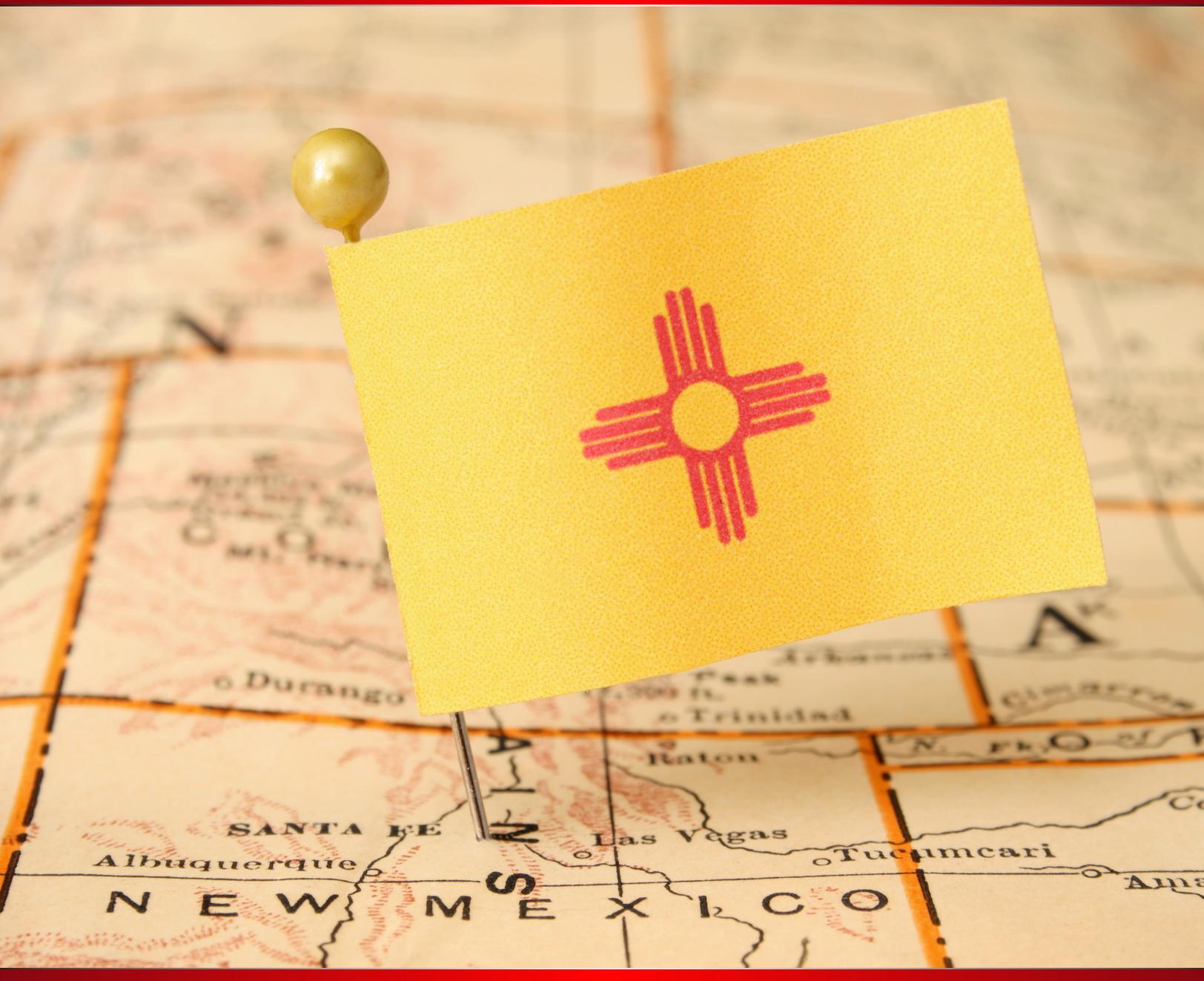


# NEW MEXICO 2013

## STATE OF THE WORKFORCE REPORT

A REPORT HIGHLIGHTING NEW MEXICO'S CURRENT AND FUTURE WORKFORCE



MARCH 2013

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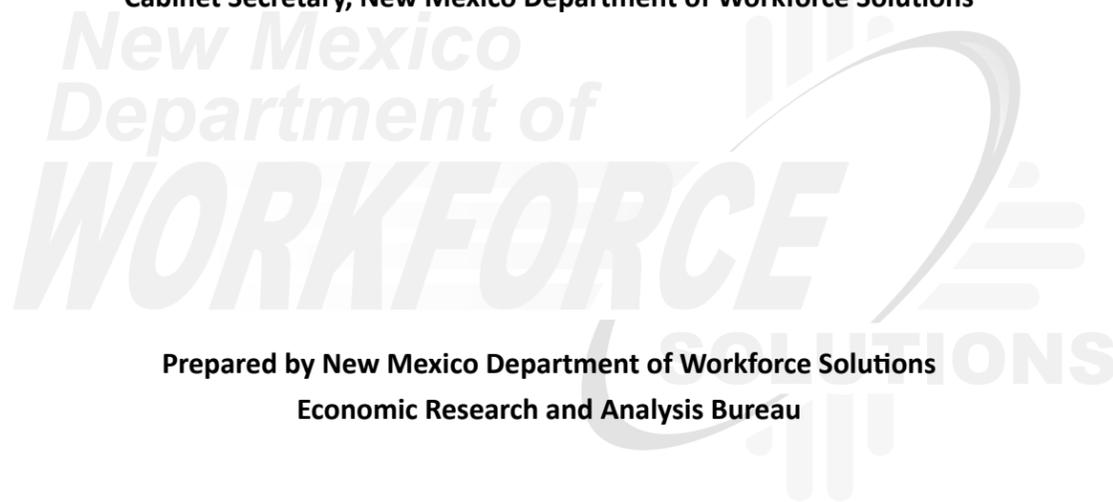


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# SUMMARY AND FINDINGS

## New Mexico's Population - A Snapshot of Population Across the State

- New Mexico's population growth has been similar to the fast increases experienced by the southwestern region of the U.S. as a whole in recent years. New Mexico's population, however, is more rural and has been growing more slowly than other southwestern states.
- New Mexico has a large percent of its population that is 25 years and younger and a large number of individuals over the age of 64. While the population between the ages of 25 and 44 is smaller in New Mexico, the younger population is an indicator of future workforce supply in the state. These workers may fill jobs left vacant by retiring baby boomers if the state can retain them after high school. Available education and training and strong job opportunities and wages will help with retention.
- New Mexico benefits from a racially and ethnically diverse population. The Hispanic and American Indian populations are larger than all other southwestern states, providing social and cultural richness and awareness that is desirable to many businesses.
- New Mexico continues to struggle with income and poverty. Income is lower and poverty is higher than all other southwestern states. Higher incomes and lower poverty are indicators of an economy that is generating employment opportunities and a better standard of living for its workforce and families. These issues will continue to present challenges to attracting businesses to the state and encouraging new businesses development.

## New Mexico's Workforce

### What it Looks Like

- Around sixty-one percent of New Mexicans (16 years and older) participated in the labor force in 2011 (the most recent year for which data is available). Labor force participation has declined in the US

and all southwestern states in recent years, due to recessionary impacts.

- The median age of New Mexico's labor force is 40.3. While the median age in New Mexico is higher than the other southwestern states, New Mexico's future young workers may fill jobs left vacant by retirees. It is important that these workers are educated, trained, and retained to work in the state.
- New Mexico's American Indians, Hispanic/Latinos, and persons of more than one race, face some of the most significant challenges to employment. The unique issues minority populations face have been identified so that policy and resources can ensure employment opportunities are available to everyone.

### How it's Growing

- New Mexico was late in seeing recessionary job losses, and has been slower than other southwestern states in recovering.
- Most of the southwestern states have struggled with a declining labor force, employment losses, and rising unemployment rates in recent years. New Mexico faced large drops in labor force and employment. Between 2006 and 2011, New Mexico lost more than 25,000 jobs overall. Some data sources show New Mexico still suffering from employment losses into and through 2012. Even with these losses, the state's unemployment rate has been lower than that of the nation and several of the southwestern states.
- The Eastern Region, overall, saw fewer job losses during the recession and early recovery. The Southwestern Region continues to struggle with high unemployment rates, while employment growth has been the most sluggish in the Central and Northern regions.

### Industries, Occupations, and Wages

- The Health Care industry employs the largest percentage of New Mexico's workforce (about 16 percent). Retail Trade; Accommodation and Food Services; Educational Services; and Public Administration follow Health Care in number of workers.

# SUMMARY AND FINDINGS

- Health Care and Public Administration were the only industries employing the largest number of workers that also experienced growth in the last six years. Health Care weathered the recession better than any other industry in the state; employment grew by over 14 percent over the 5-year period.
- While Mining only comprises 3 percent of the total workforce, employment growth between 2006 and 2011 was among the fastest, second only to Health Care.
- Construction and Manufacturing lost the largest number of jobs during the recession and early recovery (about 25,100). These and several other industries continue to struggle with employment losses overall.
- More New Mexicans are employed in office and administrative support occupations than any other occupation. Occupations such as office, sales, and food service are in high demand by the nature of their work, but also tend to pay lower wages on average.
- All five of the top employing occupations experienced job losses during the recession and early recovery.
- Employment growth was strongest in health care and health care-related occupations throughout the 5-year period.
- Occupations in health care and education are a bright spot for employment. They have been less impacted by recessionary job losses and pay higher wages, on average. Occupations in the Health Care and Education industries are also projected to grow significantly in coming years.

