

THE STATE OF NEW MEXICO WORKFORCE INVESTMENT ACT ANNUAL REPORT PROGRAM YEAR 2003

Bill Richardson
Governor

Reese Fullerton
Executive Director
Office of Workforce
Training & Development



Ms. Terri Cole
Chair
State Workforce
Development Board

THE STATE FLAG OF NEW MEXICO HAS A MODERN INTERPRETATION OF AN ANCIENT SYMBOL OF A SUN DESIGN FROM ZIA PUEBLO. THE SACRED NUMBER IS EMBODIED IN THE EARTH WITH ITS FOUR MAIN DIRECTIONS; IN THE YEAR WITH ITS FOUR SEASONS; IN THE DAY, WITH SUNRISE, NOON, EVENING AND NIGHT; IN LIFE, WITH ITS FOUR DIVISIONS - CHILDHOOD, YOUTH, ADULTHOOD AND OLD AGE. THERE ARE ALSO FOUR LOCAL WIA AREAS IN NEW MEXICO. THESE AREAS MUST WORK TOGETHER TO FORM THE CIRCLE OF THE ZIA TO MANIFEST TRUE EMPOWERMENT TO ALL NEW MEXICANS.....



***IT IS WITHIN THE SPIRIT OF THIS
SYMBOL, WE PRESENT THIS REPORT.***

**New Mexico
Workforce Investment Act
Annual Report 2003**



Bill Richardson
Governor

Reese Fullerton
Executive Director, Governor's Office of Workforce Training & Development

Terri Cole
Chairperson, State Workforce Development Board

Carlos Gonzales
Chairman, Northern Area Workforce Development Board

Bill Buhler
Chairman, Southwest Area Workforce Development Board

Robert Davey
Chairman, Central Area Workforce Development Board

Jimmie Shearer
Chairman, Eastern Area Workforce Development Board

September 2004

Equal Opportunity is the Law

The Governor's Office of Employment and Training is an equal opportunity employer/program and auxiliary aids and services are available upon request. WIA applicants, claimants, participants, recipients, and staff shall not be discriminated against on the basis of race, color, religion, sex/gender, national origin, citizenship, age, disability, political affiliation, or belief in both participation and employment, reprisal or retaliation for filing grievance, testifying or agreeing to testify in any investigation or proceeding related to the WIA also regarding health, safety and displacement of denying benefits to any individual to which that individual is otherwise entitled, or participation in any WIA financially-assisted program or activity.



Office of Governor

September 28, 2004

Secretary Elaine Chao
U. S. Department of Labor
Employment and Training Administration
200 Constitution Avenue, N.W.
Washington, D.C. 20210



Dear Secretary Chao:

It is my pleasure to submit the State of New Mexico's Program Year 2003 Workforce Investment Act (WIA) Annual Report. This Report details the PY 2003 WIA program performance information required under United States Department of Labor Training and Guidance Letter Number 14-00, Attachment G. This Report also contains additional narrative description of New Mexico WIA activities conducted during PY 2003.

New Mexico's ability to compete in a global economy depends upon the quality of our workforce. By giving our workers an opportunity to attain the skills needed in the new economy, we will be positioned to lead the country in attracting the jobs that improve wages and quality of life for all New Mexicans. I am committed to the creation of new high skill jobs by harnessing the combined energy and resources of a coordinated employment, education, and economic development system to achieve success for all of New Mexico.

In an effort to meet the goals of the Workforce Investment Act, I created by Executive Order, the Office of Workforce Training and Development in January of this year. As the grant recipient for (WIA), the Office is charged with developing a unified, comprehensive plan for streamlining and integrating state workforce development programs. This step is essential in meeting the needs of businesses that require a specially trained workforce in order to flourish. As New Mexico continues to develop the workforce development system, we welcome the valuable input and assistance we receive from the United States Department of Labor. We consider you to be a strategic partner, necessary for us to succeed.

I wish to congratulate the New Mexico State and Local Workforce Development Boards on their guidance in directing the Program Year 2003 Workforce Investment Act training dollars. The New Mexico Workforce System will meet or exceed the expected levels for all seventeen federal performance indicators. This Office is committed to providing the support required to enable the New Mexico Workforce System to continue to improve and ultimately reach and maintain the high standards set by and for us. I look forward to continued success in the coming years.

Sincerely,

A handwritten signature in cursive script that reads "Bill Richardson".

BILL RICHARDSON
Governor

Executive Summary



In a time where taxpayer resources are evermore valuable, the New Mexico workforce system has continued to make strides in improving efficiency and effectiveness. Although high unemployment and reduced revenue presented significant obstacles during the past year, employers and citizens of New Mexico received services from a stronger and improving workforce system. It is a system dedicated to integrated, demand-driven local delivery with maximum flexibility and maintained performance standards. This is our continued goal.

Four years into implementation of the WIA, New Mexico is challenged to build a workforce development system that will attract industry and jobs through cooperation and coordination of public and private partnerships. Local workforce areas are in transition from a referral network structure to full co-location of services, partners and resources. Goals are being augmented by state and locally tailored measures to assure continuous improvement and participation of the business community. A statewide system for reporting and tracking of participant data is finally in place and it is beginning to serve the needs of the Local Areas. Local Areas and Boards are improving their ability to understand the customer service mix, identifying service gaps, and are trying to allocate resources appropriately across the sequence of services. There will be more and more emphasis on incorporation of an employer-driven workforce system by the State and local areas as it is known that business creates jobs and engaging employers in the workforce system is essential if solutions are to be relevant.

Routine monitoring and oversight of local areas, local boards and service providers ensures WIA activity is compliant with requirements. Increased program monitoring is a high priority. Most importantly, we are committed to providing citizens of New Mexico access to employment and training activities which lead to economic self-sufficiency and a better quality of life.

The State of New Mexico has demonstrated improvement in achieving and exceeding performance goals negotiated with the United States Department of Labor. New Mexico met 80% of negotiated performance in PY02 and will meet 100% of the aggregate total for PY03. A comparison of the PY02 and PY03 Annual Report indicates improvement in all categories from Customer Satisfaction, Adult, Dislocated Worker, Older Youth to Younger Youth measures. Improvement in performance categories is attributed to local providers improving their knowledge of performance measures and the successful implementation of the Virtual One-Stop System (VOSS), which is the reporting system used in New Mexico. The Office of Workforce Training and Development has provided and will continue to provide technical assistance and training on performance measures and VOSS throughout the current Program Year in expectation of enhanced performance in future annual reports.

Respectfully,

Executive Director
Office of Workforce Training & Development

Table of Contents

New Mexico's Economic Environment Today.....	6
New Mexico's Workforce Investment System.....	20
Success Stories.....	23
Table of Performance Measures.....	25

Economic Environment

Population

The Census Bureau's estimate for New Mexico's population in 2003 is 1,874,614. New Mexico's Census 2000 population count was 1,819,046. This was an increase of 303,977, or 20.1 percent, since the 1990 Census. New Mexico was the 12th fastest growing state in the nation. Census 2000 confirmed the continuation of historic trends in the state's population distribution. The most noticeable of these trends is the concentration of the state's population in metropolitan counties along the central Rio Grande corridor. Over 63 percent of the state's population now lives in one of the seven designated metropolitan counties of Bernalillo, Sandoval, Valencia, Tarrant, Doña Ana, Santa Fe, and San Juan.

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



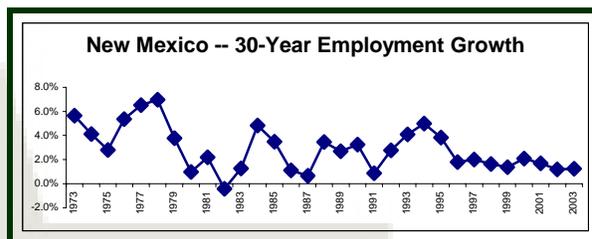
Statewide Employment Overview

For 2003, New Mexico had the fifth highest rate of job growth in the country. This followed New Mexico's third place position in 2002. New Mexico has continued to do relatively well for the last three years, during the time of the national recession and lackluster economic recovery.

The state has also had some setbacks. Several large companies closed during 2003, displacing hundreds of workers. There were also regional differences, with Las Cruces and Santa Fe doing well, but Albuquerque failing to add many new jobs. Albuquerque's economy became increasingly interconnected to the national economy, especially in industries like manufacturing where firms sell their products in the national and international markets. These markets

continue to show weakness, making it difficult for Albuquerque to make a sustained recovery.

The rate of job growth for the United States as a whole was negative 0.3 percent in 2003, meaning that the country had fewer jobs compared to the previous year. New Mexico fared much better. We managed to grow 1.2 percent, adding 9,400 jobs. The state was fortunate to increase employment, although at a historically low rate. We grew less than half the 2.7 percent rate that is the state's 30-year average, and also lower than the ten-year average of 2.2 percent.



Summary Table 1 shows employment averages by NAICS super sector. Additional detail is shown in Table 2 on page .

Two industries went from being big job losers in 2002 to being job-gaining industries in 2003. Both construction and also natural resources and mining had each lost 1,600 jobs in 2002. In 2003, low interest rates led a boom in construction employment, and sustained higher prices for oil and gas enabled a profit-driven expansion in mining employment.

Unfortunately, the state's manufacturing industry was less fortunate. Following the loss of 800 jobs in 2001, manufacturing declines peaked at 2,500 jobs in 2002 and continued into 2003 with a further reduction of 2,100 jobs. At the end of 2003 the Phillips Semiconductor plant in Albuquerque closed, capping three very bad years for New Mexico's (and the nation's) manufacturing industry.

For the third year in a row, educational and health services employment grew faster than any other industry, up 5.1 percent in 2003, adding 4,800 jobs. Momentum came from both the health care and social assistance components, especially the predominantly Medicaid funded home health care services part, which grew 28.6 percent in 2003 following 53.7 percent growth in 2002.

Economic Environment

Government employment, which out-sizes any of the state's private industries, grew 2.3 percent, adding 4,400 jobs. Local government, which includes tribal Indian-owned casinos, added 2,300 of the jobs. State government employment also was strong, but federal government employment declined slightly.

The professional and business services industry lost 600 jobs, declining for the first time since NAICS-based industry data began in 1990. Job losses came from call center closures during the year, notably Stream International in Silver City, which closed in July. Another weak component was employment services, caused by professional employer organizations that handle employment on a contractual basis for other companies.

Retail trade made a slight comeback in 2003, adding 600 jobs, but independent retailers lost out to the super centers. The leisure and hospitality industry continued to do fairly well, adding 1,400 jobs, mostly in restaurant employment.



