fire season from May through September.
- JVSG Program – hosts the annual State Conference and Training in September 2013.
- USDOL/VETS – funded three Stand Down events for homeless veterans in Albuquerque, Farmington and Santa Fe on October 2013. Operation Soundstage – the New Mexico Film Office established Operation Soundstage for veterans to consider careers in the film/mixed media industries.
- Native American Veterans – the Indian Affairs Department provide Cultural Competency Training for LVERs and DVOPs to assist them during their outreach to Native American Tribal Lands and during the annual Indian Day at the New Mexico State Legislature.

Veterans Services, Initiatives & Strategies

Veterans Priority of Service Implementation: Eligible veterans and eligible spouses, including widows and widowers as defined in the statute and regulations are entitled to priority of service. To implement priority of service, workforce staff provides eligible veterans and eligible spouses with the full array of employment and training programs that are available to them in the workforce center.

Gold Card Initiative (GCI): provides unemployed post-9/11 era veterans with intensive and follow-up services they need to succeed in today's job market. 3,000 veterans participated in GCI and 1,000 received intensive or staff assisted services.

GCI Implementation: Department of Labor Employment and Training Administration (ETA) and the Veterans' Employment and Training Service (VETS), implement NMs joint effort with this GCI. The GCI utilizes online registration in the Workforce Connection System, which promptly notifies Gold Card

Veterans (GCV) to meet with workforce staff and referrals to DVOP staff. Workforce Connection Center staff provides GCV intensive services in person. Pursuant to Veteran Program Letter (VPL) 01-12, GCV can receive case management and enhance intensive services for up to six months and assigned to work-groups for tracking and reporting purposes.

- Most of the GCV apply for UI benefits.
- GCV utilize their GI Bill Education benefits and enroll in college.
- Approximately 75 GCV have been case managed in 2014.

Veteran Initiatives & Strategies

- **VA Work-Study Program** – Veterans and eligible individuals using their GI Bill Education Benefits may be entitled to participate in the VA Work-Study Program in our workforce centers
- **Vietnam-Era Veterans Re-Adjustment Act (VEVRAA)** – provides protected veterans with employment opportunities with Federal Contractors and sub-contractors
- **Vocational Rehabilitation & Employment Services (VR&E)** – is Chapter 31 of the GI Bill Education Benefit that provides training for veterans with service-connected disability or may have an employment barrier to re-enter the workforce
- **Employer Support for the Guard/Reserves** – provides employment services to unemployed reservists and outreach to employer through hosting Patriot Award luncheons and employer workshops
- **Veterans Business Initiative** – provides veterans with business start-up services through the Department of Veteran Services Business Outreach Centers
- **USDOL HVRP Grant** – Homeless Veteran Reintegration Program Grant Recipient: Goodwill Industries, NM
- **VA SSVF Grant** – Supportive Services to Veterans and Families, Housing/Employment Services Grant Recipients: Goodwill Industries, NM and NM Veteran Integration Centers

STATEWIDE WORKFORCE SERVICES

- **2nd Judicial District Veterans' Court** – Veterans participating in the Veterans' Court obtain court and community services to be successfully rehabilitated by diverting them from the traditional criminal justice system in lieu of incarceration.

Vets Program Metrics

New Mexico Veterans' (State & local) Programs performance metrics²⁰ measure effectiveness of services. Last year, NM Vet's program experienced 37% staff turnover, a high vacancy ratio existed; even so, exceeded or met 54% of the thirteen measures, missing two targets narrowly. As exhibited below, six (6) measures exceeded the uniform national threshold (90% of target metric); with one (1) measure, meeting and six (6) measures failed.

Exhibit 9: Veteran's Program Metrics - PY2013/FY2014
Jobs for Veterans State Grant Funded Services (DVOP Only) FY2013 Targets

DVOP Specialists: (Source: VETS_200A):	Target	Performance	Negotiated Performance	Outcome
Intensive Services Provided to Individuals by DVOP Specialists/Total Veterans and Eligible Persons Served by DVOP Specialists in the State (New)	55%	53%	0.495	E
Veterans' Entered Employment Rate (VEER) Weighted	50%	41%	0.450	F
Veterans' Employment Retention Rate (VERR)	74%	71%	0.666	E
Veterans' Average Earnings (VAE) (Six-Months)	\$15,991	\$17,068	\$14,392	F
Disabled Veterans' EER (DVEER)	48%	33%	0.432	F
Disabled Veterans' ERR (DVERR)	70%	70%	0.630	E
Disabled Veterans' AE (DVAE) (Six Months)	\$19,015	\$16,306	\$17,114	F
Performance Targets for Labor Exchange Services for Veterans (Source: ETA-9002D):				
	Target	Performance	Negotiated Performance	Outcome
Veterans' Entered Employment Rate (VEER) Weighted	47%	44%	0.423	E
Veterans' Employment Retention Rate (VERR)	75%	70%	0.675	E
Veterans' Average Earnings (VAE) (Six-Months)	\$17,612	\$16,543	\$15,851	E
Disabled Veterans' EER (DVEER)	42%	36%	0.378	F
Disabled Veterans' ERR (DVERR)	72%	65%	0.648	M
Disabled Veterans' AE (DVAE) (Six Months)	\$20,070	\$17,066	\$18,063	F
NOTE: Outcome Key – E= Exceeds, M= Meets, F=Fails				
Reference USDOL/ETA Training and Employment Guidance Letter (TEGL) 2-13, Subject: Implementation of the Uniform National Threshold Entered Employment Rate (UNTEER) for Veterans & Eligible Persons in the Wagner-Peyser Employment Service & Jobs for Veterans State Grants (JVSG) dated August 9, 2013. The Veterans Program "uniform national threshold" based on TEGL 2-13, indicates 90% of the target metric; this determines the outcome of "meets" or "does not meet" the target metric.				

²⁰ Source: ETA 9002D Report and VETS 200A Report, June 30, 2014

STATUS OF STATE EVALUATION ACTIVITIES

In accordance with the requirements of section 136(d) (1), the state shall conduct ongoing evaluation of workforce activities utilizing methods of continuous improvements. The State will measure the effectiveness of its WIA programs and accountability systems through administration and oversight of the Workforce Investment System to include:

- A summary of the evaluation is included with the final monitor report, which reviews all findings including best practices.
- DWS provides technical assistance as necessary, to correct deficiencies and strengthen the WIA system.

Monitoring and Performance Review

The State assesses the success of the workforce system through monitoring and performance reviews. To ensure compliance with state and federal statutes, regulations and policy requirements, on-site reviews are conducted at each of the four Local Workforce Development Boards. A description of the methodology for these evaluations include:

- Annual on-site evaluation of the WIA system and programs is conducted for Adult, Dislocated Worker and Youth activities and services.
- The evaluation reviews terms of grants, contracts, or other agreements. In addition to a systemic validation, the state reviews participant activities, services and outcomes monitored for performance and compliance to WIA regulation.
- State evaluation activities of providers ensure fiscal integrity through the collection and analysis of data to determine allowable and allocable expenditures to cost categories and limitations, as specified in the WIA and OMB circulars.

Productivity and Program Performance Measures

- To evaluate system success and effectiveness, the state conducts WIA program analysis of quarterly reporting, productivity and performance measures to identify areas of weakness.

Program Data Validation

- Data validation is the State performance management tool used to measure integrity of the federal reporting data and establishes associated timelines for submitting reports to include: Quarterly participant records, annual reports, and data validation results
- The NMDWS Workforce Grant Auditing Bureau conducts data validation functions to increase effectiveness and gain efficiencies across the WIA system.
- Exhibit 10 displays Validation Results PY 2013 and shows a total of 822 participant records randomly selected and compared to the management information system to validate data integrity.

**Exhibit 10: Validation Results - PY2013
NMDWS Statewide Participant Validation Results**

WIA/NEG Programs	North	East	SW	Central	State Contractor	North
Adult	50	19	24	209	0	302
DW	42	13	68	52	0	175
Youth	79	28	66	112	42	327
NEG	0	0	0	18	0	18
Validation	171	60	158	391	42	822
Footnote: At risk Youth Grant - SER de NM, is the State Contractor Randomly Selected.						

NEW MEXICO CUSTOMER SATISFACTION MEASURES

New Mexico, DWS has in place an approved Common Measure waiver for WIA (Section 136(b)(2)(B)), even so, pursuant to regulation and federal guidelines NM is required to measure customer satisfaction.

All states are required to describe their customer service methodology or results for employers and participants of state and local agencies that provide employment and training services as part of their annual narrative.