### Skills and Education

- Creating and retaining a well-educated and skilled labor force is a major factor in maintaining a strong workforce, and in return, attracting business to the state and fostering business development. New Mexico's labor force, overall, has the education required for existing jobs. But, the state faces major challenges in high school completion and post-secondary degree earners, which could impact its ability to reduce education and skills gaps and promote

economic development.

- New Mexico's civilian labor force has lower overall educational attainment than some of the other southwestern states. About 13 percent of the civilian labor force has less than a high school diploma; this percentage is the highest of the southwestern states (except Texas) and is higher than the nation as a whole.
- New Mexico trails only Oklahoma in percentage of the labor force with a bachelor's degree or more.
- Graduation rates, as calculated by the National Center for Education Statistics, are lower in New Mexico than all other southwestern states.
- While lower-skill jobs are projected to continue growing into the future, New Mexico will see some of the fastest job growth in jobs that require a post-secondary degree. Policy and resources should continue to focus efforts on ensuring future workforce supply meets this demand.

### The Future Workforce

- Between 2010 and 2020, the state will see the addition of about 136,300 jobs, or 15.9 percent growth.
- The Health Care and Educational Services industries will see the largest employment growth and will grow faster than all industries (the exception being Mining, which is projected to grow slightly faster than Educational Services). Projected employment growth in these industries will be among the largest of all industries in each region of the state as well.
- Employment in the Central Region is projected to grow at the same rate as that of the state as a whole. Employment in the Eastern Region is projected to grow more quickly, while employment in the Northern and Southwestern regions is projected to grow more slowly than that of state.
- Mining employment growth is projected to be strong in the east, while growth in Professional, Scientific, and Technical Services employment is more significant in the remaining regions of the state.

# SUMMARY AND FINDINGS

- Food preparation and serving occupations are projected to add the most jobs between 2010 and 2020. Of the occupations projected to grow the most, occupations in education pay a higher than average wage.
- Health care support and personal care and service occupations are project to grow the fastest of all other occupations, with over 21,000 new jobs.
- NMDWS identified some of New Mexico's top

occupations based on employment growth and wages. Registered nurses and elementary and middle school teachers have been identified as New Mexico's three top occupations because they each will provide some of the largest employment opportunities in the coming years, are projected to grow very quickly, and pay well above the all-occupation average wage.

- Around half of New Mexico's top occupations are in health care and education. Other occupations fall within administration, business, and mining.



# NEW MEXICO'S POPULATION A SNAPSHOT OF POPULATION ACROSS THE STATE

## State, Regional, and County Population Estimates

*"New Mexico's population is more rural than neighboring states, and has grown at a slower rate than other southwestern states over the last 20 years."*

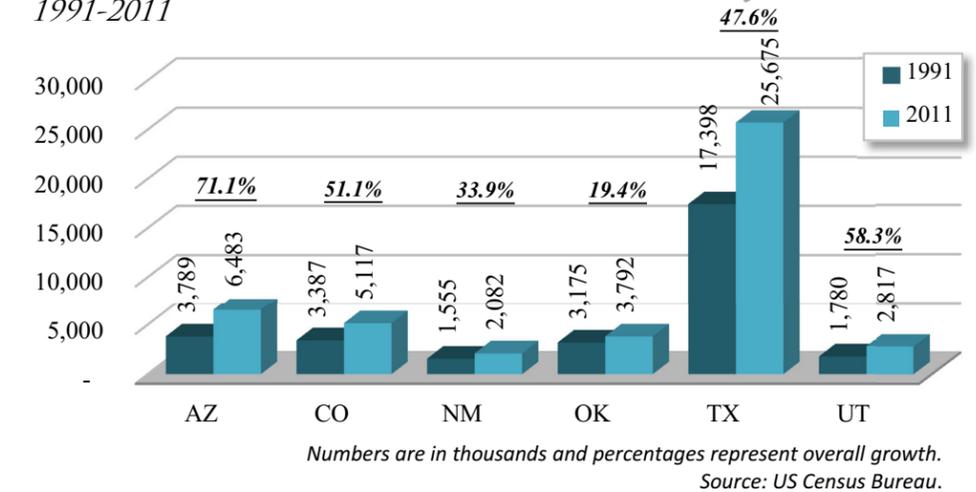
As of 2011, New Mexico had a population of about 2.08 million. This represents a 34 percent increase from 1991 levels. New Mexico is also the most rural state in the region. In 2011, there were 17.2 persons per square mile in the state, compared to the next most rural state, Utah, with 34.3 persons per square mile. New Mexico's population has grown faster than that of the nation as a whole (23.2 percent over the 20-year period), but more slowly than other southwestern states, with the exception of Oklahoma. Arizona's population has grown significantly in the last 20 years, followed by Texas, Utah, and Colorado.

Albuquerque, Santa Fe, Farmington, and Las Cruces—and nearly 45 percent of the total population is located in the Central Region of the state alone. Population growth over the 20-year period was the greatest in the Central Region, with growth representing nearly 43 percent of all growth in the state, and rising at an average annual rate of 2.3 percent.

Within the last 10 years, population grew the fastest in Sandoval County (about 43 percent over the 10-year period). Growth in Doña Ana, Bernalillo, Lea, and Valencia followed Sandoval. Population declined in 12 of New Mexico's 33 counties between 2001 and 2011. Population declined the most in Hidalgo, Sierra, De Baca, Mora, and Harding counties.

Approximately two-thirds of New Mexico's population is located in the four metropolitan statistical areas—

**TOTAL POPULATION & GROWTH  
NEW MEXICO & NEIGHBORING STATES  
1991-2011**



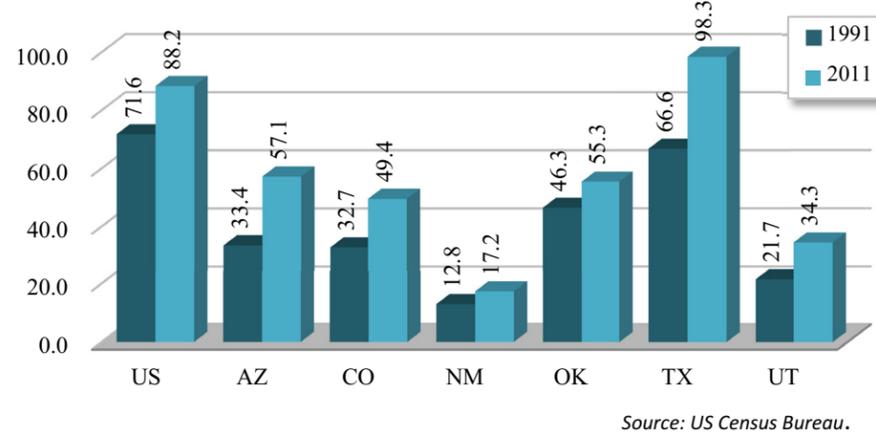
# NEW MEXICO'S POPULATION

## A SNAPSHOT OF POPULATION ACROSS THE STATE

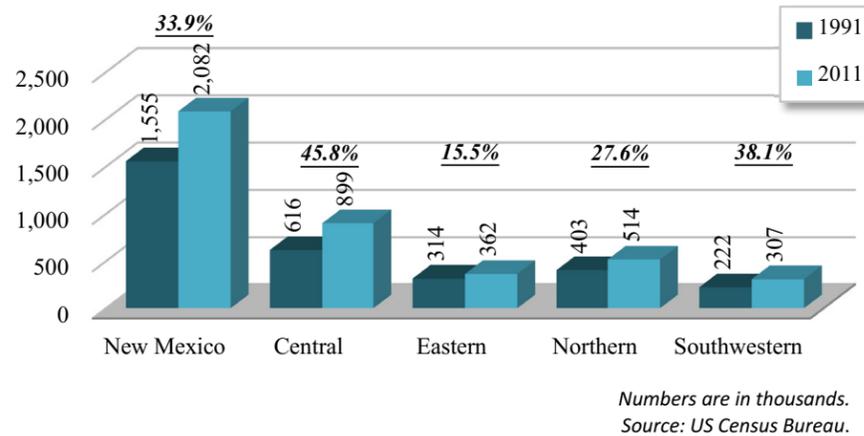
# NEW MEXICO'S POPULATION

## A SNAPSHOT OF POPULATION ACROSS THE STATE

**POPULATION DENSITY**  
NEW MEXICO & NEIGHBORING STATES  
1991-2011



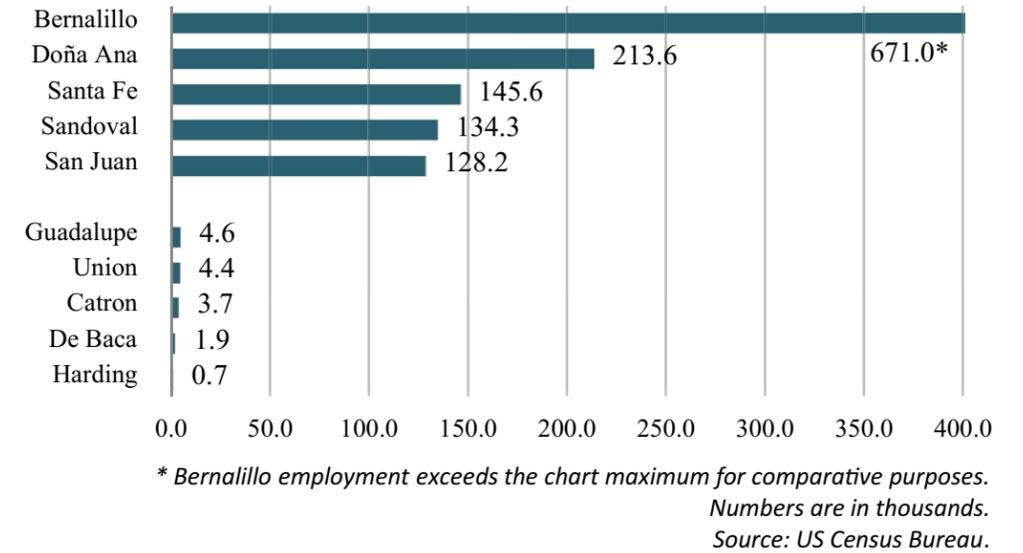
**TOTAL POPULATION**  
NEW MEXICO & ITS REGIONS  
1991-2011