Table 1 Statewide Industry Employment Summary

	<i><u>Annual Average</u></i>			<i><u>Annual Growth</u></i>		<i><u>Percent Growth</u></i>	
	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2002</u>	<u>2003</u>	<u>2002</u>	<u>2003</u>
Total	757,200	766,100	775,500	8,900	9,400	1.2%	1.2%
N.R. & Mining	15,600	14,000	14,200	-1,600	200	-10.3%	1.4%
Construction	47,400	45,800	47,000	-1,600	1,200	-3.4%	2.6%
Manufacturing	40,900	38,400	36,300	-2,500	-2,100	-6.1%	-5.5%
Wholesale Tr.	22,800	22,600	22,100	-200	-500	-0.9%	-2.2%
Retail Trade	89,800	90,100	90,700	300	600	0.3%	0.7%
T. W. U.	22,900	22,800	22,800	-100	0	-0.4%	0.0%
Information	17,100	16,900	16,000	-200	-900	-1.2%	-5.3%
Financial	33,300	33,500	33,900	200	400	0.6%	1.2%
Prof. & Bus.	88,600	89,200	88,600	600	-600	0.7%	-0.7%
Edu. & Health	87,700	94,000	98,800	6,300	4,800	7.2%	5.1%
Leisure/Hosp.	78,500	80,000	81,400	1,500	1,400	1.9%	1.8%
Other Services	27,200	28,000	28,500	800	500	2.9%	1.8%
Government	185,500	190,900	195,300	5,400	4,400	2.9%	2.3%

Economic Environment

Table 2 Statewide Nonagricultural Employment

	Annual Average			Annual Growth		Percent Growth	
	2001	2002	2003	2002	2003	2002	2003
Total	757,200	766,100	775,500	8,900	9,400	1.2%	1.2%
Natural Resources and Mining	15,600	14,000	14,200	-1,600	200	-10.3%	1.4%
Oil & Gas Extraction, Well Drilling	11,100	10,000	10,500	-1,100	500	-9.9%	5.0%
Mining, Except Oil and Gas	4,500	4,000	3,700	-500	-300	-11.1%	-7.5%
Construction	47,400	45,800	47,000	-1,600	1,200	-3.4%	2.6%
Construction of Buildings	13,600	13,200	13,400	-400	200	-2.9%	1.5%
Residential Building Construction	6,400	6,600	7,200	200	600	3.1%	9.1%
Heavy and Civil Engineering Construction	9,400	8,500	8,000	-900	-500	-9.6%	-5.9%
Specialty Trade Contractors	24,400	24,100	25,600	-300	1,500	-1.2%	6.2%
Manufacturing	40,900	38,400	36,300	-2,500	-2,100	-6.1%	-5.5%
Durable Goods	29,200	27,000	25,100	-2,200	-1,900	-7.5%	-7.0%
Computer and Electronic Products	12,500	11,500	10,800	-1,000	-700	-8.0%	-6.1%
Semiconductor and Other Electronics	9,000	8,100	7,400	-900	-700	-10.0%	-8.6%
Non-Durable Goods	11,700	11,500	11,300	-200	-200	-1.7%	-1.7%
Wholesale Trade	22,800	22,600	22,100	-200	-500	-0.9%	-2.2%
Retail Trade	89,800	90,100	90,700	300	600	0.3%	0.7%
Motor Vehicle and Parts Dealers	12,100	12,300	12,400	200	100	1.7%	0.8%
Food and Beverage Stores	14,000	13,400	12,800	-600	-600	-4.3%	-4.5%
General Merchandise Stores	18,100	19,000	20,200	900	1,200	5.0%	6.3%
Department Stores	9,300	8,200	7,200	-1,100	-1,000	-11.8%	-12.2%
Other General Merchandise Stores	8,700	10,800	12,900	2,100	2,100	24.1%	19.4%
Miscellaneous Store Retailers	7,600	7,200	7,000	-400	-200	-5.3%	-2.8%
Nonstore Retailers	3,300	2,900	2,800	-400	-100	-12.1%	-3.4%
Transportation, Warehousing, And Utiliti	22,900	22,800	22,800	-100	0	-0.4%	0.0%
Utilities	4,100	4,000	4,000	-100	0	-2.4%	0.0%
Transportation and Warehousing	18,800	18,800	18,800	0	0	0.0%	0.0%
Truck Transportation	6,500	6,300	6,500	-200	200	-3.1%	3.2%
Information	17,100	16,900	16,000	-200	-900	-1.2%	-5.3%
Telecommunications	8,800	8,300	7,700	-500	-600	-5.7%	-7.2%
Financial Activities	33,300	33,500	33,900	200	400	0.6%	1.2%
Finance and Insurance	23,500	23,600	23,800	100	200	0.4%	0.8%
Credit Intermediation and Related Activitie	12,100	12,100	12,400	0	300	0.0%	2.5%
Insurance Carriers and Related Activities	9,500	9,600	9,600	100	0	1.1%	0.0%
Real Estate and Rental and Leasing	9,800	9,900	10,100	100	200	1.0%	2.0%
Professional and Business Services	88,600	89,200	88,600	600	-600	0.7%	-0.7%
Professional, Scientific, and Technical	39,300	39,900	41,200	600	1,300	1.5%	3.3%
Architectural, Engineering, and Related	10,500	10,700	10,700	200	0	1.9%	0.0%
Scientific Research and Development	11,600	12,400	13,000	800	600	6.9%	4.8%
Management of Companies and Enterprise	5,800	5,400	5,100	-400	-300	-6.9%	-5.6%
Administrative and Support and Waste	43,400	43,800	42,400	400	-1,400	0.9%	-3.2%
Employment Services	15,000	17,200	16,000	2,200	-1,200	14.7%	-7.0%
Business Support Services	8,300	6,300	5,500	-2,000	-800	-24.1%	-12.7%
Educational and Health Services	87,700	94,000	98,800	6,300	4,800	7.2%	5.1%
Educational Services	12,100	12,300	12,200	200	-100	1.7%	-0.8%
Health Care and Social Assistance	75,600	81,700	86,600	6,100	4,900	8.1%	6.0%
Ambulatory Health Care Services	26,600	30,100	32,900	3,500	2,800	13.2%	9.3%
Offices of Physicians	8,700	9,300	9,800	600	500	6.9%	5.4%
Outpatient Care Centers	4,600	4,900	4,800	300	-100	6.5%	-2.0%
Home Health Care Services	4,100	6,300	8,100	2,200	1,800	53.7%	28.6%
Hospitals	19,600	20,400	21,300	800	900	4.1%	4.4%
Nursing and Residential Care Facilities	12,200	12,800	12,800	600	0	4.9%	0.0%
Nursing Care Facilities	6,700	6,800	6,900	100	100	1.5%	1.5%
Social Assistance	17,200	18,400	19,600	1,200	1,200	7.0%	6.5%
Leisure and Hospitality	78,500	80,000	81,400	1,500	1,400	1.9%	1.8%
Arts, Entertainment, and Recreation	7,200	7,400	7,600	200	200	2.8%	2.7%
Accommodation and Food Services	71,300	72,700	73,800	1,400	1,100	2.0%	1.5%
Accommodation	13,800	13,700	13,500	-100	-200	-0.7%	-1.5%
Food Services and Drinking Places	57,500	59,000	60,300	1,500	1,300	2.6%	2.2%
Full-Service Restaurants	25,700	27,500	28,100	1,800	600	7.0%	2.2%

Economic Environment

Current and Forecast

Statewide Short-Term Industry Employment Outlook

Through 2005, industry employment in New Mexico is projected to grow at an average annual rate of 1.9 percent, according to the statewide short-term projections effort conducted by the Bureau of Economic Research and Analysis of the New Mexico Department of Labor. Although growth

New Mexico Industry Employment Projections	2005 Projection	Annual Job Growth	Annual Average Percentage Growth
Total, All Industries	795,980	14,910	1.9%
Agriculture	21,220	180	0.9%
Natural Resources (Mining/Oil & Gas)	14,630	180	1.3%
Utilities	4,060	30	0.7%
Construction	51,140	1,230	2.5%
Manufacturing	38,660	730	2.0%
Wholesale Trade	22,720	250	1.1%
Retail Trade	93,000	1,160	1.3%
Transportation & Warehousing	19,250	300	1.6%
Information	16,140	140	0.9%
Finance & Insurance	23,170	210	0.9%
Real Estate & Rental	10,630	170	1.6%
Professional, Scientific and Technical Srv.	53,960	1,260	2.4%
Management of Companies	5,030	20	0.5%
Administrative Support & Waste Mgmt. Srv.	43,610	540	1.3%
Educational Services	68,810	1,060	1.6%
Health Care & Social Services	100,920	3,620	3.9%
Arts, Entertainment, and Recreation	16,150	520	3.5%
Accommodation & Food Service	101,740	1,630	1.7%
Government	91,150	1,680	1.9%

can be seen across all major industry groups, growth will be focused in a few industries.

Leading the industry growth projection is health care and social services, which is projected to have the highest growth rate (3.9 percent) and to create the greatest number of jobs (3,620).

The construction industry is expected to continue its strong growth of recent years with the annual average growth of 2.5 percent and job creation of about 1,230. Professional, scientific, and technical services is similarly projected to add about 1,270 jobs with 2.4 percent annual growth.

As shown in the table above, the manufacturing industry is expected to begin recovering from recent losses, with projected growth of 2.0 percent and 730 new jobs being added across the state. Other noteworthy industries are accommodation & food service and government; each are expected to expand by over 1,600 jobs. Educational services and retail trade industries will also add over 1,000 each.

Generally, New Mexico employment growth will be spurred by an expanding national economy and various economic development initiatives within the State. For instance, Governor Richardson's Investment Partnership (GRIP) program will invest approximately \$1.6 billion in transportation initiatives over the next 6 to 8 years. The first of many road projects funded through this program will begin during this forecast horizon and will have a direct effect on construction growth. The short-term employment forecasts are based on employment estimates from the New Mexico Quarterly Census of Employment and Wages program, compiled and maintained by the New Mexico Department of Labor's Economic Research and Analysis Bureau.

Outlook for New Mexico's Workforce Investment Regions

The four workforce investment regions in New Mexico cover areas of diverse populations, commerce, and economies that make them unique. The Northern WIR covers 10 counties with two metropolitan statistical areas (Santa Fe and Farmington); one being the seat of government and the other having an oil & natural gas based economy. In the North, the economy varies like the terrain, which works to bring diversity and opportunity for economic growth. Annual job growth is projected at 2.0 percent, or about 3,830 new jobs.