DWS implements customer satisfaction surveys through Workforce Connection On-Line System, survey forms completed for individual participants and employers that summarize the survey results over a specific time period to display a summary of satisfaction information collected from Customer Feedback Surveys. All surveys aid in determining the usefulness of the system. Customer satisfaction approach is a detailed survey range taken from July 1, 2013 to June 30, 2014 and methodology utilizes NMWC-VOS System technology to determine, two questions, with results indicated in two exhibits:

Exhibit 11: NMWC On-line System Customer Survey Rate your visit with NMWC On-line System

Question: Overall, how would you rate your visit with this website? (Survey Range: July 1, 2013 - June 30, 2014)		
Answer	Number of Times Answered	Percent of Times Answered
Excellent	1,875	14.84%
Good	5,099	40.37%
Fair	2,663	21.08%
Poor	1,413	11.19%
No Opinion	1,582	12.52%
Source: NM Workforce Connection On-line System https://www.jobs.state.nm.us		Total = 12,632

- The number of individuals/employers that were provided customer satisfaction outreach totals 12632;
- A summary of those results indicates: of the 12632 job seekers and business customers surveyed, 1875 or 14.84 percent rate website visit is excellent; 5099 or 40.37 percent surveyed rate the website visit was good; while another 1413, or 11.19 percent state the website visit delivers poor service.

Exhibit 12: NMWC On-line System Customer Satisfaction Survey - Website Met My Needs

Question: Website data met my needs. (Survey Range: July 1, 2013 - June 30, 2014)		
Answer	Number of Times Answered	Percent of Times Answered
Strongly Agree	1,210	9.58%
Agree	5,239	41.47%
Neither Agree or Disagree	4,525	35.82%
Disagree	978	7.74%
Strongly Disagree	680	5.38%
Source: NM Workforce Connection On-line System https://www.jobs.state.nm.us		Total = 12,632

- The number of individuals/employers that were provided customer satisfaction outreach totals 12632;
- A summary of those results indicates: of the 12632 job seekers and business customers surveyed, 5239 or 41.47 percent agree website data met my needs; 1210 or 9.58 percent strongly agree website data met my needs; while another 680, or 5.38 percent strongly disagree website data did not meet my needs.

ETA APPROVED NEW MEXICO WIA WAIVERS

New Mexico received approval to extend five waivers and added two new waivers for Program Year 2013/Fiscal Year 2014. Waivers assist to overcome statutory and regulatory barriers under WIA, which may impede programmatic outcomes, providing New Mexico with flexibility to improve the delivery of workforce services.

New Mexico waivers, as outlined below, support and advance the President's job-driven²¹ elements.

- The waiver of WIA Section 101(31)(B) increases employer reimbursement for on-the job-training (OJTs) based on the size of participating business. This incentivizes employers, specifically small employers with 50 or fewer employees, by offering up to 90% reimbursement of training costs for work-based learning opportunities for individuals hired and trained in "on-the-job-training" activities.
- The waiver of WIA Section 133(b)(4) increases the ability to transfer funds between Adult and Dislocated Worker programs from 20% to 50%. This waiver allows local boards and service providers the flexibility to move funds between funding streams as needed. This breaks down barriers for those wanting to access job-driven training regardless of their Adult or Dislocated Worker status.
- The waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITAs) for older and out-of-school youth program participants allows youth providers the ability to engage business and older youth in work-based learning opportunities and can be applied within specific sectors and pathways for youth.
- The waiver to permit the State to replace the seventeen (17) performance measures at WIA Section 136(b) with six (6) Common Measures has been crucial in standardizing how we measure & evaluate employment & earnings outcomes across programs.

Seven Approved Waivers for New Mexico

1. Waiver of WIA Section 101(31)(B) to increase the employer reimbursement for on-the job-training (OJTs) based on the size of participating business

Under this waiver, the following reimbursement amounts permitted are:

- Up to 90 percent for employers with 50 or fewer employees;
- Up to 75 percent for employers with 51-250 employees; and
- For employers with more than 250 employees, the current statutory requirements (up to 50 percent reimbursement) continue to apply.

All four-workforce regions are taking advantage of this waiver. This waiver has the greatest impact on small business (1-50 employees) which makes up the largest percentage of New Mexico business establishments. Allowing a sliding scale for employer reimbursement expands the use of OJTs for underemployed and unemployed job seeker participation and affords flexibility so more businesses participate in OJTs.

- Two-years' of OJT waiver results signify since inception of waiver a total of 487 OJTs following the approval of the waiver.
2. Waiver of WIA Section 133(b)(4) increases the ability to transfer funds between Adult and Dislocated Worker programs from 20% to 50%. This waiver has been beneficial in providing additional flexibility for local planning and support of regional needs. In Program Year 2013 allowed transfers from the Dislocated Worker program to the Adult Program with the following reported:

²¹ USDOL-ETA, TEGL 3-14, Implementing a Job-Driven Workforce System / Presidential Memo-Job-Driven Training for Workers, <http://www.whitehouse.gov/the-press-office/2014/01/30/presidential-memorandum-job-driven-training-workers>

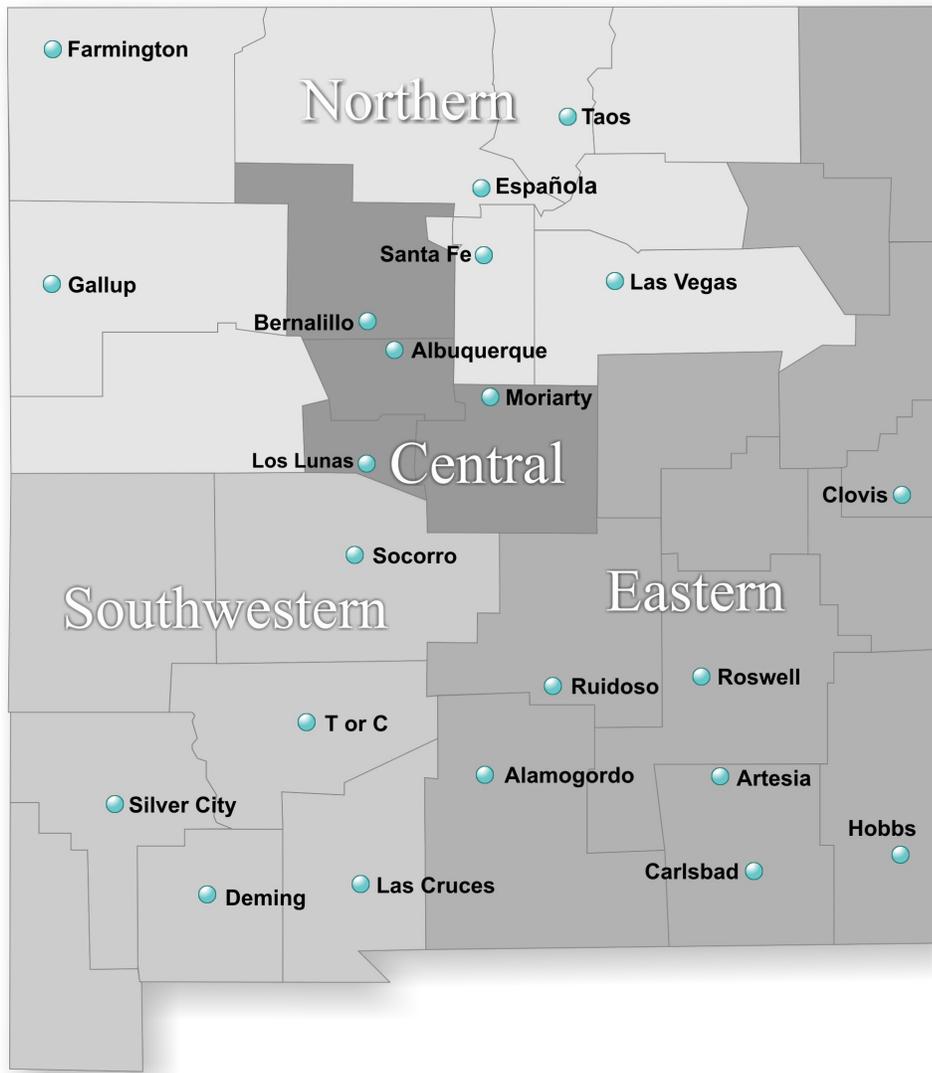
STATEWIDE PROGRAMS & INITIATIVES

- Central DW transfers to Adult program \$200,000, which equates to 14% transfer authority
 - Eastern DW transfers to Adult program \$352,717, which equates to 50% transfer authority
 - Northern DW transfers to Adult program \$326,563 which equates to 45% transfer authority
 - Southwestern DW transfers to Adult program \$211,452, which equates to 43% transfer authority
3. Waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITAs) for older and out-of-school youth program participants
 - This waiver permits the use of Individual Training Accounts for youth and provides greater training options; the acquisition of occupational skills; and better opportunities for success.
 4. Waiver to permit the State to replace the seventeen (17) performance measures at WIA Section 136(b) with six (6) Common Measures
 - This waiver allowed the State to continue its efforts to streamline and better align its programs.
 5. Waiver of the provision at 20CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers
 - The State has successfully implemented this waiver to retain eligible training providers and continue to increase the number of approved eligible training providers without burdensome requirements of eligibility criteria. The waiver supports a larger pool of training providers; enhances customer choice and fosters increased engagement from customers and training providers.
 6. Waiver of the provision at WIA Section 134(a)(2)(B)(iii) and 20 CFR 665.200(e) which requires the provision of incentive grants to local workforce development areas.
 - The goal in requesting this waiver is to ensure that New Mexico is able to prioritize the use of Governor's Reserve funds for the required activities essential to the basic functions of the workforce investment system
 7. Waiver of WIA Section 129(b)(2)(C) and 20 CFR 665.200(h) which requires the state to provide additional assistance to local areas that have a high concentration of eligible youth.
 - The reduction from 15% to 5% in WIA allotment for Governor's Reserve funds restricts the State's ability to effectively fund and carry out all required statewide workforce investment act activities. Currently, 5% of total allotment is not sufficient to cover the cost of providing incentive grants to local areas and additional assistance to workforce areas that have high concentrations of eligible youth.