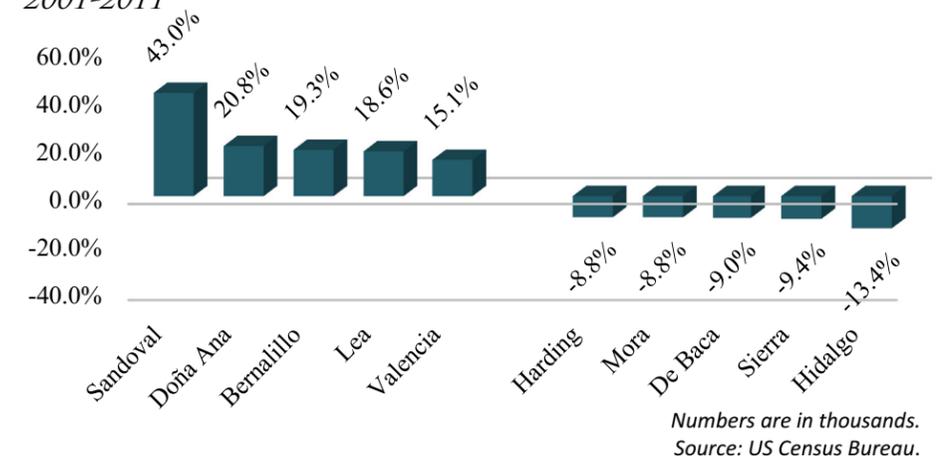
### Why population matters

Population itself is often a consideration for businesses looking to locate to the state. Proximity to a skilled and diverse population base from which to hire is a major factor for businesses. Some employers see the characteristics of higher density communities and a larger working population as elements that improve a state's labor pool and the employer's hiring options. Other businesses seek and/or require a rural location. In addition, businesses evaluate the population as their potential customer base. Whether a business is seeking an urban or rural location, population and density are key factors.

**TOTAL POPULATION**  
NEW MEXICO'S MOST & LEAST POPULATED  
COUNTIES  
1991-2011



**TOTAL POPULATION GROWTH**  
NEW MEXICO'S TOP GROWING & SHRINKING  
COUNTIES  
2001-2011



# NEW MEXICO'S POPULATION

## A SNAPSHOT OF POPULATION ACROSS THE STATE

# NEW MEXICO'S POPULATION

## A SNAPSHOT OF POPULATION ACROSS THE STATE

### Age of the Population

*"New Mexico's median age was 36.6 in 2011. New Mexico's population has a wide range with larger percentages of younger and older persons."*

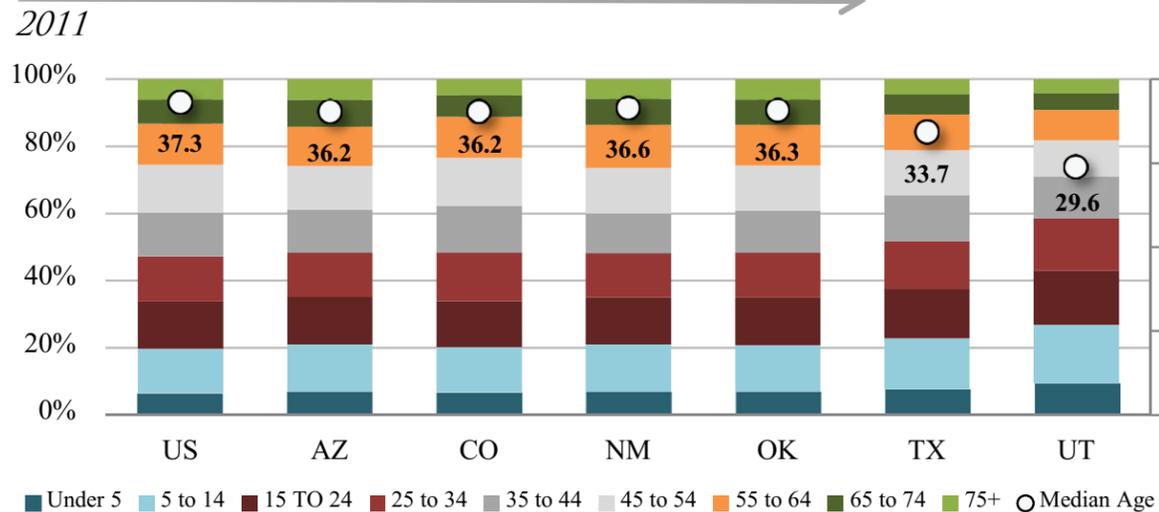
The median age of New Mexico's population (36.6) is below the national average and similar to that of other southwestern states. Of the southwestern states, Utah's population is the youngest, with a median age of 29.6. Median age in 2011 was higher than the median age in previous years for New Mexico and the southwestern states. The nation as a whole has experienced an aging population, driven by the aging of the baby boomer generation.

Mexico's population is under 25. This is higher than the national percentage and several of the other southwestern states. The percentage of New Mexico's population in the prime workforce age group (25 to 44) trails that of other southwestern states and the nation. Additionally, New Mexico has a larger percentage of older persons; nearly 14 percent of the population is older than 65. This percentage is greater than that of the nation and all southwestern states, except Oklahoma (which has the same percentage of older workers).

When looking at age categories, about 35 percent of New

### POPULATION DISTRIBUTION & MEDIAN AGE

#### NEW MEXICO & NEIGHBORING STATES

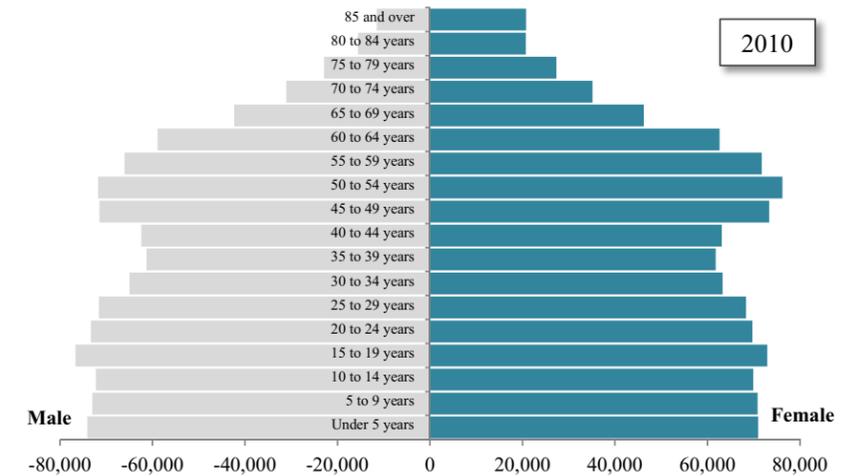
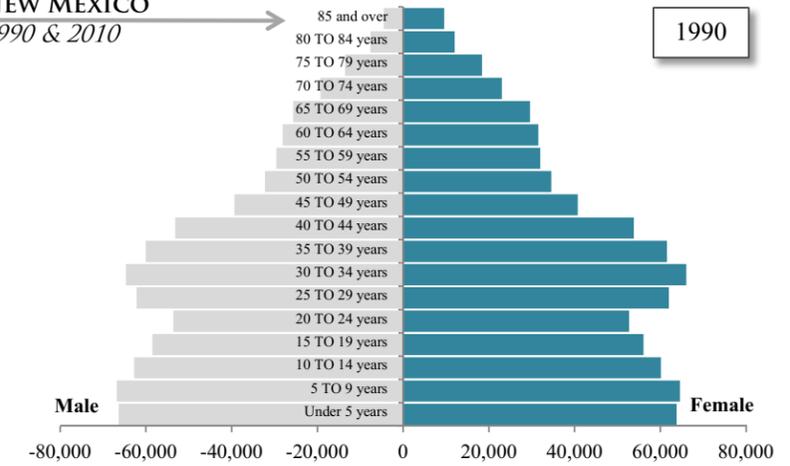


Source: US Census Bureau.

### POPULATION BY AGE

#### NEW MEXICO

##### 1990 & 2010



Source: US Census Bureau.