Northern Workforce Investment Region Employment Projections	2005 Projection	Annual Job Growth	Annual Average Percentage Growth
Total, All Industries	199,600	3,830	2.0%
Agriculture	1,260	10	0.5%
Natural Resources (Mining/Oil & Gas)	5,750	80	1.5%
Utilities	2,070	20	0.7%
Construction	12,150	280	2.4%
Manufacturing	4,230	60	1.3%
Wholesale Trade	3,860	40	1.2%
Retail Trade	24,260	240	1.0%
Transportation & Warehousing	2,570	50	2.0%
Information	2,150	50	2.3%
Finance & Insurance	4,240	40	0.9%
Real Estate & Rental	2,450	40	1.6%
Professional, Scientific and Technical Srv.	16,980	400	2.4%
Management of Companies	560	0	0.5%
Administrative Support & Waste Mgmt. Srv.	7,590	90	1.2%
Educational Services	16,760	260	1.6%
Health Care & Social Services	25,410	910	3.9%
Arts, Entertainment, and Recreation	5,970	200	3.5%
Accommodation & Food Service	28,650	440	1.6%
Government	32,710	640	2.0%

Economic Environment

The Central WIR, which encompasses four largely urban counties, is defined by the same boundaries as the State's largest MSA - Albuquerque.

Central Workforce Investment Region Employment Projections	2005 Projection	Annual Job Growth	Annual Average Percentage Growth
Total, All Industries	366,740	6,880	1.9%
Agriculture	850	30	4.4%
Natural Resources (Mining/Oil & Gas)	330	0	0.9%
Utilities	810	10	0.8%
Construction	26,000	650	2.6%
Manufacturing	24,690	430	1.8%
Wholesale Trade	13,340	150	1.2%
Retail Trade	42,850	590	1.4%
Transportation & Warehousing	9,960	110	1.1%
Information	10,260	50	0.5%
Finance & Insurance	12,960	120	0.9%
Real Estate & Rental	5,530	90	1.6%
Professional, Scientific and Technical Srv.	29,610	690	2.4%
Management of Companies	3,940	20	0.5%
Administrative Support & Waste Mgmt. Srv.	26,290	320	1.2%
Educational Services	28,570	440	1.6%
Health Care & Social Services	46,420	1,650	3.8%
Arts, Entertainment, and Recreation	7,380	240	3.4%
Accommodation & Food Service	44,960	740	1.7%
Government	32,010	560	1.8%

The Central WIR is anticipated to grow at the statewide average rate of 1.9 percent, adding about 6,880 new jobs, annually.

With an economy more reflective of national trends, the Central WIR will see substantial job growth in service-providing industries, such as health care, professional, scientific & technical services, and accommodation & food service. This region will also see solid growth in goods-providing industries, including construction and manufacturing. Continued strong demand for housing and several new road projects will keep construction expanding, while local efforts to attract and expand existing manufacturing operations will bring new jobs.

The Eastern WIR, which is the only workforce region without an MSA, encompasses many rural counties with agricultural, oil & gas, or military based economies. This mostly rural region is expected to see better than average job growth through 2005, with annual average job growth at about 2.2 percent. The recently announced plans to build the nation's largest cheese manufacturing plant in the Clovis/Portales area will give the region a much-needed. Agricultural operations,



including dairy operations and agricultural support industries, will expand to meet the needs of the expanding food processing industry.

Although oil & natural gas exploration and development has been spurred by recent record prices, these operations are less labor intensive than before. Technological innovation and in-fill development of proven reserves have restrained some of the employment growth patterns typically seen for this goods-producing industry. Construction and manufacturing employment is expected to have high percentage gains in employment due largely to highway construction initiatives and the revival of transportation manufacturing operations at the former TMC bus manufacturing plant in Roswell.

Eastern Workforce Investment Region Employment Projections	2005 Projection	Annual Job Growth	Annual Average Percentage Growth
Total, All Industries	123,370	2,620	2.2%
Agriculture	8,930	540	6.9%
Natural Resources (Mining/Oil & Gas)	7,640	100	1.3%
Utilities	740	10	0.8%
Construction	7,280	160	2.3%
Manufacturing	3,760	100	2.7%
Wholesale Trade	3,020	30	0.9%
Retail Trade	14,780	190	1.3%
Transportation & Warehousing	3,710	50	1.3%
Information	1,700	20	0.9%
Finance & Insurance	3,440	30	0.9%
Real Estate & Rental	1,600	30	1.6%
Professional, Scientific and Technical Srv.	2,530	60	2.5%
Management of Companies	380	0	0.5%
Administrative Support & Waste Mgmt. Srv.	5,080	70	1.4%
Educational Services	10,640	170	1.6%
Health Care & Social Services	15,290	500	3.5%
Arts, Entertainment, and Recreation	1,430	50	3.4%
Accommodation & Food Service	17,050	270	1.6%
Government	14,370	270	1.9%

In the Southwestern WIR, which contains the Las Cruces MSA and many rural counties, industry employment is projected to be somewhat subdued through 2005. This region's economic growth is closely tied to activities across the borders of Texas and Mexico, as well as to the health of goods-providing industries, such as agriculture and mining. With severe drought causing the reduction of crop and animal production and no evidence of large-scale resurgence in the copper mining industry, growth in the Southwestern region will be centered mainly in the service-providing sector.

Health care & social services, government, educational services, and accommodation & food service will be the industries that attract the most new jobs in the Southwestern workforce investment region.

Economic Environment

Southwest Workforce Investment Region Employment Projections	2005 Projection	Annual Job Growth	Annual Average Percentage Growth
Total, All Industries	95,190	1,370	1.5%
Agriculture	9,930	-430	-4.0%
Natural Resources (Mining/Oil & Gas)	790	0	0.4%
Utilities	430	0	0.7%
Construction	5,140	120	2.5%
Manufacturing	5,900	150	2.6%
Wholesale Trade	1,440	10	1.0%
Retail Trade	10,520	140	1.4%
Transportation & Warehousing	1,560	70	4.5%
Information	1,500	30	1.7%
Finance & Insurance	2,080	20	0.8%
Real Estate & Rental	1,010	20	1.7%
Professional, Scientific and Technical Srv.	3,660	90	2.5%
Management of Companies	70	0	0.7%
Administrative Support & Waste Mgmt. Srv.	2,800	30	1.2%
Educational Services	12,700	190	1.6%
Health Care & Social Services	12,280	510	4.5%
Arts, Entertainment, and Recreation	1,280	40	3.7%
Accommodation & Food Service	10,100	170	1.7%
Government	12,000	220	1.9%

Long-term Employment Outlook

The New Mexico economy is expected to generate about 158,000 new jobs through the year 2012. This represents growth of about 20 percent, faster than the projected national increase of 15 percent. The

Albuquerque growth rate will be slightly higher than the state rate, with employment projected to increase by about 22 percent through 2012.



Job Openings

Job growth and replacement needs between 2002 and 2012

will give rise to an estimated 353,000 job openings over the ten year forecast horizon. There will be 195,000 job openings arising from the need to replace workers who leave their jobs because of retirement or for other reasons. Job openings due to economic growth will be 158,000 or less than half of total job openings, while job openings due to replacement of workers leaving an occupation or retiring account for just over half of total openings. Total job openings have been adjusted to take self-employed and agricultural workers into account and are not therefore directly comparable

to the nonfarm employment projections covered in the remainder of this section.

Mining

Employment in the New Mexico mining industry is expected to grow by only 1,200 jobs between 2002 and 2012, although the distribution of mining jobs will shift. Nationally, mining employment is expected to slip from 512,000 jobs in 2002 to 451,000 jobs in 2012, for a drop of 61,000 or 12 percent. In New Mexico, support activities for mining will be the fastest growing sub sector, increasing from 6,900 in 2002 to 7,700 in 2012. Mining (except oil and gas), which includes metal and coal mining, will increase over the 2002-2012 period, reversing the recent declining trend.



There are prospects for reopening some of the copper mines in Grant County that had closed due to falling world commodity prices. Also prospects for coal mining appear to be fair to good.

Construction

Construction employment has grown at a rapid pace due to recent record-low interest rates and the associated boom in demand for new residential construction. Employment in construction in New Mexico is expected to grow by just 5,700 jobs, or 12 percent over the forecast period, as construction employment will rise from 45,800 in 2002 to 51,500 in 2012. The relatively slow rate of growth is due to the expectation that interest rates will increase from the current low levels as the economy starts to grow at a faster rate. The construction industry in the US will grow from 6.732 million in 2002 to 7.745 million in 2012 for 15 percent growth.

Economic Environment

Employment growth rates in construction can fluctuate dramatically from year to year. There is also a longer term construction cycle, in which employment levels move from peak to trough, although this pattern was more subdued in the 1990s than in the 1980s.

Employment in construction of buildings is expected to increase by about 2,500 jobs or 19 percent from 2002 to 2012, higher than the overall construction growth rate of 12 percent. Heavy and civil engineering construction (highway, street, and other heavy construction) is also projected outperform the construction industry as a whole, growing 16 percent during the time period. Lower employment growth of 8 percent (1,800 jobs) is expected in specialty trade contractors. This industry segment includes work that is handled by subcontractors, such as electricians and plumbers. The work can be performed on either building or non-building projects.

Manufacturing

New Mexico manufacturing employment is expected to increase by about 13 percent from 2002 to 2012. The projected increase will involve 4,900 new jobs for the state.



New Mexico manufacturing employment will increase from 38,400 in 2002 to 43,300 in 2012. The New Mexico manufacturing sector runs against the US trend for this sector - the national manufacturing sector will decrease by about 158,000, or one percent. Nationally, the largest decline will come for apparel manufacturing, which is expected to decline to half its 2002 size by 2012, losing 246,000 jobs over the forecast period. The jobs will be lost to foreign competition as well as some productivity gains by remaining firms. Fortunately for New Mexico, our apparel manufacturing employment has fewer than 300 workers and we are expected to lose only about 100 of those jobs.

In New Mexico, the new manufacturing jobs will come predominantly from the computer and electronic product manufacturing industry sub-sector. This industry component should add 2,100 jobs by 2012, growing at a rate of about 18 percent. Food manufacturing, which includes vegetable processing, is expected to add

1,200 jobs, expanding 21 percent from 2002 levels. New jobs should also come from transportation equipment manufacturing when Eclipse



Aviation begins mass production of their Eclipse 500 jet and in furniture manufacturing when Tempur-Pedic builds its mattress factory on the west side of Albuquerque.

Wholesale Trade

Employment in wholesale trade will increase from 22,700 jobs in 2002 to 25,900 by 2012, growing at a rate of 14 percent. Most of the new jobs will be working with durable goods, rather than non-durable goods. Nationally this industry will grow at a rate of about 11 percent, slightly lower than the rate for New Mexico.

Retail Trade

Retail trade employment is projected to grow by 13,400 jobs, or 15 percent over the forecast period. Retail trade employment will increase from 90,100 in 2002 to 103,600 in



2012. Employment in this industry has stagnated for the last five years. Some retail trade components have lost a substantial number of jobs. Nationally, retail trade will grow 14 percent, a fraction lower than New Mexico's rate.