WIA REGIONAL ACTIVITIES

WORKFORCE CONNECTION OF CENTRAL NEW MEXICO (WCCNM)

New Mexico Workforce Connection



WIA REGIONAL ACTIVITIES

WORKFORCE CONNECTION OF CENTRAL NEW MEXICO (WCCNM)



Figure 1: NMWC-WCCNM, Albuquerque, NM - Bernalillo County

New Mexico Workforce Connection

CENTRAL AREA

Overview Program Year 2013

The Central Workforce Development Board²² administered by the Mid-Region Council of Governments serves Bernalillo, Sandoval, Valencia and Torrance, covering 46 percent of New Mexico's population. Central Board and The Workforce Connection of Central New Mexico²³ (WCCNM) through their New Mexico Workforce Connection Business and Career Centers (BCCs) provide business-driven solutions, a valued resource for businesses and job seekers in the four county areas.

Workforce Service Delivery

WCCNM has experienced much success with the management of the WIA program. The relationships built with service providers, partners and the local business community have yielded many opportunities for business and job seeker customers. These relationships have resulted in the provision of wrap around service and skill upgrades, a development achieved through an internal eco-system that enhances the workforce system. The internal eco-system identifies employers' needs and matches those individuals with the appropriate business partner resulting in job attainment.

The evolution of these methods identified then delivered consistent improvements of the WCCNM workforce system, which includes cross program strategies and partnerships that provide quality customer service to the communities it serves. One employer comments below on the WIA system.

"The WIA program has enabled our company to train new and existing employees which has helped us to become more competitive and grow our business, as well, as providing employment opportunities to people in our community" quoted by Joaquin Sisneros, Sisneros Brothers Manufacturing."

NMWC-WCCNM Business & Workforce Activities

Headquartered in Moriarty, NM, Titan Aerospace is a small avionic manufacturing company in the research and development stages of High Altitude Long Endurance solar atmospheric satellites capable of carrying telecom, reconnaissance, atmospheric sensors and other payloads. Titan has a presence in the Bay Area, New York, and Washington, DC, and now New Mexico. Titan Aerospace brings together a group of high technology jobs such as aerospace engineers, high technology composite workers, electrical and mechanical engineers and solar power specialists committed to enabling the atmospheric satellite revolution.

The SOLARA with its 164 ft. / 50 m wingspan and thousands of high efficiency solar cells is capable of staying aloft for months or years at a time at an altitude of 65,000 ft. / 20 km. promises to open the door for stationing payloads near the edge of earth's atmosphere. During the day, solar energy powers propulsion, payload, and charges battery banks for use at night. Unlike space satellites, the SOLARA is far less expensive to buy and launch, this allows the flexibility of flying different missions with the same serviceable airframe.

²² Central Workforce Development Board, administered by the Mid-Region Council of Governments (MRCOG) refer to website at <http://mrcog-nm.gov/workforce-mainmenu-64>

²³ Source Contributor: Workforce Connection of Central NM, Jerilynn L. Sans, WIA Workforce Administrator, jsans@mrcog-nm.gov

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In 2013, the local NMWC Moriarty office initiated a partnership to develop Titan's workforce. Titan was in need of highly skilled and educated workforce, this was a challenge due to the limited pool of local candidates in Moriarty, NM, a rural setting. NMWC's local expertise was able to immediately provide candidates and fill all positions that became available, via networking with local community agencies, local Chambers of Commerce, and prospecting candidates within our Central office locations. NMWC provided subsidized workforce services and hosted jobs fairs exclusively for Titan.

To date, since July of 2013, the local NMWC office in Moriarty has successfully placed five subsidized On-the-Job training participants at Titan. All five individuals continue to work for Titan and three individuals will soon complete their training. In addition to the five subsidized positions, staffs have referred many candidates to Titan and they too were hired. Titan comments on NMWC services.

"Nick Renold, Chief Operating Officer with Titan stated the NMWC services, "far exceeded his expectations and was highly successful."

Titan will be hiring five additional employees and the NMWC will continue to play a vital role in the implementation of Titan's workforce training and continued expansion.

National Emergency Grant

The Central Region received funding under the National Emergency Grant (NEG) for 2013 - 2014. The NEG is a grant to provide benefits for dislocated workers considered "prolonged unemployed" through On-the-Job training opportunities. NEG allows participants to build skills for occupations in demand with opportunities for sustainability and self-sufficiency. In addition, the grant will provide an incentive for employers apprehensive about expanding and/or hiring during uncertain economic conditions. Through this effort, staff in the Business and Career centers worked closely with the Re-Employment Act (REA) program and other Partners, conducting specialized outreach to individuals, to act as a catalyst for those long-term unemployed who may have felt lost and unable to find viable employment opportunities.

Reemployment Eligibility Assessment Program (REA Program)

The WCCNM continues to pursue innovative approaches that produce long-term improvements in the performance of the workforce system and to provide cost-effective outcomes for job seekers and businesses. Therefore, the NMWC began delivering enhanced employment services to those individuals that are receiving unemployment insurance and are highly qualified and highly skilled, but have not been able to find employment, and in fact have been on unemployment for 5-weeks or more. This effort is in response to the Federal Government releasing \$188-thousand dollars in grant money under the Reemployment Eligibility Assessment Program (REA Program) specifically aimed at getting people back to work.

This REA Program, designed to complement the existing Reemployment Service program (RES) and function within the Central Region's integrated Workforce System. The REA program's goals are to : 1) ensure claimants are eligible for UI benefits via review of randomly selected claimant record; 2) ensure UI claimants are aware of how to access the full array of services for which they are eligible; 3) emphasize the claimants' role in actively participating in reemployment services as a condition of receiving UI benefits; 4) demonstrate the impact REA's can have in lessening the duration to reemployment; and 5) seamlessly align REA with the RES state plan. Ultimately, the goals of both programs are to provide Unemployment Insurance (UI) claimants with tools, information, resources and support that will lead to reemployment.

The REA builds on the WCCNM's integrated local service delivery system. This system provides co-located Workforce Investment Act (WIA) and Wagner-Peyser (WP) services through Workforce Connection Centers statewide. Workforce partners and services include Veterans' services, Adelante disability services, Job Corps, Agency on Aging, Temporary Assistance to Needy Families, local community colleges, and local faith-based organizations.

This program has proven to be highly beneficial not only to the job seeker but to the businesses that are looking for that "highly qualified individual". The program has proven to be highly beneficial to the business community and active job

WIA REGIONAL ACTIVITIES

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seekers with plans to expand program services this year to include Santa Fe, Las Cruces, Clovis and Roswell with plans to go statewide next year.

Job Fairs and Employer Recruitment

Throughout the year, WCCNM continued to pursue opportunities that provide relevant services to the business community. Therefore, WCCNM has been successful with providing onsite recruitments hiring events, job fairs, job skill assessments for job candidates and access to training facilities at the Business and Career Centers. These services are allowing businesses to reduce recruiting costs and connecting employers with qualified job applicants.

The Bernalillo County Business and Career Center held two large semi-annual “Partnering for Success” job fairs. These job fairs are only available to employers that have a minimum of ten active open recruitments – for these job fairs between forty and forty-five employers participate at each event.

The first “Partnering for Success” job fair was held September 2013, with a total of 1,442 job seekers attending and 900 job openings offered by 39 employers. Employer feedback was very positive and they stated that the organization of the event, staff assistance and job seeker attendance exceeded their expectations.

The second “Partnering for Success” event held April 2014. This event included 45 employers and 966 job seekers attending. At this event, Innovate/Educate hosted a breakfast along with a WorkKeys presentation for employers to understand the potential benefits in the hiring and retention process.

“Brian Horner, Cannon USA - Albuquerque Site Supervisor, stated, “I’ve been to three job fairs in the last few weeks and this event has been very successful for recruiting qualified candidates.”

In addition to job fairs, the WCCNM has held over 50-onsite recruitment events for Central Area employers to recruit for just over 2000 job openings. Employers receiving this support include Bernalillo County, Gorman’s, and Cannon USA, WOW Personnel, Staffing Solutions, National Distributing and many others.

Veterans Services

The Gold Card provides unemployed post 9/11 era veterans with the intensive and follow-up services they need to succeed in today’s job market. The Gold Card initiative is a joint effort of the Department of Labor’s Employment and Training Administration (ETA) and the Veterans’ Employment and Training Service (VETS). An eligible veteran can present the Gold Card at his/her local Business and Career Center to receive enhanced intensive services including up to six months of follow-up. It is estimated that the Central Region has helped over 1,200 veterans participate in this program with over 500 receiving intensive services. The average time for enrolled Veteran participants to obtain employment is about three months.