### What does age mean?

Businesses and educators look at the age of the population to understand the characteristics and needs of the future workforce. New Mexico currently has a smaller population in the prime workforce age group and an older population overall. Its large percentage of younger workers will supply its future workforce, especially as older workers retire. A larger future workforce is often considered a positive characteristic for businesses concerned with hiring from a larger and more diverse labor pool now and into the future. By analyzing age and working with businesses to assess their needs, educators can better understand and address the future demand for education and training.

# NEW MEXICO'S POPULATION

## A SNAPSHOT OF POPULATION ACROSS THE STATE

### Race & Ethnicity

*"New Mexico has a very diverse population that contributes to the state's social and cultural richness."*

New Mexico's racial and ethnic composition provides the state with social and cultural characteristics unique unto itself. In 2011, about 47 percent of the state's population identified themselves as Hispanic/Latino. The American Indian share of total population exceeds that of all other southwestern states, and is higher than the national percentage. The number of persons who identify with another race or more than one race is also greater than neighboring states.

# NEW MEXICO'S POPULATION

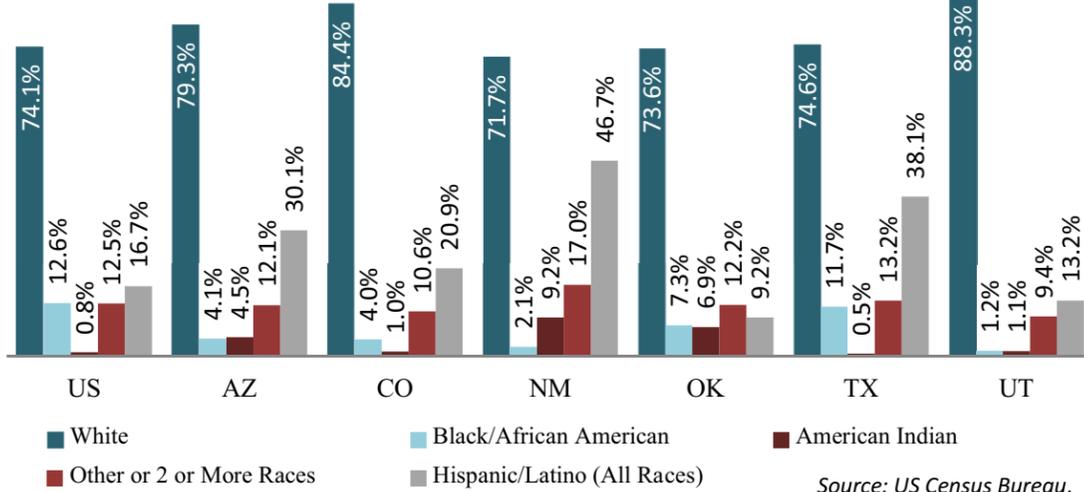
## A SNAPSHOT OF POPULATION ACROSS THE STATE

### Income

*"New Mexico's households tend to be poorer than neighboring states, even when cost-of-living expenses are considered. Positively, average income in the state has increased more quickly in the last 10 years than that of the nation and many southwestern states."*

Median income is the amount which divides the income distribution into two equal groups, half having income above that amount, and half having income below that amount. As of 2011, New Mexico's median household income was \$41,982. This represents an increase of 26.7 percent since 2001. Incomes in New Mexico are much lower than neighboring states and the nation as a whole. Certain cities may compete more within the region as a whole, but overall state income is lower. Income growth is an area for optimism, however, with growth between 2001 and 2011 exceeding that of the county and all southwestern states except Oklahoma.

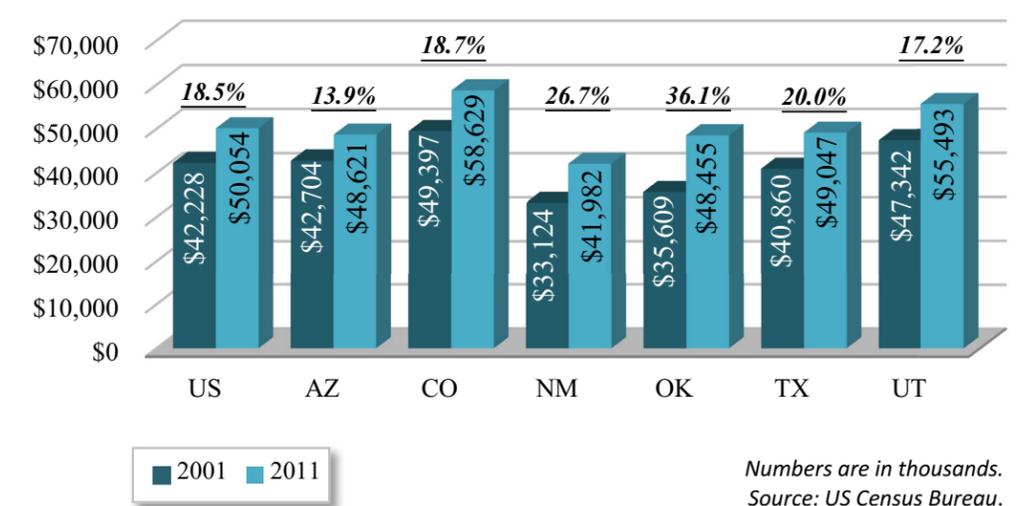
**RACIAL & ETHNIC DIVERSITY**  
NEW MEXICO & NEIGHBORING STATES  
2011



#### Strength in diversity

Diversity in a population is important for a number of reasons beyond the significant cultural and social benefits. While the cultural and social richness related to New Mexico's diversity can serve to attract business, it also enhances the labor force. For employers, a diverse labor force means better access to workers that are multilingual and culturally aware. These workers are positioned to better understand the needs of the state's diverse population and customer base.

**MEDIAN HOUSEHOLD INCOME**  
NEW MEXICO & NEIGHBORING STATES  
2001-2011



#### Income as an indicator of economic health

Higher median household income is an indicator of an economy that is not only generating employment opportunities and a greater standard of living for its workforce and families, but an economy that is strengthened by greater consumer spending power. Income typically increases as a state attracts businesses that offer better paying, more skilled jobs. Information on median income is used by policy makers, economic developers, and other stakeholders as one of many indicators when assessing employment opportunities and workforce climate in a state.

# NEW MEXICO'S POPULATION

## A SNAPSHOT OF POPULATION ACROSS THE STATE

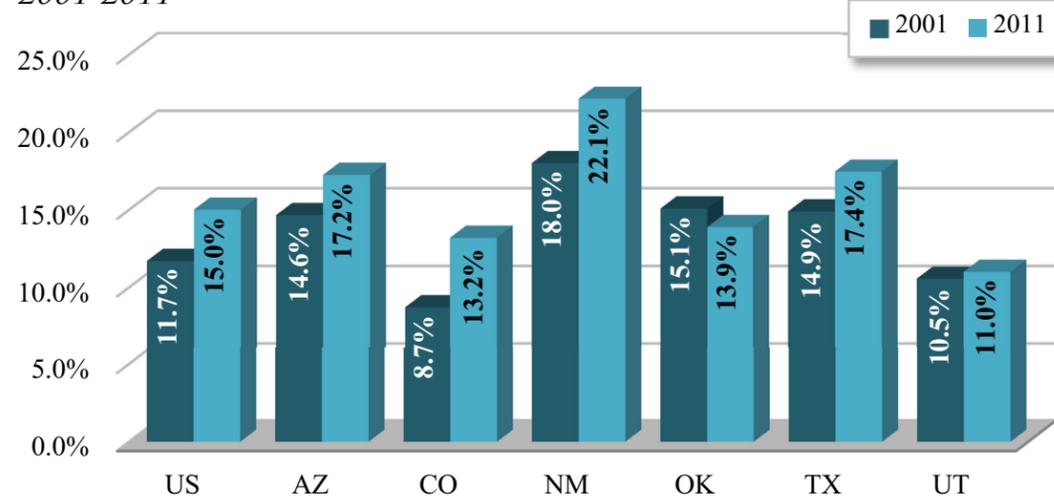
### Poverty

*"New Mexico struggles with poverty. The percentage of persons in poverty is higher than the nation and neighboring states, and that percentage has been increasing over the last 10 years."*

In 2011, approximately 22 percent of New Mexican's were living below the poverty level. This percent is nearly 5 percentage points higher than any other southwestern state. Between 2001 and 2011, the percentage of persons in poverty increased in the nation and in every southwestern state, with the exception of Oklahoma. During that 10-

year period, the number of New Mexicans living in poverty increased by almost 40 percent. While this increase was less than the nation and many of the southwestern states, the percent of the total population in poverty increased by 4.1 percentage points.

**PERCENTAGE OF PERSONS IN POVERTY  
NEW MEXICO & NEIGHBORING STATES  
2001-2011**



Source: US Census Bureau.

### Poverty's impacts on the labor force

Poverty is a complex societal issue to address. Education, employment, income, purchasing power, health, and community development are just some aspects of society that are intertwined with and impacted by poverty and income levels. Providing education and employment opportunities to New Mexico's population can help in addressing poverty, but poverty may be best addressed if education and employment opportunities are coupled with other approaches that tackle the issue of poverty in a comprehensive way. Reducing poverty levels and working to increase incomes and employment opportunities will help New Mexico's population and economy, while improving the state's position to attract businesses in the future.