Economic Environment

The current consolidation trend in the retail environment, favoring super centers carrying a full line of grocery items along with other household and clothing items looks set to continue. The sheer size and productive efficiencies in these mega-stores enable them to offer discounts that competitors cannot match. Accordingly, general merchandise stores, which include expanding chains such as Wal-Mart and Target, will show growth of 3,300 jobs or 17 percent. Other retail components set to do well over the next ten years include building supply stores, which are set to add about 2000 new jobs, as well as car dealers, which should add as many as 2,400 new jobs.

Transportation, Warehousing and Utilities

The transportation, warehousing and utilities industry as a whole is set to add only 2,500 jobs during the ten year forecast horizon. These new jobs will expand the industry by only about 11 percent from 2002 levels. The strongest component is projected to be transit and ground passenger transportation, adding 900 jobs, to grow 32 percent. Truck transportation should add 500 jobs, but the growth rate



for this relatively large industry component will only be around 8 percent. Prospects for the air transportation component of the industry look fairly good, with growth forecast at 500 jobs, growing 27 percent. Warehousing and storage should add about 300 jobs, growing 25 percent. The utilities industry segment is set to decline by about 200 jobs due to productivity gains that will shrink employment by 5 percent.

Information

Employment in the information industry is expected to increase by 6,700 jobs, or 40 percent. This is the highest rate of growth of all New Mexico's industries. Nationally the growth rate is projected to be a more moderate 19 percent. The majority of the new jobs in New Mexico are projected for the telecommunications component, adding 3,900 jobs,

growing at a rate of 48 percent over the forecast horizon. This represents a significant improvement from the declining employment of recent years. The computer related component of internet service providers, web search portals, and data processing services is set to add 1,800 jobs, to grow 80 percent from a relatively low base.

Financial Activities and Real Estate

Employment in the financial activities industry, including real estate, is expected to increase by 4,100 jobs or 13 percent from 2002 to 2012. This is a similar rate of growth to what is projected nationally. Real estate is expected to be the strongest component, adding 1,500 jobs, growing 23 percent. Another 1,000 jobs are projected for credit intermediation and related activities, but the growth rate will only be around 8 percent for this large segment of the industry. The insurance industry component is expected to increase by 600 jobs or 8 percent.

Employment in the financial activities industry, including real estate, is expected to increase by 4,100 jobs or 13 percent from 2002 to 2012. This is a similar rate of growth to what is projected nationally. Real estate is expected to be the strongest component, adding 1,500 jobs, growing 23 percent.

Another 1,000 jobs are projected for credit intermediation and related activities, but the growth rate will only be around 8 percent for this large segment of the industry. The insurance industry component is expected to increase by 600 jobs or 8 percent.

Professional and Business Services

This industry is projected to increase employment from 98,700 in 2002 to 125,600 in 2012, for growth of 27 percent. This is one of only four industries expected to grow faster than the overall rate for the state. The projection for national professional and business services growth for the forecast period is 4.9 million new jobs for 30 percent growth. The already large administrative and support services industry component in New Mexico is projected to grow 49 percent, adding 20,700 jobs. The new jobs are likely to be in working for employee leasing firms, temporary help agencies and also business support services, which includes many of the telephone call centers. The professional, scientific, and technical services component should add around 3,800 jobs, but that represents a growth rate of only about 8 percent.



Economic Environment

Educational and Health Services

The educational and health services industry is the state's largest industry, and that fact combined with a growth rate of 30 percent between 2002 and 2012 makes for a lot of new jobs. This industry is projected to add 26,900 jobs to the state's economy during the forecast horizon. These new jobs will account for almost a third of all the new jobs in the state. Nationally the same is true, this industry is projected to grow faster than any other, 32 percent.

New Mexico's educational services will increase by 16,200 or 22 percent over the ten-year forecast period. Strong growth is expected for elementary and secondary schools as well as community colleges and vocational schools as the need for a more skilled and literate workforce intensifies. Ambulatory



health care services is projected to grow 44 percent, adding 13,200 jobs. Hospitals will add 7,700 additional jobs, growing 26 percent. Many of these jobs will come from expansion at the University of New Mexico Hospital. An aging population and longer life spans will increase nursing and residential care facilities employment by 17,200 by 2012, growing 35 percent.

Social assistance employment is projected to increase by 41 percent, the fastest growth within the educational and health services industry. Employment will rise from 15,300 in 2002 to 21,700 in 2012.

Leisure and Hospitality

Employment in this industry is projected to grow at a faster rate than for most other industries, 27 percent between 2002 and 2012.

The state's growth rate is much higher than the national rate of 18 percent. Food services and drinking places, the largest industry component, will add the most jobs, growing employment 14,700, or 25 percent. The smaller industry component of amusement, gambling, and recreation is set to grow at a

faster rate of 46 percent, adding another 5,300 jobs. These jobs will mostly be at new and expanding tribally-owned casinos around the state. Another 2,600 jobs will work in accommodation, a growth rate of 19 percent.

Other Services

The miscellaneous other services industry will only grow at a rate of 6 percent, adding 4,000 jobs over the ten-year forecast period. The largest component of this industry, self-employed workers, is only projected to increase 3 percent during this period. Religious, grant making, civic, and professional organizations make up only a small portion of this industry, but the growth rate for these groups is a higher 20 percent.

Government

Employment growth in the government sector is expected to be below the private sector growth rate. Growing at just 14.4 percent, government employment will expand by only 12,400 jobs. Significant weakness in federal government employment will take away 1,300 jobs from the total by 2012.

The definition of government employment used in the projections is confined to administration and public safety and excludes almost all direct production and service

functions of the government. Government construction, public transportation, public utilities, public education and health services functions are allocated to appropriate categories.

State government employment will rise in New Mexico at less than the all-industry average, with growth expected at 2,000 jobs or 12 percent.



Economic Environment

Employment at government-run institutions of higher learning will fare much better, but for the purposes of these projections is included in the educational and health services industry.

Local government employment, excluding local school districts and tribally-owned casinos, will add 11,700 jobs for an increase of 26 percent. Without this increase there would be almost no growth in government employment.

Occupational Projections

The occupational patterns that have existed in New Mexico in recent years are expected to shift somewhat over the 2000-2012 period. Moderate employment growth, shifting industrial trends, and technological advances are the primary reasons for these shifts. Other factors affecting occupational trends include differences in the size and age structure of the population, changes in business practices, and economic factors.

Many of the occupations that are projected to be in increased demand are ones that pay relatively well for workers possessing the right kind of educational credentials. The occupations with the greatest number of openings, by contrast, will tend to be occupations that require relatively low levels of education and do not pay well. But the demand for workers in these low-skill, low wage jobs will not be increasing as fast as will the demand for other occupations. Overall this should be good news for job seekers who are willing to invest in education and training. For future workers willing to spend considerable time and money pursuing an education, opportunities in fields of health diagnosis and treatment or computers are likely to prove rewarding. For individuals intending to spend a shorter time in school, opportunities in medical support occupations such as medical assistants, or protective services occupations such as law enforcement workers, or community and social service occupations such as social and human service assistants, should prove rewarding. The demand for each of these occupa-

tional groups is projected to increase significantly faster than average, providing opportunities for potential workers interested in these fields of work.

The demand for *healthcare support occupations* will grow at a faster rate than any other occupational group. By 2012, New Mexico will need almost 35 percent more workers in this field. The demand will primarily be for various kinds of health aides, medical assistants and nurse aides. The higher paying, with higher education requirements, occupational group of *healthcare practitioners and technical occupations* will grow almost as fast, just over 32 percent. Occupations in this group that will be in demand include medical assistants and medical records and health information technicians.

There will also be a greatly increased demand for various health diagnosing and treating practitioners, such as registered nurses.

Protective service occupations, such as law enforcement workers and security guards, will be the second fastest growing group of occupations. Employment is projected to increase over 37

percent by 2012. Increased awareness of security issues and the need for protection will be driving forces behind much of the increase for these occupations.

Computer and mathematical occupations require relatively high levels of education. These occupations are projected to increase almost 36 percent by 2012. Individual occupations within this group that will grow especially fast include computer software engineers, data communications analysts, and network systems administrators. Demand for these occupations will be driven by the increasing complexion and sophistication of computer technology, with demand for new commercial applications such as networking and systems integration. More emphasis will be placed on the need for enhanced security and protection for electronic information.

Fastest Growing Occupations -- NM 2002 - 2012 (Occupations with over 100 workers)	
New Mexico Occupation Title	% Change 2002-2012
1 Elect Equip Install & Repair, Motor Veh	88%
2 Fitness Trainers & Aerobics Instructors	71%
3 Comp Software Engrs, Syst Software	70%
4 Network Syst & Data Comm Analysts	66%
5 Medical Assistants	64%
6 Med Records & Health Info Technicians	58%
7 Social and Human Service Assistants	56%
8 Packaging & Filling Machine Operators	56%
9 Personal and Home Care Aides	53%
10 Self-Enrichment Education Teachers	52%

Economic Environment

EMPLOYMENT PROJECTIONS BY MAJOR OCCUPATIONAL CATEGORY NEW MEXICO 2002-2012

Occupation Group	Employment		Employment Change		Total Annual Openings
	2002 Annual	2012 Projected	Number	%	
Management Occupations	58,570	70,770	12,200	20.8%	2,310
Business And Financial Operations Occupations	24,180	29,190	5,010	20.7%	940
Computer And Mathematical Occupations	13,480	18,310	4,830	35.8%	670
Architecture And Engineering Occupations	21,460	22,810	1,350	6.3%	610
Life, Physical, And Social Science Occupations	10,130	11,300	1,170	11.5%	370
Community And Social Services Occupations	10,340	13,770	3,430	33.2%	540
Legal Occupations	7,910	8,600	690	8.7%	160
Education, Training, And Library Occupations	47,110	59,490	12,380	26.3%	2,230
Arts, Design, Entertainment, Sports, & Media Occupations	9,480	11,180	1,700	17.9%	360
Healthcare Practitioners And Technical Occupations	37,920	50,150	12,230	32.3%	1,930
Healthcare Support Occupations	20,590	28,590	8,000	38.9%	1,130
Protective Service Occupations	22,210	30,440	8,230	37.1%	1,440
Food Preparation And Serving Related Occupations	71,000	87,610	16,610	23.4%	4,470
Building & Grounds Cleaning & Maintenance Occupations	32,740	40,160	7,420	22.7%	1,400
Personal Care And Service Occupations	22,560	29,490	6,930	30.7%	1,220
Sales And Related Occupations	79,660	92,090	12,430	15.6%	3,880
Office And Administrative Support Occupations	128,460	141,900	13,440	10.5%	4,310
Farming, Fishing, And Forestry Occupations	15,930	17,550	1,620	10.2%	600
Construction And Extraction Occupations	57,480	67,190	9,710	16.9%	2,170
Installation, Maintenance, And Repair Occupations	34,290	41,160	6,870	20.0%	1,500
Production Occupations	33,610	38,500	4,890	14.5%	1,310
Transportation And Material Moving Occupations	48,940	55,830	6,890	14.1%	1,740

Community and social service occupations will continue to expand at a fast pace of over 33 percent over the ten-year span. Demand for these occupations will come as a result of changing population demographics. Some of the occupations will be mostly government workers, but increasingly so many of these jobs will be outsourced to private organizations. Individual occupations in greatest demand will include social and human service assistants, and most specialties of social work.