The Veterans Unit within the Central Region continues to place emphasis with outreach to the Native American Veterans Retraining Assistance Program (VRAP). This program offers veterans an additional year of Veterans Administration funded education. Upon completion of the program, staffs are reaching out to Veteran’s to offer follow-up and employment assistance. It is estimate that over 250 veterans have participated in the VRAP.

NMWC Veteran staffs have also been participating in a series of events at Laguna Pueblo, Jemez and Santo Domingo pueblos. This outreach is specifically for Native American Veterans, promoting employment services. Workshops and informational sessions conducted monthly to embolden workforce services to the Native American Veteran populations.

The Veterans unit also developed an MOI to partner with Goodwill Industries to provide employment services for those individuals in the Homeless Veterans Reintegration Program. A weekly outstation provides one on one contact with veterans.

Youth Initiatives

PY2013 has been another amazing year for the WCCNM Youth Program and its participants! The program’s successes this past year is due to the exceptional WCCNM Youth Program Provider and their staff, who provide distinctive services which support the youth of the Central Region. The WCCNM Youth program enrolled over 205 new youth into the program, with a total caseload of over 480. WCCNM

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Youth Program offers many services to youth to enhance their current and future endeavors; services afforded to the youth of the Central Region consisted activities such as work experience, occupational skills training and mentorship opportunities. These ventures not only provide suitable educational advancement prospects for youth, but also provide great motivation for future accomplishments.

To enhance the services of the WIA youth program, the Central Region supported the initiation of many programs to positively impact the lives of the youth in our region.

“The Workforce Connection WIA youth program has worked for us in that it gives the students hands-on experience that will create more opportunity to be hired as an experienced Dental Assistant. Shannon started out at Amazing Grace Dentistry as a student assistant and is now a full time employee. She is an excellent employee and every day our company learns more about our assistants and they learn more about us as a company.” Marisol Trevino, Office Manager, Amazing Grace Dentistry.

The recruitment process for participants and worksites was an exciting and challenging time for the program, with many new worksites recruited and over 300 participants placed to work! The WCCNM recruited participants from local high schools, community colleges, and other community organizations that work with youth and deal with youth issues.

In May 2013, our youth provider received a Face Forward grant from the US Department of Labor to improve long-term labor market prospects for youth involved in the juvenile justice system. The program serves youth ages 16 through 24 that currently reside in select Bernalillo County zip codes and are currently involved or have been involved in the juvenile justice system. The main goal of the program is to work with local nonprofit legal services to assist in expunging court records and other legal services including license restoration, child support orders, restraint orders, and obtaining identity documentation. Other program services include mentoring, GED instruction and testing, service-learning, workforce training, occupational skills training, parenting classes, case management, and post-program support and follow-up. The youth provider will work with 125 youth throughout the two-year grant to complete their education and successfully transition in to post-secondary education or the workforce. In the WIA youth program, about 22% of the participants are youth offenders who have numerous barriers to education

and employment, partly due to their legal issues. The Face Forward program will work with these participants to remove legal barriers, complete their education, to receive certifications and provide occupational skills that may increase their opportunity for long-term employment. In order to enhance the program’s success, the provider has partnered with exceptional organizations and agencies in the Albuquerque area, including WCCNM WIA youth and adult programs.

Central Area Success Stories

WIA Adult: A New Mexico man, who credits his job success to assistance he received from a government-funded local workforce program, travelled to Washington D.C. to witness history as President Obama signed new legislation authorizing the “Workforce Innovation and Opportunity Act”, recently passed by the Senate. This new legislation replaces the Workforce Investment Act of 1999.



After being laid off from his job as a fence erector back in 2012, Sergio Olivas received On-the-Job retraining assistance through New Mexico Workforce Connection under the federal Workforce Investment Act. Today, Sergio has become a valued employee at a local company that provides reclamation and erosion control services.

“Workforce Connection of Central NM is happy to be able to provide job related training and assistance to Sergio and the hundreds of other New Mexicans that have found themselves in similar situations without work resulting in loss of family income.” says Odes Armijo-Caster, Chairman of the Board of the NM Workforce Connection. “We are also proud to be able to assist small businesses in the training of their existing workforce that will allow them to

WIA REGIONAL ACTIVITIES

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be competitive, securing more work which allows them to retain more of those employees who would've been laid off."

WIA Dislocated Worker: Dominique R: Dominique is an example of a successful co-enrollment from the WIA Youth Program transitioned into the Adult WIA program. Dominique dropped out of high school in the 10th grade. One year later, she entered into the Youth Provider's GED program which she successfully completed. Dominique was determined to make a better life for her and her young child. As a single mother at age 18, Dominique decided to make a career choice that would allow for growth specifically in the healthcare industry. Through the youth WIA program, she successfully completed the dental assistant program. The dental office where she performed her clinical internship liked her positive attitude and work ethic and decided to offer her permanent employment. The Adult WIA program facilitated an on-the-job training contract with Celebrate Dental where she will be working and training to advance her skills and move her career opportunities forward. Her ultimate goal is to become a dentist.

WIA Youth: Timothy D: 19 years old and a high school graduate, enrolled in the youth program very motivated to work and pursue his goals. Timothy was fresh out of high school without much direction or work experience. He was living with his parents and was eager to get out on his own.

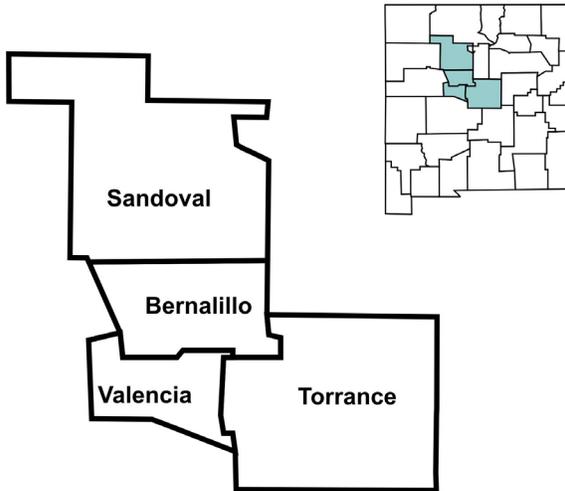
After completing the Basic Employability Skills Training (BEST) class, Timothy obtained work with Animal Control in Edgewood, where he started off as a cage cleaner and dog walker. Around the same time, exercising his own initiative enrolled in CNM classes with hopes of getting his degree in Liberal Arts. The WIA program assisted Tim with a transportation stipend to get to and from school and he was always grateful for this assistance noting, "It was a great incentive to stay-in-school". Tim completed his 450 hours of Work Experience at Animal Control and became very interested in the field. Due to his excellent work outcomes, the Town of Edgewood decided to hire him on as a full-time employee in June of 2012. Tim continued to attend CNM and received his Associate's Degree in Liberal Arts in December of 2013. Soon after that, Tim was promoted to an Animal Control Officer, assigned a company patrol vehicle to work in and take home. His job duties, as an Animal Control officer, include dispatch to homes to settle disputes, search and rescue, adoption of animals, and visits to schools to educate

children about animal care. Tim continues to work at the Animal Control in Edgewood, giving him close to two years' worth of great work experience. The WIA youth program was a great resource for Timothy providing work readiness training, paid work experience, transportation assistance, tutoring, occupational skills training and case management. As a result of Timothy's dedication and commitment to the program, he now has a full-time job and an Associate's Degree that will assist him with future goals and endeavors.

Timothy is very happy and grateful with the result of his participation in the WIA youth program. He feels as if he has greatly benefitted from his community's resources and now hopes he can perform his job better in order to give back to those who have given to him. He continues to set goals and pursue dreams, but for now, he seems content and happy in reaping a few of the rewards that come to those who work hard.

WIA REGIONAL ACTIVITIES

WORKFORCE CONNECTION OF CENTRAL NEW MEXICO (WCCNM)



**Table O: Central Area Workforce Development Board Local Performance
ETA Form 9091**

Program Performance

Central Area performance data exhibited at Table O, indicates of the nine (9) metrics reporting under Common Measures, three (3) measures exceeded, five (5) measures met, and one (1) failed measure.

Table O - Local Performance

Local Area Name	Total Participants Served	Adults		
			3,605	
Central Area Workforce Development Board		Dislocated Workers	245	
		Total Youth (14-21)	455	
		Total Exitters		
ETA Assigned #		Adults	3,457	
35025		Dislocated Workers	185	
		Total Youth (14-21)	324	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	68.0%	56.0%	
	Dislocated Workers	73.0%	73.0%	
Retention Rates	Adults	88.0%	93.0%	
	Dislocated Workers	88.0%	80.0%	
Average Earnings (Adults/DWs)	Adults	\$28,000	\$23,251	
	Dislocated Workers	\$17,390	\$16,807	
Placement in Employment or Education	Youth (14 - 21)	58.0%	53.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	41.0%	43.0%	
Literacy or Numeracy Gains	Youth (14 - 21)	32.0%	23.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance				
		0.0	0.0	
		0.0	0.0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	5	3

WIA REGIONAL ACTIVITIES

EASTERN AREA WORKFORCE DEVELOPMENT BOARD (EAWDB)



Figure 2: NMWC Center - Roswell, NM - Chaves County

New Mexico Workforce Connection

EASTERN AREA

Area Overview

The Eastern Area Workforce Development Board (EAWDB)²⁴ serves 15.5 percent of NMs population, providing services to employers and job seekers across the forty four thousand square mile area through its New Mexico Workforce Connection Centers (NMWCC).