# NEW MEXICO'S WORKFORCE

## WHAT IT LOOKS LIKE

### Labor Force Participation

*"New Mexico and neighboring states experienced a decline in labor force participation between 2005 and 2011, reflecting the impacts of the 2007-2009 recession."*

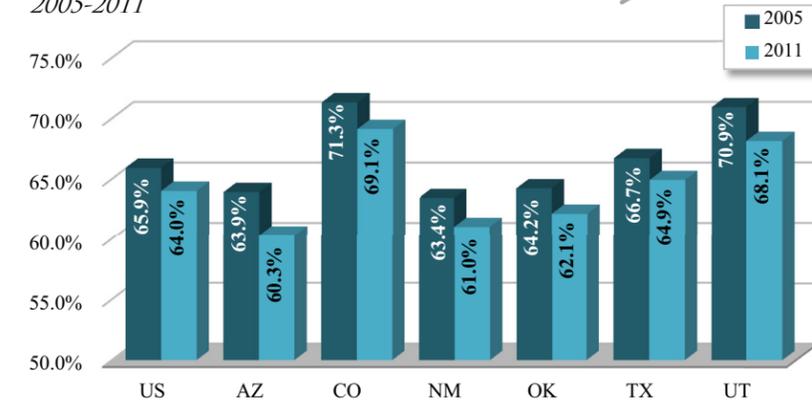
In 2011, 61 percent of New Mexicans were in the labor force. This was a 2.4 percentage point decline from 2005 participation levels. The nation and all of the southwestern states experienced declines in labor force participation between 2005 and 2011. Declines in the labor force were

related to recessionary impacts including job losses and extended unemployment, which contributed to persons dropping out of the labor force. We should see an increase in labor force participation as the recovery in New Mexico and the nation continues.

### A note on labor force

Unless otherwise noted, all information and data specific to labor force demographics gathered from the U.S. Census Bureau (participation, gender, race, age, education, etc.) includes both civilian and active duty armed forces populations. Labor force estimates, employment and unemployment data, both in total and at industry and occupational levels, counts only the civilian labor force, due to the methodology of data collection under the Quarterly Census of Employment and Wages (QCEW), Occupational Employment Statistics (OES), and Local Area Unemployment Statistics (LAUS) programs (unless otherwise noted).

**LABOR FORCE PARTICIPATION  
NEW MEXICO & NEIGHBORING STATES  
2005-2011**



Source: US Census Bureau.

### What does labor force participation mean?

Larger labor force participation often corresponds with greater employment opportunities, and as a result, a healthier local economy. Participation is highest in economies that provide a greater number and larger variety of jobs, in addition to jobs that provide better job security. A variety of industries, providing greater employment options, will encourage New Mexicans to live and work in the state, attract workers from other areas, and entice discouraged workers to reenter the labor force. This helps the state maintain and develop a more skilled and diverse workforce, which benefits business, economic, and community development.

# NEW MEXICO'S WORKFORCE

## WHAT IT LOOKS LIKE

# NEW MEXICO'S WORKFORCE

## WHAT IT LOOKS LIKE

### Age and Gender of the Labor Force

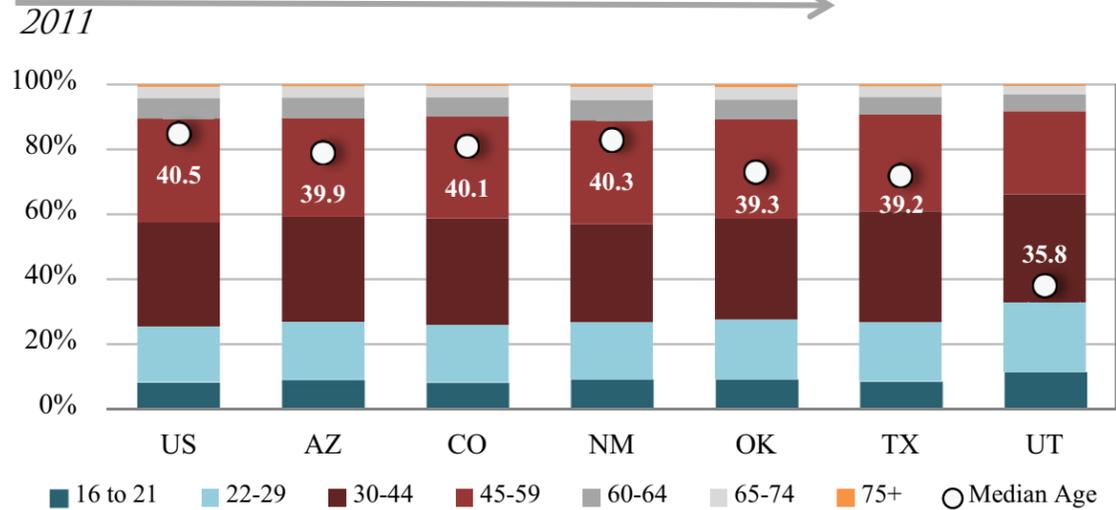
"The median age of New Mexico's workforce is close to the national average, but the oldest within the region."

In 2011, the median age of New Mexico's workforce was 40.3 years. This was slightly lower than the national average, but higher than all other southwestern states. New Mexico has a larger percentage of persons 65 years and older and this, combined with a smaller percentage of workers between 22 and 44, contributes to the slightly higher median age.

In 2011, 53.1 percent of the workforce was male, and 46.9 percent was female. Men between the ages of 22 and 59 comprised 43 percent of the workforce, while women between the same ages comprised 37 percent of the total labor force.

### LABOR FORCE DISTRIBUTION & MEDIAN AGE

#### NEW MEXICO & NEIGHBORING STATES



For the labor force population 16 years and older. Median age is for workers 16 to 64. Source: US Census Bureau.

### LABOR FORCE DISTRIBUTION BY GENDER

#### NEW MEXICO



For the labor force population 16 years and older. Source: US Census Bureau.

### Age of the population vs. age of the labor force

About 35 percent of New Mexicans are under the age of 25. The average age of New Mexico's labor force is higher than other states, and is likely driven by its larger older population (its population under 16 is not counted in the labor force). An experienced workforce is a positive attribute, but future workforce supply must be able to meet demand as older workers retire. New Mexico's young population can be seen as an indicator of large and diverse future workforce supply from which employers can hire. Efforts to educate and retain the state's young people will help to ensure that future workforce supply effectively meets demand.

# NEW MEXICO'S WORKFORCE

## WHAT IT LOOKS LIKE

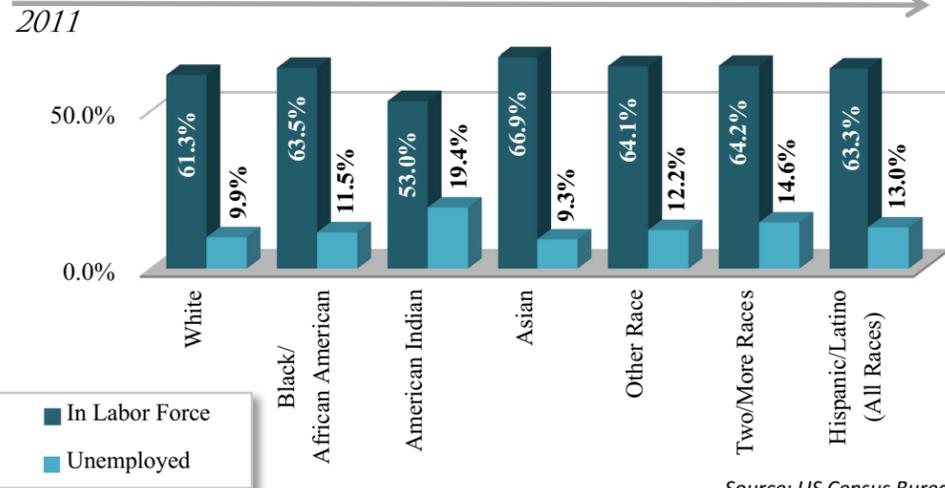
### Race & Ethnicity in the Labor Force

"New Mexico's workforce is racially and ethnically diverse, but several minority populations struggle with employment more than others."

In 2011, 61.3 percent of New Mexicans identified themselves as white, while the state's large Hispanic/Latino population classifies it as a minority-majority state. New Mexico also has a large American Indian population. Unfortunately, some of New Mexico's racial and ethnic populations struggle with employment more than others. New Mexico's American

Indian population has the lowest labor force participation and highest unemployment of all other racial and ethnic groups. Persons identifying themselves as of two or more races and/or those who identify as Hispanic/Latino also struggle with high unemployment.

#### LABOR FORCE PARTICIPATION & UNEMPLOYMENT BY RACE/ETHNICITY NEW MEXICO



Source: US Census Bureau.

#### Diversity and employment challenges

Like its population, New Mexico's labor force is very diverse. It is important that labor market and workforce policies continue to focus on addressing the unique struggles faced by some of New Mexico's racial and ethnic populations. A healthy economy and labor market provides opportunities for everyone. New Mexico's diverse population and labor force can serve as a positive attribute for business, but those opportunities must be created and available to those seeking employment.