The occupational group with the most openings will be *food preparation and serving related occupations*. The demand for these occupations will grow at a moderate rate of around 23 percent over ten years, but the sheer size of this occupational cluster will mean about 4,470 openings each year, which is more for any other group of occupations. Another 4,310 job openings will come from the largest group of occupations, *office and administrative support occupations*. The demand for workers in this grouping will increase less than 11 percent during the 10-year period. However the sheer size of the grouping will make for a substantial number of openings. The low rate of growth for these occupations may keep wages relatively low compared to other occupations that are increasing in demand more rapidly.

Economic Environment

Current New Mexico Labor Force Statistics

New Mexico's seasonally adjusted unemployment rate was 5.3 percent in July 2004, down from 5.4 percent in June. A year ago New Mexico's unemployment rate was 6.7 percent. Nationally the unemployment rate was 5.5 percent in July, which is slightly higher than New Mexico's rate.

New Mexico's rate of over-the-year job growth persisted at a level that is higher than the state has seen for about three years. July 2004 compared to July 2003 shows a 2.1 percent increase. The state has added 16,000 jobs since last year.

third of all new jobs in the state. Private education added 300 of the jobs; the remaining 4,300 jobs were in health services including social assistance. Most areas of health services have grown rapidly this year. The home health care services component has tripled in size since 2000 due to an influx of Medicaid money, but growth has moderated this summer. Social assistance jobs have increased by 500.

Employment in the state's construction industry continues to increase at a fast enough rate to make it the second fastest growing industry. Interest rates remain near historic lows, making housing more af-

New Mexico Seasonally Adjusted	Prel. Jul 2004	Revised		Change From	
		Jun 2004	Jul 2003	Jun 2004	Jul 2003
Civilian Labor Force	905,300	906,400	900,300	-1,100	+5,000
Employment	857,200	857,100	839,900	+100	+17,300
Unemployment	48,100	49,300	60,400	-1,200	-12,300
Rate	5.3%	5.4%	6.7%		
Rate (not seasonally adjusted)	5.8%	6.4%	7.1%		

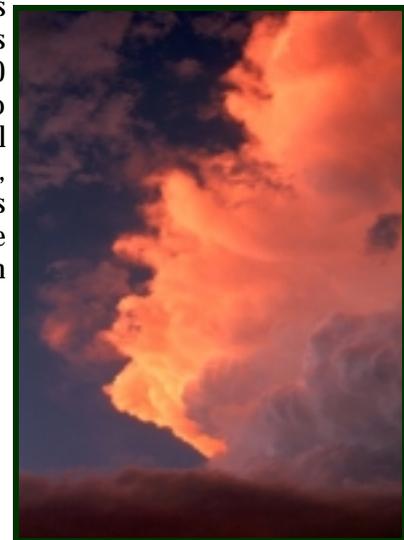
The recent growth spurt came from improvement in industries that had previously declined, as well as renewed vigor in industries that had previously not shown much growth.

Currently, only two of the thirteen industry groups have lost jobs over the year, compared to four job-losing industries a year ago. Also, one of those job-losing industries, manufacturing, has newfound strength, being down just 600 jobs. A year ago manufacturing job losses numbered as many as 2,000 jobs, following a 3,000-job loss the previous year. The manufacturing industry is set to soon join the job-gaining industries, leaving only one major industry in the red - information. The information industry was down 1,300 jobs on the year; 1,200 of the jobs were working in telecommunications. More jobs will be lost when the full effect of the recent MCI call center closure is reflected in the numbers.

For the remaining eleven industries that make up 94 percent of the state's non-farm employment, the job situation looks fairly good. The state's largest private industry, educational and health services, has grown the fastest. This one industry has added 4,600 new jobs over the last year, almost a

fordable than when rates are higher. Employment has expanded by 4.1 percent over the year, adding 2,000 jobs. Builders are trying to get more houses sold before interest rates increase.

Financial activities employment has also added 500 jobs, due to strength in the real estate category, with increased sales resulting from the construction activity.



Economic Environment

Natural resources and mining employment has increased 3.5 percent, adding 500 jobs. Mining activity has increased because of sustained higher prices for oil and gas. Higher prices justify the investment in equipment and new exploration that is needed to expand this industry. Other types of mining in New Mexico are also starting to show prospects for improvement.

The professional and business services industry has done well to turn around recent job losses into a 2,200-job gain in July. Prospects for this industry appear to have improved, following three difficult years. The worst job losses for this industry are now more than a year past. Also the employment services component has started to gather strength as a sign that the rest of the economy is improving. Another sign of general improvement in the state's job market is the apparent reversal of fortune for retail trade, which has added 1,900 jobs since last year. Retail trade had been unable to add this



many jobs since the late 1990s. Wholesale trade added 100 jobs, which is also an improvement from earlier this year.

Leisure and hospitality employment continues to do fairly well, mostly due to expanding employment in food services and drinking places, especially at full-service restaurants. Other components of this industry have also shown small increases.

Government employment has increased 3,700 jobs since last year, growing 2.0 percent. Most of the new government jobs were in local government, which has added 3,000. New or expanding tribally-owned casinos and resorts around the state have added many of the new jobs. State government has added 800 jobs. Federal government employment continues the recent downward trend, dropping 100 jobs on the year.

Nonagricultural Wage and Salary Employment—Seasonally Adjusted

NEW MEXICO	Preliminary Jul-04	Revised Jun-04	Monthly Change
TOTAL NONAGRICULTURAL EMPLOYMENT	790,400	790,600	-200
NATURAL RESOURCES AND MINING	14,700	14,800	-100
CONSTRUCTION	49,200	49,300	-100
MANUFACTURING	35,800	36,200	-400
TRADE, TRANSPORTATION AND UTILITIES	137,200	137,500	-300
INFORMATION (Not Seasonally Adjusted)	14,700	15,000	-300
FINANCIAL ACTIVITIES	34,400	34,300	100
PROFESSIONAL AND BUSINESS SERVICES	89,800	89,400	400
EDUCATIONAL AND HEALTH SERVICES	103,900	103,000	900
LEISURE AND HOSPITALITY	84,100	83,700	400
OTHER SERVICES	28,900	28,900	0
GOVERNMENT	197,700	198,500	-800

Economic Environment

Population Characteristics

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

New Mexico has a higher percentage of minorities than the nation as a whole. The different ethnic groups in New Mexico have varying age structures and rates of growth. These differences will significantly change the ethnic and racial composition of New Mexico in the future. The White group, which made up 53 percent of the total population in 1980 but dropped to 50.5 percent in 1990, and nearly 45 percent in 2000, has the oldest age structure with a low and declining fertility rate. The Hispanic fertility rate, although declining, is significantly higher than the White group. The Hispanic share of total population increased from 36.6

percent in 1980 to 38.4 percent in 1990 and to 42.1 percent in 2000. Native American, Black, and

Personal Income 2002 - 2003	
New Mexico	4.1%
Arizona	4.4%
Oklahoma	3.4%
Southwest	3.3%
United States	3.4%
Texas	2.9%

Source: BEA, Apr. 2004.

Asian-Pacific Islander populations are also growing more quickly than Whites and claiming a larger proportion of total population. In 2000, the Non-White group made up 55.3 percent of the population.

HISPANIC OR LATINO AND RACE		
	Number	Percent
Total Population	1,819,046	100%
Hispanic or Latino (of any race)	765,386	42.1%
Mexican	330,049	18.1%
Puerto Rican	4,488	0.2%
Cuban	2,588	0.1%
Other Hispanic or Latino	428,261	23.5%
Not Hispanic or Latino	1,053,660	57.9%
White alone	813,495	44.7%

US Census Bureau, Census 2000

percent in 1980 to 38.4 percent in 1990 and to 42.1 percent in 2000. Native American, Black, and Asian-Pacific Islander populations are also growing more quickly than Whites and claiming a larger proportion of total population. In 2000, the Non-White group made up 55.3 percent of the population.

Per Capita Income: New Mexico vs. National

The U.S. Bureau of Economic Analysis (BEA) released revised estimates of State personal income for 2002-2003.

For the Nation, personal income increased 3.4 percent in 2003. South Dakota led the nation in personal income growth, at 9.0 percent, and Massachusetts had the slowest personal income growth, at 2.1 percent. Almost two-thirds of the States had personal income growth that was greater than or equal to the national growth rate.

New Mexico ranked twelfth nationally in personal income growth.

New Mexico's personal income growth was steady, increasing 4.1 percent in 2003. In the Southwest region, personal income growth averaged 3.3 percent in 2003. Growth in the Mountain West region averaged the same 3.3 percent.

New Mexico's per capita personal income was \$25,541 in 2003, a 2.9 percent increase from the 2002 level of \$24,823.

	Per Capita Personal Income & Growth				
	2000	2001	2002	2003	2002-2003% change
New Mexico	\$ 22,134	23,928	24,823	25,541	2.9%
United States	\$ 29,847	30,527	30,906	31,632	2.3%

Source: U.S. Bureau of Economic Analysis, 2004.

New Mexico ranked 46th in per capita personal income in 2003 and in 2002. Four states in the southeastern US had lower per capita income than New Mexico: Utah \$24,977, West Virginia \$24,379, Arkansas \$24,289, and Mississippi \$23,448. Per capita personal income is calculated by dividing the personal income estimate for the area by total population.



New Mexico's Work force Investment System

Preface

Pursuant to implementation of the Workforce Investment Act (WIA) of 1998, New Mexico instituted major reforms to its job training system consistent with objectives of the Nation's endeavor in pursuit of seven (7) key principles:

1. *Streamlining services* through integration at the street level of the One-Stop delivery system with emphasis on coordination and integration of activities and information leading to the creation of a coherent system, making it accessible to individuals and businesses alike;
2. *Empowering individuals* through provision of greater levels of information and guidance through a One-Stop delivery system;
3. *Universal access* for any individual to core employment and training services through the One-Stop delivery system;
4. *Greater accountability* toward improving the quality of New Mexico's workforce to sustain economic growth, enhance productivity and competitiveness, and reduce welfare dependency;
5. *Stronger roles for local workforce investment boards and the private sector* with creation of local business-led boards that focus on strategic planning, policy development and oversight of the local workforce investment system;
6. *State and local flexibility* to implement workforce investment systems tailored to meet the particular needs of local and regional labor markets; and,
7. *Improved youth programs* linked closely to local labor market needs and community youth programs and services, with connections between academic and occupational learning.