The EAWDB currently serves twelve counties on the East side of New Mexico. Those counties include Chaves, Curry, De Baca, Eddy, Guadalupe, Harding, Lea, Lincoln, Otero, Quay, Roosevelt and Union. The eastern region experienced fewer job losses during the recession and early recovery.

The unemployment rate for the Eastern Area continues to be the lowest in the state. The low unemployment rates translate into a smaller applicant selection pool for employers. Therefore, increasing the skills of the available workforce and quality services to employers becomes more critical than ever.

Workforce Service Delivery

Program Year (PY) 2013 was a year of staff development. This year several training opportunities provided managers and staff training in areas that focused on:

- program integration
- state and local policies
- improving employer outreach ,

- business services
- implementation of new performance metrics
- site manager training

Training specifically targeted alignment and leveraging of partner services in the one stop system, increasing employer outreach, improving the quality of referrals provided to employers and working with job seekers to increase the skills of the local workforce. The investment in local area staff resulted in increased numbers of employers utilizing our services.

Business and Employer Services

As mentioned earlier the offices implemented the internal performance measures. The first year of this has largely been establishing base line and setting local office goals. This has

²⁴ Source: Eastern Area Workforce Development Board, website <http://eawdb.org/>

WIA REGIONAL ACTIVITIES

EASTERN AREA WORKFORCE DEVELOPMENT BOARD (EAWDB)

improved the contact with local employers and improved the visibility of our offices in the local communities. As a result, local offices participated in more than 10 job fairs and over 200-targeted hiring events for employers. The improved outreach created increases in:

- The number of new employers utilizing our services
- The number of employers that had disengaged from our offices reestablishing their use of services and
- The existing employers expanding the types of services they utilize.

The increase in demand driven services to employers also helped to improve forms and streamline processes for staff and employers.

In areas of low and in some cases extreme low unemployment it is important to employers that they retain their staff. Offices have promoted the use of the WorkKeys certification as a tool to better match candidates to the positions. Some of the employers recruited have begun requiring the WorkKeys examination as a condition of employment. These employers have requested assistance with profiling their positions in order to provide a mechanism to better match applicant skill levels to the position requirements. The employers have expressed very high levels of satisfaction with the progress and results of this initiative.

Enhanced Re-employment Services

The Clovis office is participating in an initiative promoted by the Secretary targeting long term unemployed individuals. The program designed to provide work readiness skills training then move individuals into a specific training cohort of their choice. This program is a collaborative effort between UI, WP and WIA. The first group of individuals completed the work readiness training and the successful candidates have moved into the occupational skills training. We are still awaiting the outcomes of this project.

WIA Adult and Dislocated Worker Services

The Adult and dislocated worker program in the east had a successful performance year. The one stop operator focused efforts on staff development, improved case management services to job seekers and employers, and the provision of

individualized demand driven services. The overall outcome of this was an increase in employment and retention numbers for dislocated workers and an increase in average earnings for both adults and dislocated workers.

The Eastern Area provided training services to 189 adults and dislocated workers in PY 13. The highest areas of job growth in the East remain healthcare and transportation. Due to the number of employment opportunities and high wages of those career clusters, the local offices targeted training in those areas.

The training and development of staff and the increase in quality services resulted in an increase in employment and retention for dislocated workers and increases in average earnings for both adults and dislocated workers.

Eastern Area Success Stories

WIA Dislocated Worker: Alison is a disabled veteran from the Air Force, where she served 8 years, with multiple trips flying overseas and into war zones. After Alison's separation from the military, she found it difficult to find sustainable employment at a decent wage. Alison decided to pursue a degree as a Radiologic Technician at Clovis Community College. With WIA assistance, Alison was able to focus solely on her schoolwork without the worry of the financial burden of attending college. Alison strived for excellence from her first class to her last.

In June 2014, Alison graduated with her Associates Degree from Clovis Community College with a cumulative GPA of 4.0. Alison achieved the Clovis Community College Radiology Academic Award, Student Peer Award, and Clinical Excellence Award. Alison now known for being the face of the Radiology Technician program with her picture located at the CCC website mentoring a fellow classmate. Shortly after graduation, Alison found employment as a Radiology Technologist and enjoys using the skills she has learned throughout her academics at CCC.

WIA Adult: Douglas came to NMWCC with the hope of obtaining financial assistance to attend schooling and earn his CDL. He was on probation at the time he applied for WIA services. Although he has a bachelor's degree in computer programming from 1985, his felony conviction prevents him from gaining security clearance needed to work in that field.

WIA REGIONAL ACTIVITIES

EASTERN AREA WORKFORCE DEVELOPMENT BOARD (EAWDB)

In addition, the training he received was no longer applicable to today's technology. We were able to find an employer that would provide a pre-hire letter from an employer and he was able to obtain a letter from his probation officer allowing him to pursue employment after completing training. After completing classroom training, Douglas experienced one obstacle after another in getting clearance to take his exam due to the felony conviction. However, Mesilla Valley Training Institute provided evidence that their records did not reflect anything on Douglas' driving record prior to the commencement of the class that would prevent him obtaining his permit and CDL. Douglas waited almost 6 months to become eligible to take the driving portion of the exam after completing training. He then tested and passed his exam. Less than a month after obtaining his CDL, Douglas obtained employment with Standard Energy Services.

Despite the barriers he had to overcome to get where he is today, he was determined and persistent to make a better life for himself. In the end, his hard work paid off.

WIA Youth: The youth program has focused this year on building a program that provides quality services to youth and emphasizes personal accountability on the part of the youth. While all ten program elements are provided there is a large focus on basic skills training, work experience, GED attainment, tutoring and preparation for post-secondary education when possible.

This provider has always served an extremely hard to serve population such as homeless teens from abusive backgrounds or pregnant teenage girls that are no longer welcome in their homes. The program manager has an unprecedented commitment to helping the youth succeed.

The program provides a framework for success by providing incentivized services to its participants and one on one adult mentoring by the staff. Youth placed in a work experience must be working on their other target areas such as schoolwork; tutoring or GED classes or they do not qualify for a work experience.

Career development specialists have a high level of communication/collaboration with the schools and most GED programs throughout the area to ensure youth are meeting their goals. Work experience is a benefit for students meeting their goals, for students with dropping grades this benefit is removed until students are back on track again.

The staff often provides basic skills tutoring in their offices or at the schools for their participants. In addition, they have:

- Appeared in court with the youth
- Found homeless youth temporary shelter with local families and faith based organizations in communities that have no services for homeless individuals
- Driven the youth 60 miles to take college entrance exams and meet with advisors
- And countless other above and beyond measures to help the youth succeed.

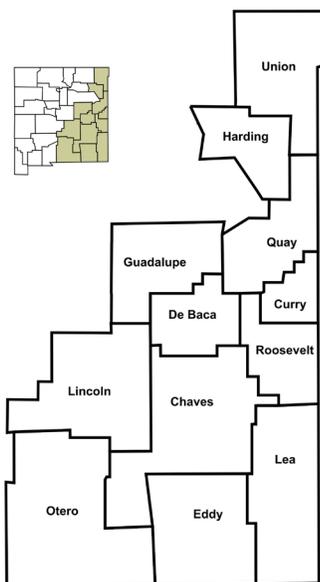
As a result of this passion, commitment and design this provider has historically delivered a level of high success in all federal performance areas as well as facilitating life change for the individuals they serve.

WIA Youth: This particular youth had no prior work history or employment skills and wanted to develop his skills. This youth discovered his niche and success when placed in a work experience at a radio station in Clovis New Mexico. His placement goal was to learn appropriate interpersonal skills and to develop career skills. He has now discovered his career path. This youth wants to obtain a communication degree so he can work in the radio business. The youth discovered that ENMU had a great communication program and he said he was very interested and would love to look into that particular program.

The youth worked very hard at his work experience and his performance in work experience was outstanding, the radio station decided to hire him part-time to help broadcast various sports events all around Clovis. This youth is currently looking forward to his career and hopes to one day be successful in the radio business.

WIA REGIONAL ACTIVITIES

EASTERN AREA WORKFORCE DEVELOPMENT BOARD (EAWDB)



**Table O: Eastern Area Workforce Development Board Local Performance
ETA Form 9091**

Program Performance

The Eastern Area Workforce Development Board (EAWDB) serves 15.5 percent of NM's population, providing services to employers and job seekers across the forty four thousand square mile area through its New Mexico Workforce Connection Centers (NMWCC).

The EAWDB currently serves twelve counties on the East side of New Mexico. Those counties include Chaves, Curry, De Baca, Eddy, Guadalupe, Harding, Lea, Lincoln, Otero, Quay, Roosevelt and Union. The eastern region experienced fewer job losses during the recession and early recovery.