# NEW MEXICO'S WORKFORCE

## HOW IT'S GROWING

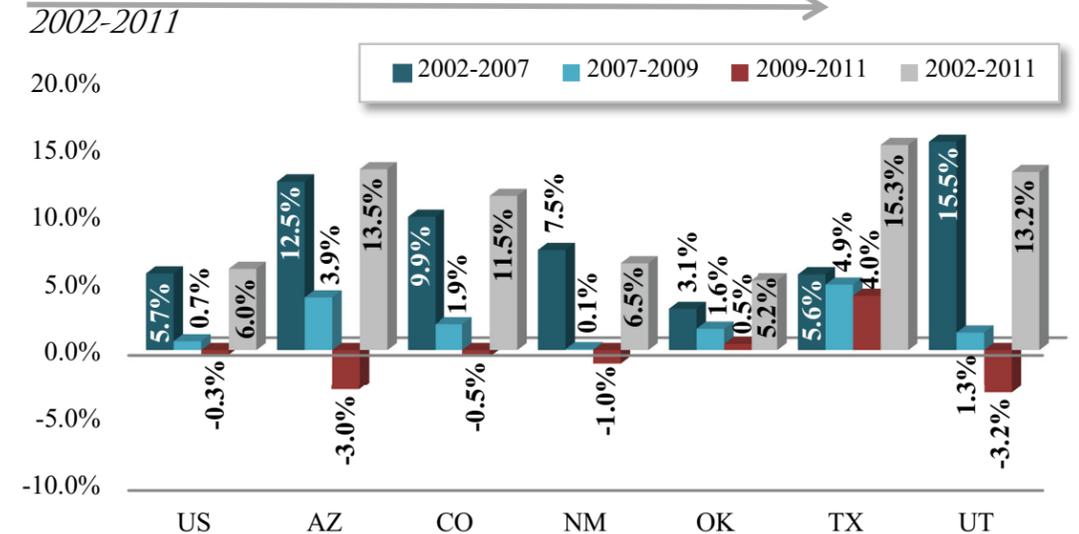
### Labor Force Growth

"New Mexico's labor force has shrunk more than the nation and several southwestern states since 2002, although strong growth earlier in the decade helped soften overall labor force losses."

During the recession (2007-2009), New Mexico's labor force grew by 0.1 percent, the least of all southwestern states. Losses between 2009 and 2011 (of 1.0 percent) were greater than those of the nation, but less than both Arizona and Utah. Growth prior to the recession (2002-2007) helped soften the blow of labor force losses, leaving New Mexico's labor force growing by 6.5 percent overall during the 9-year period. This growth rate was still slower than other southwestern states.

The northern region of New Mexico experienced the largest labor force losses between 2007 and 2011. The southwestern region experienced the largest labor force growth between 2002 and 2011 (12.3 percent), with no overall labor force losses. The region was also the only region to experience positive growth during the early recovery.

#### LABOR FORCE GROWTH RATES NEW MEXICO & NEIGHBORING STATES



Source: Local Area Unemployment Statistics (LAUS).

#### Bright spots and areas of continued focus

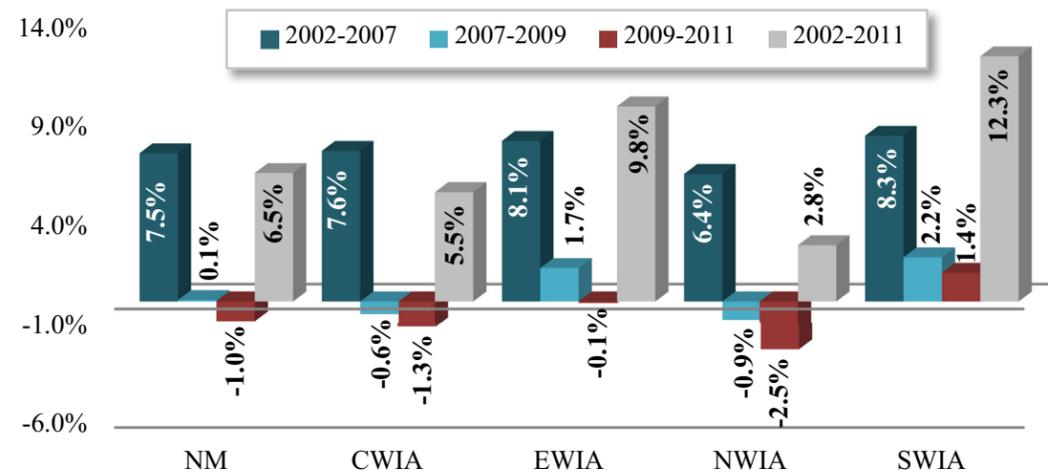
Declines in labor force participation and the size of the labor force, in general, have been challenges for most of the southwestern states. While New Mexico has struggled with greater labor force losses than most other southwestern states, it still has seen greater overall growth than that of the nation since 2002. Growth in the southwestern region, coupled with positive employment growth in the east in 2012, has helped New Mexico during the early recovery. Future efforts to bolster economic recovery should continue to focus on employment opportunities in the central and northern regions.

# NEW MEXICO'S WORKFORCE

## HOW IT'S GROWING

### LABOR FORCE GROWTH RATES NEW MEXICO & REGIONS

2002-2011



Source: Local Area Unemployment Statistics (LAUS).



# NEW MEXICO'S WORKFORCE

## HOW IT'S GROWING

### Employment Growth

“Employment losses in New Mexico during the recession were less than the national average, but recovery has been slower.”

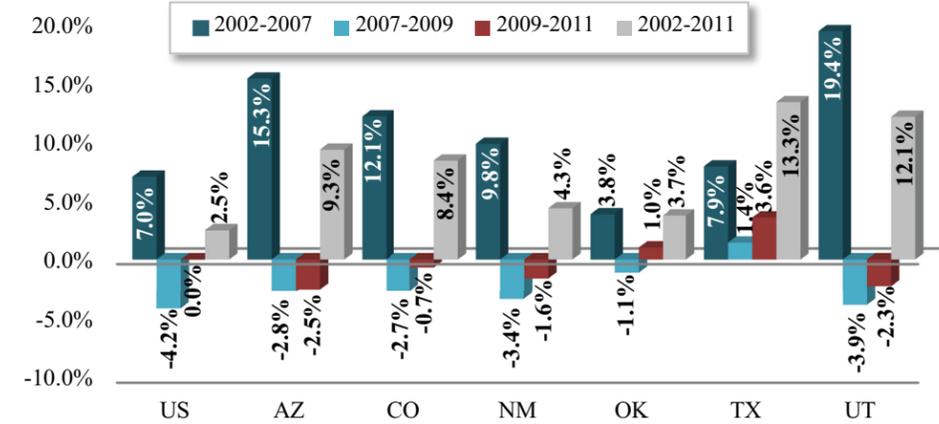
Between 2002 and 2011, New Mexico saw employment grow by 4.3 percent. Early growth of 9.8 percent (2002-2007) helped soften overall job losses during the recession. Employment dropped by 3.4 percent between 2007 and 2009 and by 1.6 percent in the early recovery. Losses during the recession were less than the national average and those seen in Utah. As the nation entered the recovery, employment in New Mexico was still declining, but losses were less severe. Losses in Arizona and Utah exceeded those of New Mexico; however New Mexico continued to lose jobs. During the same time, the nation saw employment growth stagnate. Texas and Oklahoma saw the fewest losses, with employment actually growing in the early recovery.

The central and northern regions of New Mexico experienced the largest employment losses between 2007 and 2011. Employment remained the same or increased in the east and southwest, respectively, during the recovery, after seeing losses of 1.2 to 1.6 percent during the recession.

Over-the-year employment changes at the county level also illustrate the continued struggles of the north and central regions. Most of the northern counties were still experiencing over-the-year job losses of more than 1 percent in 2011. San Juan, Union, Quay, and Harding counties were the only northern counties that experienced over-the-year job growth in 2011. Job growth in the central counties was stagnant.

### EMPLOYMENT GROWTH RATES NEW MEXICO & NEIGHBORING STATES

2002-2011



Source: Local Area Unemployment Statistics (LAUS).

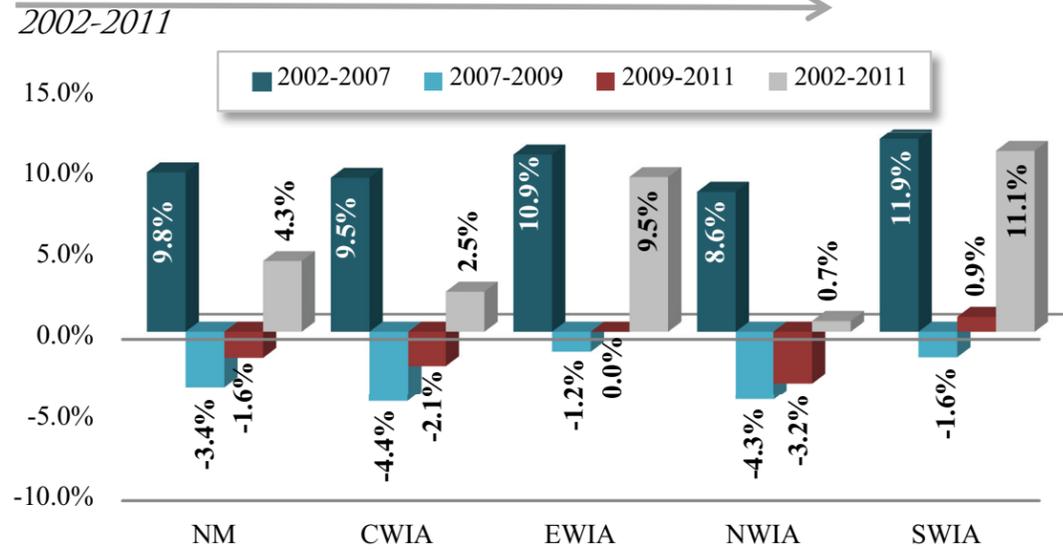
#### Bright spots and areas of continued focus

New Mexico was late to enter the 2007-2009 recession, and has been slow in recovering from recessionary impacts. Employment losses in 2011 were less than Arizona and Utah, but other data sources, such as the Current Employment Statistics (CES) program, are showing New Mexico's job growth remaining negative and lagging behind that of neighboring states. Positive overall employment indicators for the southwest and east are driving a decline in employment losses in the state overall, but there is still much room for improvement.