Through a network of four (4) local workforce development boards that operate workforce centers across the state, employers and workers have benefited from training, retention and recruitment solutions tailored to specific local needs. We are committed to increasing the successful partnerships which emphasize that a trained workforce is necessary to business success. The New Mexico workforce system is dedicated to demand-driven service delivery and strives to develop skilled workers to meet business needs. Assets such as these will create a strong base for New Mexico's workforce investment system and great potential for New Mexico's economic future with improved and innovative employment and training programs.

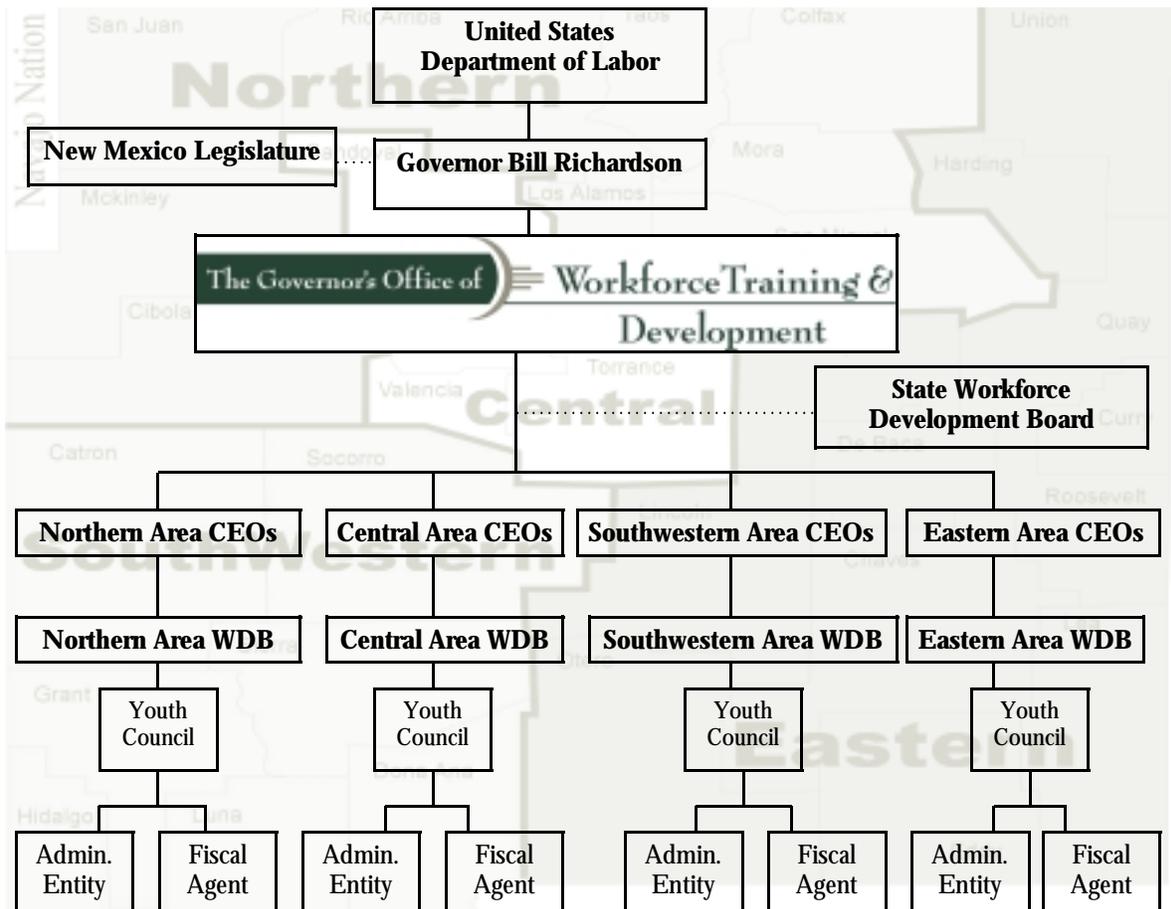


New Mexico's Work force Investment System

WIA Structure

New Mexico initially encountered a challenge in the State's WIA structure as it was one of few states in the country that did not grandfather in the previous Job Training Partnership Act (JTPA) structure and its existing boards. Since the inception of WIA, New Mexico has been trying to restructure its employment and training system from the "ground up" in order to improve the efficacy of WIA service delivery. The State of New Mexico's WIA structure includes the following elements:

- A State Workforce Development Board assists the Governor in matters and issues related to workforce development.
- The Governor's Office of Workforce Training and Development is the Governor's State Administrative Entity (SAE) providing WIA administration services, oversight and monitoring functions on behalf of the Governor and the State Board.
- Four (4) local workforce development boards respond to regional and local workforce development needs, each with the assistance of Administrative Entity (AE) staff and a Fiscal Agent.
- Four (4) local Youth Councils who serve as advisory committees to local boards on all WIA youth issues.



New Mexico's Work force Investment System

State and Local Boards Information

State and local boards are now fully operational in New Mexico. Board members try to take a proactive approach in WIA program design and delivery at all levels. Together, New Mexico boards are committed to meeting the many challenges and continue on their mission of promoting and supporting a workforce system that provides economic prosperity to New Mexico businesses, workers and communities.

There are 39 members on the State Workforce Development Board (SWDB) with statewide representation including Santa Fe, Kirkland, Albuquerque, Clovis, Silver City, Socorro, Hobbs, Cerrillos, Santa Rosa, Farmington, Belen, Portales and Truth or Consequences.

There are four (4) Local Area Workforce Development Boards representing the Central, Southwestern, Northern and Eastern areas of New Mexico. Board membership numbers consist of the following: 36 on the Central Board, 28 on the Southwestern Board, 50 on the Eastern Board, and 24 on the Northern Board, respectively.



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

Although New Mexico has improved during the first years of WIA implementation, it is felt that there are key encompassing achievements that New Mexico will strive to attain which will shape its workforce system for the long term:

- Provide comprehensive solutions to the job seeker by increasing flexibility and integration at the point of service delivery.
- Enhanced employer engagement in the workforce system through targeted industry and occupational initiatives that result in training and referral of

skilled workers.

- Added direct value to economic development efforts, both locally and statewide, by strengthening the link between workforce and economic development.
- Serve more New Mexicans more efficiently through improved access to job seeking assistance, employment training and job placement services.

Goals of WIA in New Mexico

New Mexico's rural nature poses a unique obstacle in meeting the goals of WIA. Businesses, major corporations and educational institutions tend to be located in the few metropolitan areas that exist in New Mexico. As a result, employment and educational opportunities are not always available to many outlying communities. In rural counties, where there's a large Native American or Hispanic population, cultural and language differences have to be considered when implementing WIA programs. Given these challenges, New Mexico continues to strive to meet its WIA goals:

New Mexican's Are Gaining the True Benefits

Robert Quinn

Eastern Workforce Development Area – Adult Program

After some personal hardship, Robert Quinn relocated to Portales, New Mexico from Oklahoma leaving behind a wife and two children. He was somehow able to make his way to Portales in a van which he was using to sleep in. He had no money or food. Robert stopped into the New Mexico Department of Labor (NMDOL) One-Stop Career Center (OSCC) to see if he could get



some help. Robert indicated to Employment Representative, Vicki Barnard, that he didn't care what it took but that he would work hard at any job to earn money to bring his family to Portales with him. After completing a comprehensive assessment and work history on Robert, Ms. Barnard referred him to the appropriate agencies for public assistance services and then matched him with a local employer where he was placed in a WIA on-the-job training (OJT) contract as a cook. Three years later, Robert is still with the same employer and has received several pay raises. His employer is extremely happy with Robert, his commitment, dependability and work ethic and insists that Robert is a "necessary staple to her business." Through WIA training, Robert took an opportunity and made it his own. His family is now with him in Portales and he is no longer receiving public assistance.

Mitzi Bierman

Northern Workforce Development Area – Dislocated Worker Program

Mitzi Bierman entered the SERCO Espanola One-Stop as a 51-year old single mom who had been laid off from previous employment. She had an Associates Degree in Applied Science and Accounting but could not find work locally in her field that would provide a suitable income which would allow her to support her daughter and elderly parents. The fast-food jobs and temporary or short-time

odd jobs she worked just would not suffice. Mitzi's Career Development Specialist, Martha Romero, conducted an interview and complete assessment of Mitzi's situation, work history and academic scores. Mitzi did show interest in becoming a truck driver; however, Commercial Driver's License (CDL) training would require her to be away from her family for the six-week training without generating any income. Ms. Romero assisted Mitzi in obtaining public assistance services through coordinated efforts with the Espanola Income Support Division and the New Mexico Highlands Works Program. The services enabled Mitzi to attend the CDL course at San Juan Community College. Mitzi graduated with high scores from the Regional Energy Training Center (RETC) with her CDL and was immediately hired by SWIFT transportation. At last follow-up, Mitzi was driving a Niagra Falls route, is receiving good pay and benefits, and is fully able to support her family.



Nathan

Southwest Workforce Development Area – Youth Program

Nathan was an 18 year old high school dropout who had been referred to the Families and Youth, Incorporated (FYI) Youth Employment Success (YES) program several times for participation. However, each time he met with YES staff for potential enrollment, he never quite followed through and showed complete disinterest. Subsequently, Nathan got into some trouble with the law and as a condition of his probation, Nathan was required to enroll into the YES program for services. A comprehensive assessment determined Nathan to be a bright young man who had somehow dismissed the traditional school setting. was simultaneously enrolled into a GED program and work experience contract with the City of Las Cruces.

New Mexican's Are Gaining the True Benefits

Once Nathan began his YES participation, his whole outlook on the YES experience changed dramatically. He became an excellent participant, always enthusiastic and eager. Nathan learned new skills on the job, obtained his GED, and was encouraged by all to "never stop learning." Nathan was accepted to New Mexico State University and began classes in Summer 2004. He is currently a tutor at the Dona Ana Branch Community College and is pursuing a career as an architect.

April Chavez
Central Workforce
Development Area - Youth
Summer Program



gram assisted her with babysitting expenses, provided her with work experience, taught her additional skills and work ethic, and allowed for her to spend quality time with her child. The experience rejuvenated April's motivation and she has returned to high school to complete her senior year. Upon graduation, she plans to attend University of New Mexico Valencia Branch and now has improved work skills she feels will assist her in pursuit of future employment opportunities that will provide a good life for her and her child.