Table O - Local Performance

Local Area Name	Total Participants Served	Adults	
		606	
Eastern Area Workforce Development Board		Dislocated Workers	59
		Total Youth (14-21)	81
ETA Assigned # 35040	Total Exiters	Adults	629
		Dislocated Workers	32
		Total Youth (14-21)	76
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	68.0%	64.0%
	Dislocated Workers	73.0%	68.0%
Retention Rates	Adults	86.6%	71.0%
	Dislocated Workers	88.0%	81.0%
Average Earnings (Adults/DWs)	Adults	\$17,500	\$15,387
	Dislocated Workers	\$17,500	\$19,335
Placement in Employment or Education	Youth (14 - 21)	58.0%	69.0%
Attainment of Degree or Certificate	Youth (14 - 21)	41.0%	33.0%
Literacy or Numeracy Gains	Youth (14 - 21)	32.0%	28.0%
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance			
		0.0	0.0
		0.0	0.0
Overall Status of Local Performance	Not Met		Met
	0		7
		Exceeded	
		2	

WIA REGIONAL ACTIVITIES

NORTHERN AREA LOCAL WORKFORCE DEVELOPMENT BOARD (NALWDB)



Figure 3: NMWC-Santa Fe, NM, Santa Fe County

New Mexico Workforce Connection

NORTHERN AREA

Area Overview

The Northern Area Local Workforce Development Board (NALWDB)²⁵ was incorporated in 2001 as a nonprofit 501(c) (3) to operate as the Administrative Entity (AE) for workforce funds in ten northern counties including Cibola, Colfax, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Santa Fe, and Taos. Northern area serves 27.6 percent of NMs total population.

The Northern Area Local Workforce Development Board (NALWDB) promotes business and community partnerships for local economic development while providing vocational training and employment services to meet the demands of a changing workforce

Workforce Service Delivery

Against the backdrop of a recovering economy that continues to struggle, the NALWDB's workforce system²⁶ has not wavered from its mission and resolve:

1. To educate and train our workforce to meet the changing needs of Northern New Mexico;
2. To design and implement a locally-delivered workforce development system which will enable government, business, education, and labor to provide the Northern Area with a well-trained, highly-skilled, and competitive workforce; and
3. To provide a seamless, business-driven system of service delivery that enhances access for all customers.

Rather, the NALWDB's aim is more important than ever with a goal of helping unemployed individuals get back to work while supporting job creation efforts to advance economic opportunities for families and businesses. That aim includes promoting an environment with an improved alignment of strategies and resources to respond to the talent base for business, particularly those in targeted clusters identified as economic development priorities for economic diversification, and making available to job seekers market-relevant training and education as well as connections to employment and career advancement opportunities.

Although high unemployment, reduced revenue, and the rural nature of the Northern Area presented significant obstacles during the past year, employers and citizens received services from a stronger and improved Northern Area workforce system dedicated to demand-driven local delivery with maximum flexibility and maintained performance standards. This is the continued goal of the NALWDB.

WIA Adult and Dislocated Worker Services

The NALWDB adult and dislocated worker programs are developed with a singular goal: to provide high quality services to our communities that will help move people into

²⁵ Source: Northern Area Workforce Development Board website <http://nalwdb.nm.org/organizations.php>

²⁶ Source: Northern Area Workforce Development Board, Deborah Wildenstein, Program Manager, Deborah@nalwdb.org

WIA REGIONAL ACTIVITIES

NORTHERN AREA LOCAL WORKFORCE DEVELOPMENT BOARD (NALWDB)

a better life, assistance with opportunities providing access to higher paying jobs that will provide the self-sufficient wages needed to flourish in the 21st Century, and relevant skills development to become a more valuable employee. To accomplish this, the NALWDB's adult service provider, SER, Jobs for Progress, Inc., operates workforce and education programs and collaborates closely with its partners and local employers to develop a strong business-driven workforce system. This workforce system provides for resources and opportunities for job seekers and business customers, is complimented by other business-driven programs such as On-the-Job Training, Customized Training, and Individual Training Accounts; as well as assessment and self-directed learning tools to assist in upgrading skills that result in entry or re-entry into the labor market.

Rapid Response is provided in conjunction with the New Mexico Department of Workforce Solutions (DWS) partner and includes an active case management between partner staff to assure wrap-around service and full access to all services within the workforce system inclusive of internal (co-located) and external (off-site) partner programs. Dislocated workers and adults are offered classes in resume writing, labor market research, on-line application completion, and mock interviewing to help prepare for the job hunt. Full assessments are used to help determine skill levels required for desired occupations, and when skill upgrade is required participants are either paired up with free, on-line courses, KeyTrains or PLATO (as needed) or if additional training is required, they may be referred to WIA for assistance with Classroom Training costs or with On-the-Job Training. All participant work histories are reviewed to determine transferrable skills that may be valued in alternate industries and occupations. Individual Employment Plans are developed using the New Mexico Workforce Connection, Virtual One Stop System to help clearly identify goals and objectives leading to employment and retention. This is an extensive process requiring labor market research and training provider research paired with objective assessment to help the job seeker clearly build a pathway to success. All care is taken to assure full support of the job seeker in either the dislocated worker or adult category as they transition back to the workforce.

Youth Program

The NALWDB's youth service provider, HELP-New Mexico (HELP-NM), program provides youth with a developmental

perspective designed to meet the social, emotional, and academic needs of youth. The program design provides youth with the opportunity to build a set of core assets and competencies needed to navigate through the issues faced in adolescence, and the ability to use those skills to be successful in adult life.

The youth program includes short-term outcomes that support the participant's ability to succeed academically and/or in employment. In the long term, the program provides participants with skills that will enhance and enrich these competencies and assets so that youth have confidence to transition to and be successful at post-secondary education and/or entry into the job market. To that end, the program focuses particular attention on youth who are basic skills deficient or who are at risk of dropping out of school by addressing the need to increase skills in literacy and numeracy. Strategies not only ensure that performance is met, but also that youth are prepared to compete in a job market where an academic education is a necessity. This is afforded in three ways: (1) Providing individual incentives and training onsite; (2) Creating new, and utilizing existing partnerships with schools, community colleges and community ABE and tutorial programs; and: (3) Ensuring discussion with the network of employers as to what each participants' needs are so that the work experience component consists of many "teachable moments" designed to increase core competencies and skills. Other assessed needs of the participant are addressed through availability of the ten (10) youth program elements, and leveraging of resources with other in-house programs that HELP-NM has available (i.e. YouthBuild, CSBG). Leadership skills are encouraged through community volunteer work. Twelve (12) month follow-up conducted (and follow-up services provided as necessary) further makes certain for participant success in moving toward future endeavors.

Northern Area Success Stories

WIA Adult: Mark was seeking assistance in obtaining employment. After assessment and case management it was determined that, he had an interest in driving trucks and had a great chance at obtaining employment with a CDL licensure. Mark started the Gallup CDL training in August 2013 and successfully graduated in October 2013. He immediately started employment with C & E Concrete as a gravel truck driver. He started earning \$12 per hour as an inexperienced

WIA REGIONAL ACTIVITIES

NORTHERN AREA LOCAL WORKFORCE DEVELOPMENT BOARD (NALWDB)

driver. He has since increased his hourly wage to \$13.50, and remains employed with C & E Concrete. Mark appreciates the training and the assistance he got with his training, updating of his resume, and ultimate employment through WIA.

WIA Dislocated Worker : Lorian was unemployed after having worked as an office manager for a contracting company. In the fall of 2012, she enrolled in the Nursing Program at Santa Fe Community College. She already had a Bachelor's Degree in Business so most of her prerequisites were waived and she was able to start right away in the Nursing Program. She did the usual courses and internships at University of New Mexico Medical Center and the New Mexico State Hospital. In May of 2014, Lorian completed the Nursing Program and obtained employment at Christus St. Vincent's Regional Medical Center as an Emergency Room Nurse.

WIA Youth: Tiffany is a 19-year-old Hispanic female who comes from a single parent home. Tiffany was referred to the WIA program at HELP-NM. She quickly responded to the opportunities that were offered by the program. Tiffany took it upon herself to visit the HELP-NM office and see what information and requirements were needed in order to participate in the program. Tiffany enrolled soon after and began receiving paid work experience as a cashier/floor stocker at Lowes Supermarket. Tiffany successfully completed her work experience. She also received supportive services for transportation, and completed community service. In May 2014, Tiffany earned her high school diploma and immediately registered for post-secondary education at Luna Community College; she received incentives for earning her high school diploma and registering in post-secondary education. Today, Tiffany continues to attend Luna Community College and she obtained employment with Einstein Bagel Shop. Tiffany is grateful to the program for the opportunity it gave her to reach her goals. She has been able to build her self-esteem knowing that she received her high school diploma and gained work experience, which led her to attaining full time employment.