# NEW MEXICO'S WORKFORCE

## HOW IT'S GROWING

### EMPLOYMENT GROWTH RATES NEW MEXICO & REGIONS

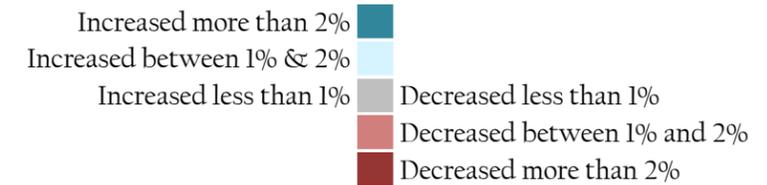
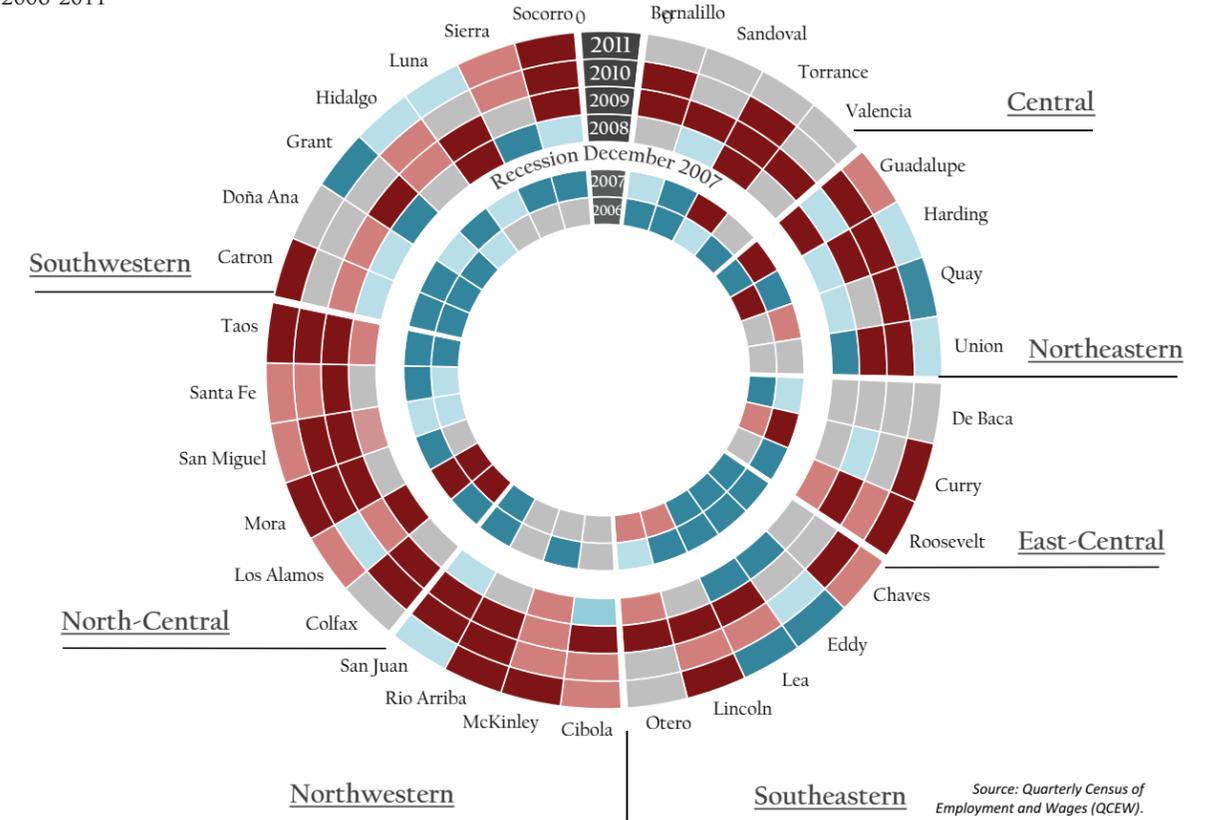


Source: Local Area Unemployment Statistics (LAUS).



### OVER-THE-YEAR EMPLOYMENT CHANGES NEW MEXICO'S COUNTIES BY REGION

2006-2011



# NEW MEXICO'S WORKFORCE

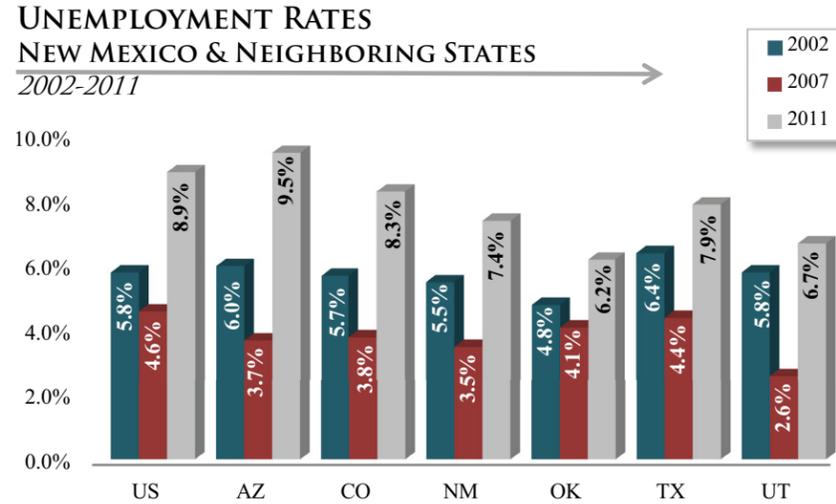
## HOW IT'S GROWING

### Unemployment Growth

"Despite comparatively large labor force and employment losses, New Mexico's unemployment rate has been lower than that of the nation and three of the five other southwestern states."

In 2011, New Mexico's average unemployment rate was 7.4 percent, an increase from 5.5 percent in 2002 and 3.5 percent in 2007. New Mexico's unemployment rate has been among the lowest of the southwestern states in recent years, with Utah and Oklahoma's rates being lower at times. This may seem to conflict with the data on labor force and employment declines. It is important to remember that multiple factors impact employment and unemployment, and that all factors must be considered when analyzing changes in New Mexico's labor market. Some indicators will show more positive signs for employment in the state, while others may use different factors to measure employment changes.

The eastern region maintained the lowest unemployment rates of all regions in New Mexico. Increases in the unemployment rate between 2007 and 2011 were also less severe than increases experienced in the central, northern, and southwestern regions. The southwest had the highest unemployment rates overall between 2002 and 2011. The continued labor force growth in the region is one factor that may have contributed to the rise in the unemployment rate to a level above that of the other regions. If persons continue to enter the labor force, but unemployment is increasing, the unemployment rate will likely rise.



Source: Local Area Unemployment Statistics (LAUS).

#### Bright spots and areas of continued focus

Even though recent labor force and employment declines were measurable in New Mexico, the state has maintained one of the lowest unemployment rates in the region. Lower unemployment rates prior to the recession may have contributed to lower rates overall, although many factors impact employment changes. The east has seen the lowest unemployment rates through the recession and early recovery and has fared better than other New Mexico regions. The southwest continues to struggle with high unemployment, particularly in counties that have had historically high unemployment. All regions in the state need continued assistance in generating employment opportunities, and each region faces unique challenges based on their industry and population.