April Chavez was a 16-year old single parent with a new baby when she was referred to the Workforce Connection of Central New Mexico (WCCNM) youth provider, Youth Development, Incorporated (YDI). At the time, April was an exemplary student active in Student Council, cheer-leading and various other organizations at her high school. She worried about how she would be able to continue in school and provide for her child at the same time and seriously considered dropping out of school. Mostly, she worried about getting a solid job as she had worked mainly in restaurants that provided limited job skills in her small, rural community. April was interviewed, an assessment conducted and she was placed in the YDI WCCNM summer employment program at the Mountainair Schools Superintendent's Office. The summer pro-



WIA in New Mexico—Table of Performance Measures

PY03

Table A – Workforce Investment Act Customer Satisfaction Results

	Negotiated Performance Level	Actual Performance Level – American Customer Satisfaction Index	Number of Completed Surveyed	Number of Customers Eligible for The Survey	Number of Customers Included in the Sample	Response Rate
Program Participants	68	75.3	788	1598	1100	71.6
Employers	68	73.6	1595	6196	2200	72.5

Table B – Adult program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	68%	77.6%	Numerator 1,244
			Denominator 1,603
Employment Retention Rate	77%	84.3%	Numerator 1,359
			Denominator 1,613
Earnings Change in Six Months	\$2750	\$2,868	Numerator \$4,313,910
			Denominator 1,504
Employment and Credential Rate	57%	61.6%	Numerator 1,024
			Denominator 1,663

WIA in New Mexico—Table of Performance Measures

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	69.7%	NUM 101	72.1%	NUM 62	72.2%	NUM 26	54.2%	NUM 52
		DEN 145		DEN 86		DEN 36		DEN 96
Employment Retention Rate	79.8%	NUM 99	83.7%	NUM 82	77.8%	NUM 21	83.1%	NUM 59
		DEN 124		DEN 98		DEN 27		DEN 71
Earnings Change in Six Months	\$3,243	NUM \$373,000	\$3,371	NUM \$289,944	\$3,497	NUM \$83,932	\$2,139	NUM \$134,769
		DEN 115		DEN 86		DEN 24		DEN 63
Employment and Credential Rate	50.4%	NUM 65	61.1%	NUM 58	65.6%	NUM 21	47.6%	NUM 39
		DEN 129		DEN 95		DEN 32		DEN 82

WIA in New Mexico—Table of Performance Measures

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services	Individuals Who Received Only Core and Intensive Services		
Entered Employment Rate	79.6%	NUM 1,104	64.8%	NUM 140
		DEN 1,387		DEN 216
Employment Retention Rate	84.5%	NUM 1,181	82.4%	NUM 178
		DEN 1,397		DEN 216
Earnings Change in Six Months	\$3,039	NUM \$3,956,621	\$1,769	NUM \$357,289
		DEN 1,302		DEN 202

Table E – Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	70%	83.8%	Numerator 1,026
			Denominator 1,225
Employment Retention Rate	89%	88.7%	Numerator 880
			Denominator 992
Earnings Replacement Rate	90%	89.3%	Numerator \$9,060,161
			Denominator \$10,147,128
Employment and Credential Rate	55%	63.4%	Numerator 604
			Denominator 952

WIA in New Mexico—Table of Performance Measures

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans	Individuals With Disabilities	Older Individuals	Displaced Homemakers				
Entered Employment Rate	83.9%	NUM 135	75.9%	NUM 22	72.9%	NUM 97	76.2%	NUM 16
		DEN 161		DEN 29		DEN 133		DEN 21
Employment Retention Rate	88.9%	NUM 112	88.9%	NUM 16	84.5%	NUM 60	81.3%	NUM 13
		DEN 126		DEN 18		DEN 71		DEN 16
Earnings Replacement Rate	79.1%	NUM \$1,003,203	138.3%	NUM \$116,403	69.9%	NUM \$507,264	267.4%	NUM \$128,416
		DEN \$1,268,111		DEN \$84,166		DEN \$726,035		DEN \$48,017
Credential Rate	66.9%	NUM 87	66.7%	NUM 12	54.4%	NUM 49	52.6%	NUM 10
		DEN 130		DEN 18		DEN 90		DEN 19

Table G – Other Outcomes for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services	Individuals Who Received Only Core and Intensive Services		
Entered Employment Rate	84.9%	NUM 808	79.9%	NUM 218
		DEN 952		DEN 273
Employment Retention Rate	88.9%	NUM 664	88.2%	NUM 216
		DEN 747		DEN 245
Earnings Replacement Rate	87.6%	NUM \$6,764,523	94.8%	NUM \$2,295,638
		DEN \$7,725,410		DEN \$2,421,718

WIA in New Mexico—Table of Performance Measures

Table H – Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	65%	72.0%	Numerator 54
			Denominator 75
Employment Retention Rate	74%	82.9%	Numerator 58
			Denominator 70
Earnings Change in Six Months	\$2200	\$3,070	Numerator \$193,420
			Denominator 63
Credential Rate	55%	54.7%	Numerator 52
			Denominator 95

Table I – Outcomes for Older Youth Special Populations

Reported In-formation	Public Assistance Recipients	Veterans	Individuals With Disabilities	Out-of-School Youth				
Entered Em-employment Rate	68.8%	NUM 11	100%	NUM 1	50.0%	NUM 3	75.4%	NUM 43
		DEN 16		DEN 1		DEN 6		DEN 57
Employment Retention Rate	75.0%	NUM 6	0%	NUM 0	66.7%	NUM 2	83.7%	NUM 41
		DEN 8		DEN 1		DEN 3		DEN 49
Earnings Change in Six Months	\$4,821	NUM \$33,748	\$0	NUM \$0	\$2,177	NUM \$4,353	\$3,063	NUM \$137,826
		DEN 7		DEN 1		DEN 2		DEN 45
Employment and Creden-tial Rate	40.9%	NUM 9	100%	NUM 1	33.3%	NUM 2	56.0%	NUM 42
		DEN 22		DEN 1		DEN 6		DEN 75

WIA in New Mexico—Table of Performance Measures

Table J – Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	85%	86.2%	Numerator 1789
			Denominator 2075
Diploma or Equivalent Attainment Rate	56%	59.9%	Numerator 136
			Denominator 227
Retention Rate	52%	54.7%	Numerator 156
			Denominator 285

Table K – Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients	Individuals With Disabilities	Out-of-School Youth			
Skill Attainment Rate	90.1%	NUM 282	85.2%	NUM 196	84.2%	NUM 235
		DEN 313		DEN 230		DEN 279
Diploma or Equivalent Attainment Rate	51.7%	NUM 15	87.0%	NUM 20	35.9%	NUM 23
		DEN 29		DEN 23		DEN 64
Retention Rate	32.4%	NUM 11	57.9%	NUM 11	37.7%	NUM 46
		DEN 34		DEN 19		DEN 122

WIA in New Mexico—Table of Performance Measures

Table L – Other Reported Information

	12 Month Employment Retention Rate	12 Mo. Earnings Change (Adult 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	78.6%	NUM 924	\$2,683	NUM \$2,879,294	2.7%	NUM 34	\$3,843	NUM \$4,515,929	57.9%	NUM 103	
		DEN 1.175		DEN 1,073		DEN 1,244		DEN 1,175		DEN 178	
Dislocated Workers	84.2%	NUM 613	90.1%	NUM \$6,851,686	5.3	NUM 54	\$5,220	NUM \$4,854,915	59.1%	NUM 68	
		DEN 728		DEN \$7,605,717		DEN 1,026		DEN 930		DEN 115	
Older Youth	63.8%	NUM 44	\$1,783	NUM \$110,530	1.9	NUM 1	\$1,958	NUM \$97,915			
		DEN 69		DEN 62		DEN 54		DEN 50			

WIA in New Mexico—Table of Performance Measures

Table M – Participation Levels

	Total Participants Served	Total Exiters
Adults	2,933	1,272
Dislocated Workers	2,471	1,028
Older Youth	592	122
Younger Youth	3,882	1,009

Table N – Cost of Program Activities

Program Activity	Total Federal Spending		
Local Adults	\$6,060,879		
Local Dislocated Workers	\$4,495,994		
Local Youth	\$5,870,212		
Rapid Response (up to 25%) §134(a)(2)(A)	\$123,484		
Statewide Required Activities (up to 15%) §134(a)(2)(B)	\$1,576,424		
Statewide Allowable Activities §134(a) (3)	Program Activity Description		
		Incumbent worker training	\$96,010
Total of All Federal Spending Listed Above	\$18,223,003		

(a) The numbers come from WIA board meetings through out the year. There were no Board meetings held.

Note: There was one Capacity Building that was the balance of PY01 that was approved for PY03 grant for the SW for \$96,010.

WIA in New Mexico—Table of Performance Measures

**Table O – Local Performance
(Include This Chart for Each Local Area in the State)**

Local Area Name	Total Participants Served	Adults	737
Central		Dislocated Workers	1,151
		Older Youth	213
		Younger Youth	615
ETA Assigned #	Total Exiters	Adults	337
35005		Dislocated Workers	549
		Older Youth	13
		Younger Youth	42
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	75.3
	Employers	68	73.6
Entered Employment Rate	Adults	69%	70.6%
	Dislocated Workers	71%	89.9%
	Older Youth	65%	0.0%
Retention Rate	Adults	77%	80.9%
	Dislocated Workers	89%	89.9%
	Older Youth	74%	100%
	Younger Youth	52%	52.1%
Earnings Change/Earnings Replacement in Six Months	Adults	\$2750	\$3,272
	Dislocated Workers	90%	90.8%
	Older Youth	\$2300	\$1,926
Credential/Diploma Rate	Adults	57%	54.1%
	Dislocated Workers	55%	66.5%
	Older Youth	55%	0.0%
	Younger Youth	56%	35.3%
Skill Attainment Rate	Younger Youth	85%	85.7%
Description of Other State Indicators of Performance (WIA §136(d)(1) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	3	2	12

WIA in New Mexico—Table of Performance Measures

**Table O – Local Performance
(Include This Chart for Each Local Area in the State)**

Local Area Name Northern	Total Participants Served	Adults	649
		Dislocated Workers	232
		Older Youth	100
		Younger Youth	880
ETA Assigned # 35015	Total Exiters	Adults	296
		Dislocated Workers	101
		Older Youth	30
		Younger Youth	393
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	75.3
	Employers	68	73.6
Entered Employment Rate	Adults	68%	73.7%
	Dislocated Workers	70%	70.0%
	Older Youth	65%	76.9%
Retention Rate	Adults	77%	84.8%
	Dislocated Workers	89%	80.2%
	Older Youth	74%	78.4%
	Younger Youth	53%	50.0%
Earnings Change/ Earnings Replacement in Six Months	Adults	\$2750	\$2336
	Dislocated Workers	90%	88.4%
	Older Youth	\$2250	\$2972
Credential/Diploma Rate	Adults	57%	65.0%
	Dislocated Workers	55%	64.6%
	Older Youth	55%	64.7%
	Younger Youth	56%	67.9%
Skill Attainment Rate	Younger Youth	85%	81.1%
Description of Other State Indicators of Performance (WIA §136(d)(1) (Insert ad- ditional rows if there are more than two “Other State Indicators of Performance”)			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	5	12