WIA REGIONAL ACTIVITIES

NORTHERN AREA LOCAL WORKFORCE DEVELOPMENT BOARD (NALWDB)

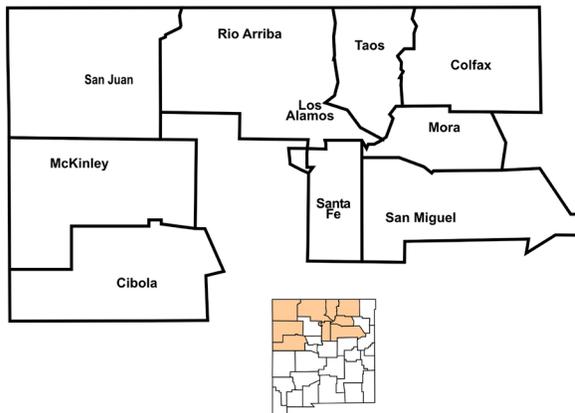


Table O: Northern Area Workforce Development Board Local Performance

Program Performance

Northern Area data exhibited within Table O, show of the nine (9) measures reporting under Common Measures, five (5) measures exceeded and four (4) measures met under Common Measures Performance metrics.

Table O - Local Performance

Local Area Name <u>Northern Area</u> <u>Workforce Development Board</u>	Total Participants Served	Adults	1,661	
		Dislocated Workers	170	
		Total Youth (14-21)	116	
ETA Assigned # <u>35035</u>	Total Exiters	Adults	1,586	
		Dislocated Workers	85	
		Total Youth (14-21)	117	
Reported Information		Negotiated Performance Level	Actual Performance Level	
Entered Employment Rates	Adults	65.9%	66.0%	
	Dislocated Workers	73.0%	80.0%	
Retention Rates	Adults	86.6%	81.0%	
	Dislocated Workers	87.0%	75.0%	
Average Earnings (Adults/DWs)	Adults	\$15,500	\$15,719	
	Dislocated Workers	\$15,800	\$18,728	
Placement in Employment or Education	Youth (14 - 21)	58.0%	54.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	43.0%	50.0%	
Literacy or Numeracy Gains	Youth (14 - 21)	30.0%	35.0%	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance				
		0.0	0.0	
		0.0	0.0	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	5

WIA REGIONAL ACTIVITIES

SOUTHWESTERN AREA WORKFORCE DEVELOPMENT BOARD (SAWDB)



Figure 4: NMWC - Las Cruces, NM - Dona Ana County

New Mexico Workforce Connection is the southwest region's workforce expert, helping hundreds of employers connect with thousands of job seekers each year. With seven workforce centers serving the seven county regions, two of which are satellite offices, the SAWDB works to deliver a highly skilled workforce. Offering innovative solutions to assist businesses to succeed in today's highly competitive workforce, while providing the tools job seekers need to find or advance in their current careers. With an emphasis on economic and employer-driven goals,²⁸ SAWDB's cooperative programs will cater to the region's unique employment needs, allowing for effective distribution of federal funds and serving local employers by cultivating a highly skilled workforce.

Workforce Service Delivery

The Southwestern Area Workforce Development Board works diligently toward improving one-stop facilities in order to house more partners and businesses in an effort to make their services further accessible to those they are serving. With an emphasis on economic and employer driven goals, SAWDB's cooperative programs cater to the region's unique employment needs allowing better distribution of federal funds and serving local employers by cultivating a

New Mexico Workforce Connection

SOUTHWESTERN AREA

Area Overview

The Southwestern Area Workforce Development Board (SAWDB) provides workforce services in seven counties, which include Catron, Doña Ana, Grant, Hidalgo, Luna, Sierra, and Socorro. Southwest area serves 38.1 percent of New Mexico's population. The SAWDB²⁷ mission is to empower individuals in the region by providing them with the tools and training they need to acquire higher paying jobs based on the needs of local businesses.

highly skilled workforce. The SAWDB demonstrates services rendered in the southwest with a snapshot of success stories exhibited below.

Workforce Investment Act Adult Program

The purpose of WIA Title IB adult program is to provide core, intensive and training services to individuals age 18 and older who are at or lower than a level of self-sufficiency. Training services may be available for adults who have met the eligibility requirements for intensive services in order to obtain employment.

Workforce Investment Act Dislocated Worker Program

The purpose of WIA Title IB Dislocated Worker program is to provide services to individuals who have been terminated or laid off, or have received notice of termination or layoff, from employment generally due to plant closures or downsizing; and who meet the dislocated worker definition of a displaced homemaker. Core, intensive and training services are available to assist dislocated workers transition from layoff to work in the least amount of time possible.

²⁷ Source: Southwestern Area Workforce Development Board's (SAWDB's) website: <http://www.employnm.com/>

²⁸ Source Contributor: Southwestern Area Workforce Development Board's (SAWDB's), Steve Duran WIA Administrator sduran@sccog-nm.com

WIA REGIONAL ACTIVITIES

SOUTHWESTERN AREA WORKFORCE DEVELOPMENT BOARD (SAWDB)

Best Practice

During the program year, the staffs at the workforce centers in the Southwest region have continued to strengthen their relationships with economic development offices also focused on skill development. In the county of Dona Ana, the Mesilla Valley Economic Development Alliance, Dona Ana Community College, and the New Mexico Workforce Connection Center have partnered together to create a Boot Camp for job seekers to learn the basic skills of how to prepare and interview for a job. As the Boot Camps roll out throughout the county, they have been recognized as a best practice in the network.

Southwestern Area Success Stories

On-the-Job Training: Ms. Cooper applied for and obtained employment with Wentz Electric as a Solar Photovoltaic Installer. Wentz Electric had recently lost one of his or her PV installers and was seeking someone to replace that position. They were willing to train an individual with little or no experience. She accepted the position as it would be better paying and in an area, she wished to work in. She had desired to work in the green industry and was interested in PV installation.

She successfully completed training in five months. She continues working full-time as well as attending Western New Mexico University taking electrical technology classes. She is receiving partial financial assistance from Wentz Electric to pay for her education. She should complete her Associates of Science degree in Electrical Technology in December 2015. She will also complete her remaining apprentice training hours and receive her PV Installer journeyman by February 2015. She will continue to work toward her electrical journeyman by the time she graduates.

Classroom Training: Mr. Torrez was unemployed for nearly three years, received unemployment benefits which exhausted at the time of application and approval for WIA. They were his only source of income beyond his student loans. He was also receiving public assistance at that time. He had been working in the healthcare field as a C.N.A. and wanted to continue to work in the healthcare field but in a different area that had more employment opportunities that would be stable and financially supportive.

He was attending Western New Mexico University majoring in the Occupational Therapy Assistant program and recently accepted into the program. He graduated with an Associate of Science Degree of Occupational Therapy Assistant in December 2013 from Western New Mexico University. Graduating with an excellent GPA and recently obtained his OTA license and employment in his field of study.

Alfredo comes from a farmworker family and his parents are still working in the fields. He attended Western New Mexico University in Silver City, NM and pursued a degree in education. The Workforce Investment Act program assisted him during the last two years of his study and he graduated in May of 2014 with a Bachelor of Science in Secondary Education with a bilingual endorsement. He worked as a substitute teacher while in college and is now a full-time permanent bilingual teacher for the Deming Public School.

Jesse is married with two children and prior to participating in the Workforce Investment Act program he struggled to make ends meeting while working on a part-time basis as a waiter making \$2.15 an hour, plus tips. Jesse attended Western New Mexico University in Silver City, NM pursuing a welding technology degree. He applied and received WIA assistance during the last two semesters of school. Jesse graduated in May of 2014 with an Associate of Applied Science in Welding Technology. He obtained a job in his field of study as a welding instructor at Western New Mexico University.

Selene attended Western New Mexico University in Silver City, NM approximately five years in pursuit of an education degree. The WIA program assisted her for six semesters and she graduated in May of 2014 with a Bachelor of Science in Secondary Education. Upon graduation, Selene began her career as a teacher with the Animas Public Schools.

Ismael is married with three children and prior to applying to the Workforce Investment Act; he was unemployed for approximately four months and was receiving Unemployment Insurance benefits. Ismael enrolled at Mesilla Valley Training Institute under their five-week program and obtain CDL Class A license May of 2014. After completing his program, Ismael obtained a full-time permanent job with benefits as a truck driver in Deming earning \$14.00 an hour.

Norberta is married and was unemployed for approximately two years while earning her pre-requisites for the registered

WIA REGIONAL ACTIVITIES

SOUTHWESTERN AREA WORKFORCE DEVELOPMENT BOARD (SAWDB)

nursing program at Western New Mexico University in Silver City, NM. Noberta applied and received assistance from the Workforce Investment Act program while in her last two years in the nursing program. Noberta graduated with an Associate's Degree in Nursing in May of 2014, and is employed at the Mimbres Memorial Hospital earning \$25.00 an hour.

WIA Youth: The Workforce Investment Act Title IB Youth Program provides services to youth ages 14-21. The focus of the program is to increase the focus on longer-term academic and occupational learning opportunities and provide long-term comprehensive service strategies.

The Youth Program is designed to prepare youth to enter post-secondary education, training or employment upon completion of their secondary education.

Best Practice: A work-experience employer in Silver City took the initiative to invite the parents of a youth participant to the work-site to tour and explain the work skills objectives and methods that would be used in teaching their daughter the types of skills that are expected in the workplace. This practice is a testament to the genuine interest to make a positive difference in the lives of our youth and an example of going above and beyond the requirements of the program. This practice caught the eye of the area program monitors during a site review, and they are would like to see the practice throughout the region.

Success Stories: The Hot Springs High School counselor referred Shannon to the Sierra County WIA Youth Program this past April. Upon interviewing Shannon for the program, it became evident that the youth program was tailor made for Shannon.

Just turning 19, Shannon has lived on her own since she was 18 in order to remain in Truth or Consequences and finish her education. With that, she has had to support herself this past year by working full-time as an Assistant Manager for Sonic Drive In. Management wanted to increase her hours and responsibilities, and Shannon decided that it would be best to concentrate on graduating and left to seek a position that would accommodate her school schedule.

Now unemployed, Shannon wanted to get work experience in an area that was not food service related. She said she was a "hands on" kind of person, who did not really want to work in an office, either. After completing an interest inventory

assessment and additional inquiry, it was determined, that Shannon would be very successful working with the State Parks system.

After interviewing with the Park Supervisor at Elephant Butte Lake State Park, Shannon began her Paid Work Experience by working as a park laborer on the weekends. This position allowed her to concentrate on finishing her senior year during the weekdays. Her Employment Community Specialist monitored her final months at Hot Springs High School to ensure her planned graduation for the end of May.

Shannon did earn her High School Diploma, and is only the second person in her family to do so! The day after graduation, Shannon started working 40 hours/week for the park. All of her work supervisors spoke very highly of her, noting that she was always eager to complete any task assigned and maintained a cheery disposition while doing so. Upon site visits, it was obvious that she was getting a well-rounded work experience. Sometimes she was helping pull weeds along hiking paths, cleaning bathrooms, washing boats and vehicles, setting up tents for special events, helping in the office and finally working in the park entrance booth.

After Shannon completed her work experience hours with WIA, she was immediately hired by the park, as a seasonal employee, and is still employed there. The park supervisor has encouraged Shannon to apply for any full time park positions that might open up, as well as re-applying for a seasonal employee, next year.

Shannon is currently enrolled with Central New Mexico Community College and taking 18 credit hours to obtain a degree in Criminal Psychology.

The Employment Community Specialist says, "It has been very rewarding seeing the milestones that Shannon has completed and knowing the WIA Youth program helped pave the way for with her future potential and optimism".

WIA REGIONAL ACTIVITIES

SOUTHWESTERN AREA WORKFORCE DEVELOPMENT BOARD (SAWDB)

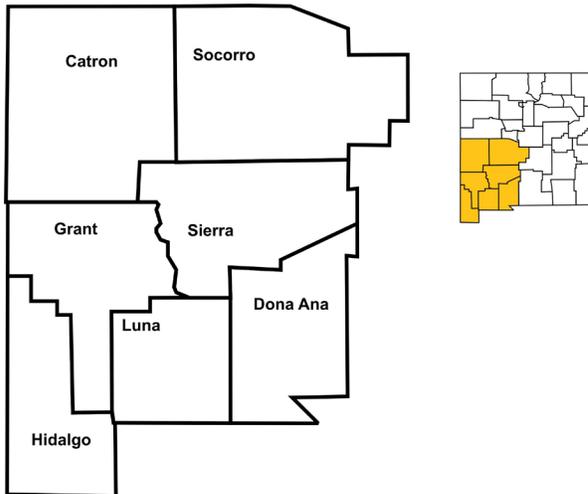


Table O: Southwestern Area Workforce Development Board Local Performance

Program Performance

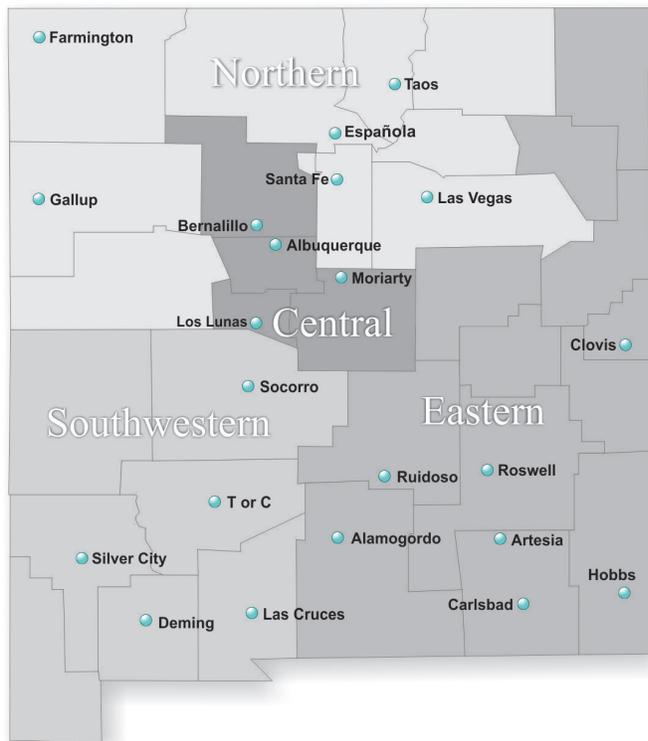
Southwestern Area data exhibited within Table O, show of the nine (9) measures reporting under Common Measures, six (6) measures exceeded and three (3) measures met under Common Measures Performance metrics.

Table O - Local Performance

Local Area Name	Total Participants Served	Adults	
			1,121
Southwest Area Workforce Development Board		Dislocated Workers	54
		Total Youth (14-21)	185
ETA Assigned # <u>35030</u>	Total Exitors	Adults	1,082
		Dislocated Workers	36
		Total Youth (14-21)	117
Reported Information		Negotiated Performance Level	Actual Performance Level
Entered Employment Rates	Adults	76.0%	80.0%
	Dislocated Workers	73.0%	80.0%
Retention Rates	Adults	87.0%	89.0%
	Dislocated Workers	88.0%	90.0%
Average Earnings (Adults/DWs)	Adults	\$14,000	\$12,853
	Dislocated Workers	\$15,000	\$14,173
Placement in Employment or Education	Youth (14 - 21)	59.0%	56.0%
Attainment of Degree or Certificate	Youth (14 - 21)	42.0%	59.0%
Literacy or Numeracy Gains	Youth (14 - 21)	33.0%	38.0%
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance			
		0.0	0.0
		0.0	0.0
Overall Status of Local Performance		Not Met	Met
		0	3
			Exceeded
			6

LOCAL WORKFORCE DEVELOPMENT BOARD CONTACT INFORMATION

New Mexico Workforce Connection



Local one stops established to provide a variety of workforce development programs & services

-  NM Workforce Connection Centers
-  Central Area Workforce Development Board
-  Eastern Area Workforce Development Board
-  Northern Area Workforce Development Board
-  Southwestern Area Workforce Development Board

Central Area Workforce Development Board

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 Mid Region Council of Governments (MRCOG)
 Jerilynn Sans, WIA Administrator
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 Albuquerque, NM 87102
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Eastern Area Workforce Development Board

Administrative Entity
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 725 6th St. NW, Box 8
 Albuquerque, NM 87102
 (505) 938-1282

Northern Area Local Workforce Development Board

Administrative Entity
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 Santa Fe, NM 87508
 (505) 986-0363

Southwestern Area Local Workforce Development Board

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NEW MEXICO TRIVIA²⁹ FAST FACTS

- New Mexico's State Constitution officially states that New Mexico is a bilingual State, and 1 out of 3 families in New Mexico speak Spanish at home
- In 1848, the United States won the Mexican War and New Mexico became a U.S. territory
- New Mexico is the 5th most extensive, the 36th most populous, and the 6th least densely populated of the 50 United States
- New Mexico, although a large state, with a land mass of 121,412 square miles has little water; its surface water area is about 250 square miles
- New Mexico population indicates far more sheep and cattle than people population. The 2010 Census indicates there are only 17 people per square mile
- Native Americans have been living in New Mexico for some twenty thousand years. The Pueblo, Apache, Comanche, Navajo, and Ute peoples were in the New Mexico region when Spanish settlers arrived
- 1 out of 4 workers in New Mexico work directly for the Federal Government. State and local governments are also major employers
- Public education was almost non-existent in New Mexico until the end of the 19th century. As late as 1888 there was not a single public college or high school in the entire territory
- Built in 1610, the Palace of Governors in Santa Fe is one of the oldest public buildings in America
- Each October Albuquerque hosts the world's largest international hot air balloon fiesta
- White Sands National Monument is a desert, not of sand, but of gleaming white gypsum crystals
- Hatch is known as the "Green Chile capital of the world"
- Tens of thousands of bats live in the Carlsbad Caverns. The largest chamber of Carlsbad Caverns is more than 10 football fields long and about 22 stories high
- Blue Hole, an 81-foot deep natural artesian spring in Santa Rosa, is a favorite location for scuba divers. Its 4,600 feet above sea level, making the bottom an equivalent of nearly 100 feet of depth in the ocean.
- In 1950 the little cub that became the National Fire Safety symbol, Smokey the Bear, was found trapped in a tree when his home in Lincoln National Forest was destroyed by fire
- New Mexico's total population is 2,085,287, per 2013 census

²⁹ New Mexico Fast Facts derived from <http://www.50states.com/facts/newmex.htm>





New Mexico Department of Workforce Solutions

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