WIA in New Mexico—Table of Performance Measures

**Table O – Local Performance
(Include This Chart for Each Local Area in the State)**

Local Area Name Southwest	Total Participants Served	Adults	1,002
		Dislocated Workers	669
		Older Youth	175
		Younger Youth	1,671
ETA Assigned # 35010	Total Exiters	Adults	353
		Dislocated Workers	202
		Older Youth	34
		Younger Youth	359
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	75.3
	Employers	68	73.6
Entered Employment Rate	Adults	68%	83.2%
	Dislocated Workers	70%	84.4%
	Older Youth	65%	61.9%
Retention Rate	Adults	77%	85.9%
	Dislocated Workers	89.5%	92.7%
	Older Youth	74%	88.9%
	Younger Youth	51%	53.7%
Earnings Change/ Earnings Replacement in Six Months	Adults	\$2750	\$2,928
	Dislocated Workers	90%	82.2%
	Older Youth	\$2250	\$2,549
Credential/Diploma Rate	Adults	57%	60.8%
	Dislocated Workers	55%	55.0%
	Older Youth	55%	44.4%
	Younger Youth	56%	58.8%
Skill Attainment Rate	Younger Youth	85%	86.2%
Description of Other State Indicators of Performance (WIA §136 (d)(1) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	3	14

WIA in New Mexico—Table of Performance Measures

Table O – Local Performance (Include This Chart for Each Local Area in the State)

Local Area Name Eastern	Total Participants Served	Adults	544
		Dislocated Workers	419
		Older Youth	104
		Younger Youth	716
ETA Assigned # 35020	Total Exiters	Adults	286
		Dislocated Workers	176
		Older Youth	45
		Younger Youth	215
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	68	75.3
	Employers	68	73.6
Entered Employment Rate	Adults	67%	86.4%
	Dislocated Workers	69%	78.1%
	Older Youth	65%	75.0%
Retention Rate	Adults	77%	83.6%
	Dislocated Workers	87.5%	89.4%
	Older Youth	74%	85.0%
	Younger Youth	52%	63.6%
Earnings Change/ Earnings Replacement in Six Months	Adults	\$2750	\$3,609
	Dislocated Workers	87.5%	95.6%
	Older Youth	\$2000	\$3,918
Credential/Diploma Rate	Adults	57%	62.1%
	Dislocated Workers	55%	64.8%
	Older Youth	55%	52.9%
	Younger Youth	56%	57.8%
Skill Attainment Rate	Younger Youth	85%	93.8%
Description of Other State Indicators of Performance (WIA §136(d)(1) (Insert additional rows if there are more than two "Other State Indicators of Performance"))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	1	16

The number of dollars spent per customer are:

Adults	\$2,099 per participant
Dislocated Worker	\$1,869 per participant
Youth	\$1,312 per participant



This report is respectfully submitted to USDOL through the
Governor's Office of Workforce Training & Development
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WIA Annual Report Data

State Name: **NM**

Program Year: **2003**

Table A: Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance - Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	68	75.3	788	1,595	1,100	71.6
Employers	68	73.6	1,595	6,196	2,200	72.5

Table B: Adult Program Results At-A-Glan

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	68	77.6	1,244
			1,603
Employment Retention Rate	77	84.3	1,359
			1,613
Earnings Change in Six Month	2,750	2,868	4,313,910
			1,504
Employment and Credential Rate	50	61.6	1,024
			1,663

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	69.7	101	72.1	62	72.2	26	54.2	52
		145		86		36		96
Employment Retention Rate	79.8	99	83.7	82	77.8	21	83.1	59
		124		98		27		71
Earnings Change in Six Months	3,243	373,000	3,371	289,944	3,497	83,932	2,139	134,769
		115		86		24		63
Employment and Credential Rate	50.4	65	61.1	58	65.6	21	47.6	39
		129		95		32		82

Table D: Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	79.6	1,104	64.8	140
		1,387		216
Employment Retention Rate	84.5	1,181	82.4	178
		1,397		216
Earnings Change in Six Months	3,039	3,956,621	1,769	357,289
		1,302		202

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

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	70	83.8	1,026
			1,225
Employment Retention Rate	89	88.7	880
			992
Earnings Replacement in Six Months	90	89.3	9,060,161
			10,147,128
Employment and Credential Rate	55	63.4	604
			952

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	83.9	135	75.9	22	72.9	97	76.2	16
		161		29		133		21
Employment Retention Rate	88.9	112	88.9	16	84.5	60	81.3	13
		126		18		71		16
Earnings Replacement Rate	79.1	1,003,203	138.3	116,403	69.9	507,264	267.4	128,416
		1,268,111		84,166		726,035		48,017
Employment And Credential Rate	66.9	87	66.7	12	54.4	49	52.6	10
		130		18		90		19

Table G: Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	84.9	808	79.9
952			273	
Employment Retention Rate	88.9	664	88.2	216
		747		245
Earnings Replacement Rate	87.6	6,764,523	94.8	2,295,638
		7,725,410		2,421,718

Table H: Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	65
Employment Retention Rate	74	82.9	58 70
Earnings Change in Six Months	2,200	3,070	193,420 63
Credential Rate	55	54.7	52 95

Table I: Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	68.8	11	100	1	50	3	75.4
16			1		6		57	
Employment Retention Rate	75	6	0	0	66.7	2	83.7	41
		8		1		3		49
Earnings Change in Six Months	4,821	33,748	0	0	2,177	4,353	3,063	137,826
		7		1		2		45
Credential Rate	40.9	9	100	1	33.3	2	56	42
		22		1		6		75

Table J: Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	85
			2,075
Diploma or Equivalent Attainment Rate	56	59.9	136
			227
Retention Rate	52	54.7	156
			285

Table K: Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	90.1	282	85.2	196	84.2	235
		313		230		279
Diploma or Equivalent Attainment Rate	51.7	15	87	20	35.9	23
		29		23		64
Retention Rate	32.4	11	57.9	11	37.7	46
		34		19		122

Table L: Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	78.6	924	2,683	2,879,294	2.7	34	3,843	4,515,929	57.9	103
		1,175		1,073		1,244		1,175		178
Dislocated Workers	84.2	613	90.1	6,851,686	5.3	54	5,220	4,854,915	59.1	68
		728		7,605,717		1,026		930		115
Older Youth	63.8	44	1,783	110,530	1.9	1	1,958	97,915		
		69		62		54		50		

Table M: Participation Levels

	Total Participants Served	Total Exiters
Adults	2,933	1,272
Dislocated Workers	2,471	1,028
Older Youth	592	122
Younger Youth	3,882	1,009

Table N: Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$6,060,879.00
Local Dislocated Workers		\$4,495,994.00
Local Youth		\$5,870,212.00
Rapid Response (up to 25%) 134 (a) (2) (A)		\$123,484.00
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$1,576,424.00
Statewide Allowable Activities 134 (a) (3)	Incumbent Worker Training	\$96,010.00
Total of All Federal Spending Listed Above		\$18,223,003.00

WIA Annual Report Data

State Name: NM

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Central Area Workforce Investment Board	Total Participants Served	Adults	738
		Dislocated Workers	1,151
		Older Youth	213
		Younger Youth	615
	Total Exiters	Adults	337
		Dislocated Workers	549
		Older Youth	13
		Younger Youth	42

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	75.3	
	Employers	68	73.6	
Entered Employment Rate	Adults	69	70.6	
	Dislocated Workers	71	89.9	
	Older Youth	65	0	
Retention Rate	Adults	77	80.9	
	Dislocated Workers	89	89.9	
	Older Youth	74	100	
	Younger Youth	52	52.1	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,750	3,272	
	Dislocated Workers	90	90.8	
	Older Youth (\$)	2,300	1,926	
Credential / Diploma Rate	Adults	57	54.1	
	Dislocated Workers	55	66.5	
	Older Youth	55	0	
	Younger Youth	56	35.3	
Skill Attainment Rate	Younger Youth	85	85.7	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	2	12

WIA Annual Report Data

State Name: NM

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Eastern Area Workforce Development Board	Total Participants Served	Adults	544
		Dislocated Workers	419
		Older Youth	104
		Younger Youth	716
	Total Exiters	Adults	286
		Dislocated Workers	176
		Older Youth	45
		Younger Youth	215

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	75.3	
	Employers	68	73.6	
Entered Employment Rate	Adults	67	86.4	
	Dislocated Workers	69	78.1	
	Older Youth	65	75	
Retention Rate	Adults	77	83.6	
	Dislocated Workers	87.5	89.4	
	Older Youth	74	85	
	Younger Youth	52	63.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,750	3,609	
	Dislocated Workers	87.5	95.6	
	Older Youth (\$)	2,000	3,918	
Credential / Diploma Rate	Adults	57	62.1	
	Dislocated Workers	55	64.8	
	Older Youth	55	52.9	
	Younger Youth	56	57.8	
Skill Attainment Rate	Younger Youth	85	93.8	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	16

WIA Annual Report Data

State Name: **NM**

Program Year: **2003**

Table O: Summary of Participants

Local Area Name: Northern Area Local Workforce Development Board	Total Participants Served	Adults	649
		Dislocated Workers	232
		Older Youth	100
		Younger Youth	880
	Total Exiters	Adults	296
		Dislocated Workers	101
		Older Youth	30
		Younger Youth	393

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	75.3	
	Employers	68	73.6	
Entered Employment Rate	Adults	68	73.7	
	Dislocated Workers	70	70	
	Older Youth	65	76.9	
Retention Rate	Adults	77	84.8	
	Dislocated Workers	89	80.2	
	Older Youth	74	78.4	
	Younger Youth	53	50	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,750	2,336	
	Dislocated Workers	90	88.4	
	Older Youth (\$)	2,250	2,972	
Credential / Diploma Rate	Adults	57	65	
	Dislocated Workers	55	64.6	
	Older Youth	55	64.7	
	Younger Youth	56	67.9	
Skill Attainment Rate	Younger Youth	85	81.1	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	5	12

WIA Annual Report Data

State Name: **NM**

Program Year: **2003**

Table O: Summary of Participants

Local Area Name: Southwestern Area Workforce Development Board	Total Participants Served	Adults	1,002
		Dislocated Workers	669
		Older Youth	175
		Younger Youth	1,671
	Total Exiters	Adults	353
		Dislocated Workers	202
		Older Youth	34
		Younger Youth	359

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	68	75.3	
	Employers	68	73.6	
Entered Employment Rate	Adults	68	83.2	
	Dislocated Workers	70	84.4	
	Older Youth	65	61.9	
Retention Rate	Adults	77	85.9	
	Dislocated Workers	89.5	92.7	
	Older Youth	74	88.9	
	Younger Youth	51	53.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,750	2,928	
	Dislocated Workers	90	82.2	
	Older Youth (\$)	2,250	2,549	
Credential / Diploma Rate	Adults	57	60.8	
	Dislocated Workers	55	55	
	Older Youth	55	44.4	
	Younger Youth	56	58.8	
Skill Attainment Rate	Younger Youth	85	86.2	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14