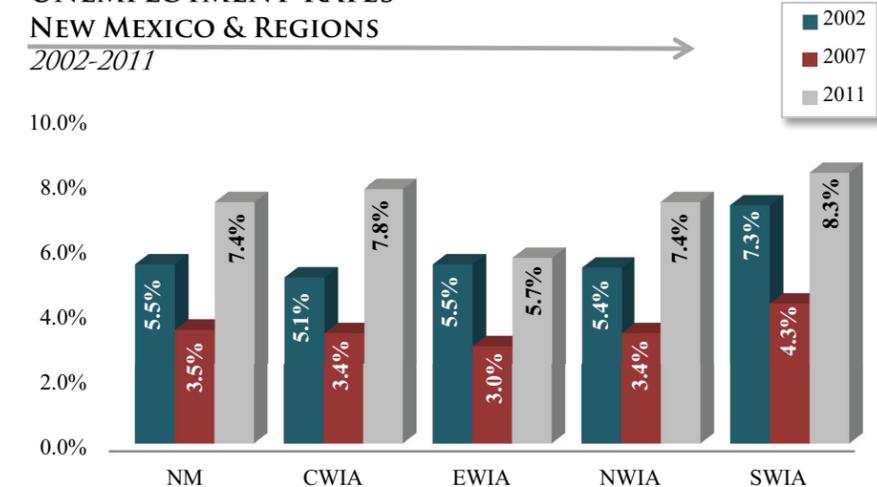
# NEW MEXICO'S WORKFORCE

## HOW IT'S GROWING

Within the southwestern region, where unemployment has been highest, Luna County saw the largest increase in the unemployment rate (in percentage points) between 2002 and 2011. Luna also had the highest unemployment rate of the region and state in 2011 (17.7 percent). Grant County was one of four counties that saw unemployment rates drop between 2002 and 2011. In the east, Eddy County had the lowest unemployment rate in 2011, and had a rate that decreased over the 9-year period. In the north, Cibola

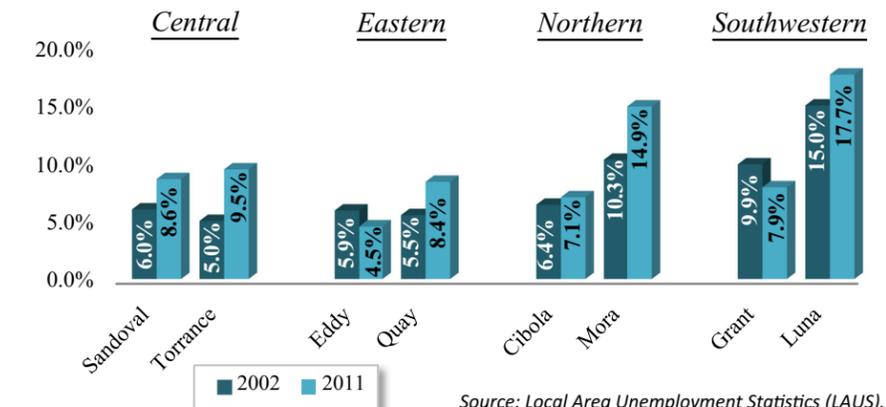
County's unemployment increased by the fewest percentage points, although Santa Fe's unemployment was the lowest in 2011. Mora has struggled significantly with unemployment; the unemployment rate was 14.9 percent in 2011, an increase of 4.9 percentage points over the period. Torrance County, in central New Mexico experienced the largest increase in the unemployment rate between 2002 and 2011; the 2011 rate was 9.5 percent.

UNEMPLOYMENT RATES  
NEW MEXICO & REGIONS  
2002-2011



Source: Local Area Unemployment Statistics (LAUS).

UNEMPLOYMENT RATES FOR COUNTIES WITH  
LEAST & GREATEST CHANGE, BY REGION  
SELECT NEW MEXICO COUNTIES  
2002-2011



Source: Local Area Unemployment Statistics (LAUS).

# NEW MEXICO'S WORKFORCE

## INDUSTRIES, OCCUPATIONS & WAGES

# NEW MEXICO'S WORKFORCE

## INDUSTRIES, OCCUPATIONS & WAGES

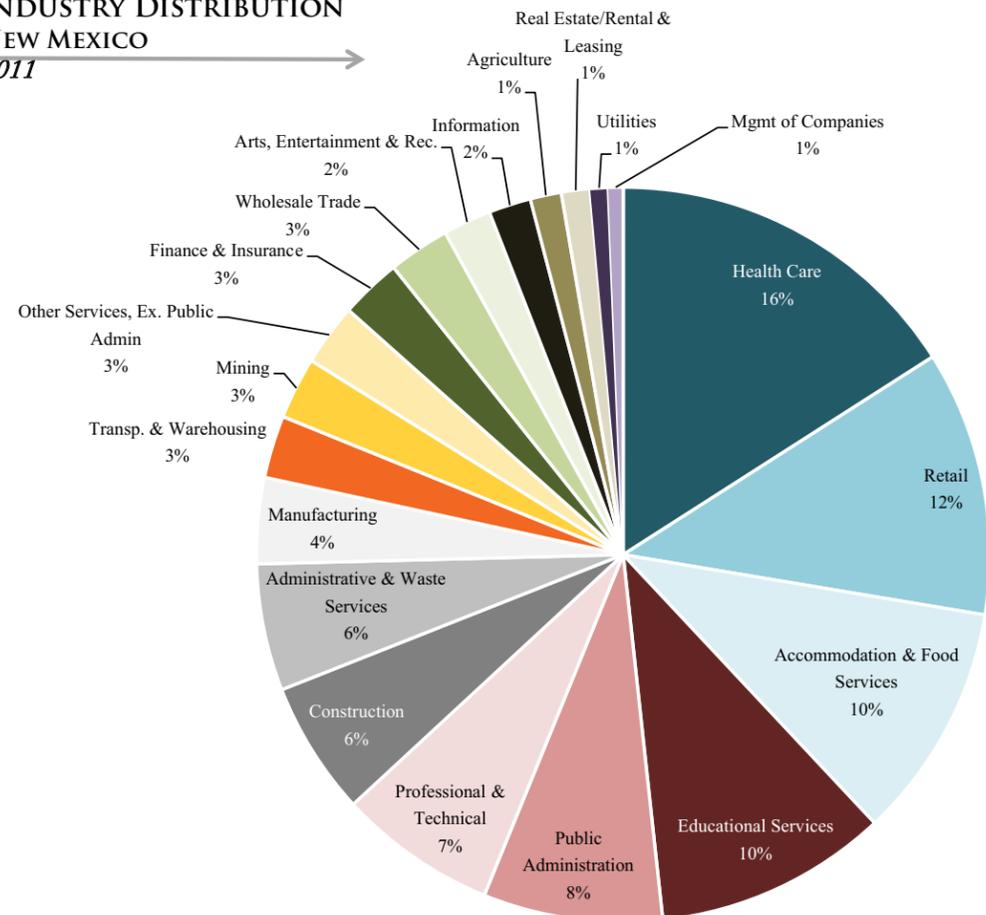
### Employment in New Mexico's Industries

"Health Care is the largest employing industry in New Mexico and has grown more quickly and by larger numbers than all other industries in the state."

In 2011, New Mexico's average unemployment rate was 7.4%. As of 2011, 16 percent of New Mexicans were employed in the Health Care industry. Retail Trade, Accommodation and Food Services, and Educational Services followed Health Care, with a combined employment of nearly one-third of New Mexico's total workforce. Health Care is not only the largest employing industry, but it is also the industry that added the most jobs between 2006 and 2011. Approximately 16,090

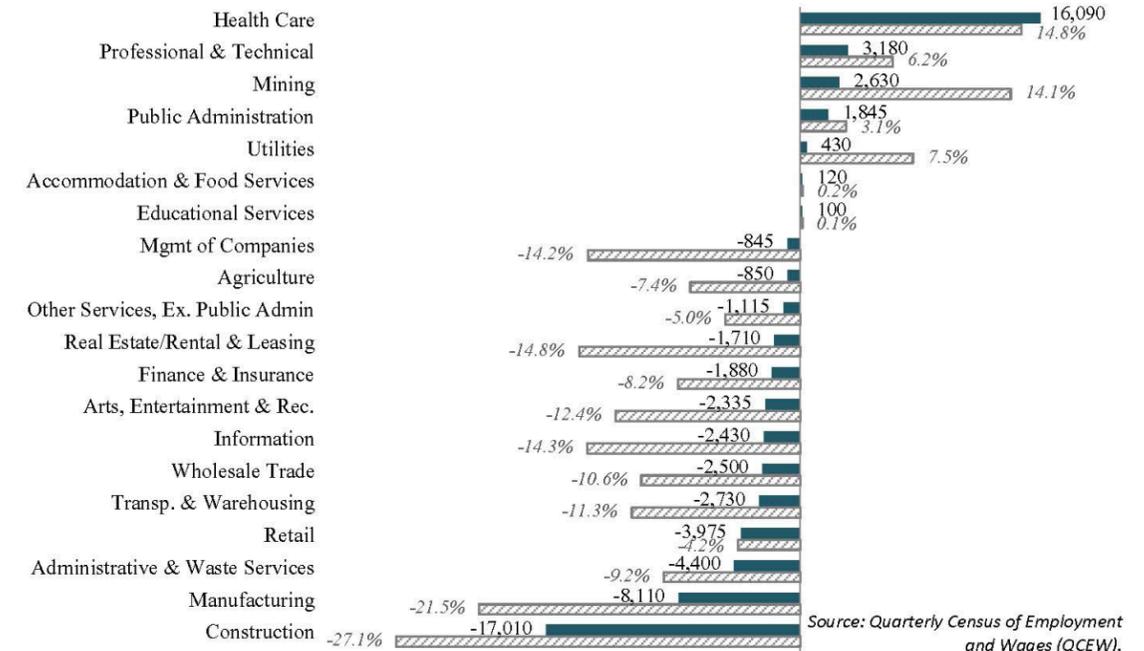
new jobs, or 14.8 percent, were added in Health Care over the 5-year period. The Professional and Technical industry, which employed 7 percent of working New Mexicans in 2011, also grew in large numbers in recent years. The industry added 3,180 jobs, or 6.2 percent, between 2006 and 2011. Mining, which employs about 3 percent of the total workforce, saw quick employment growth over the period, adding around 2,630 jobs, or 14.1 percent. Many industries

INDUSTRY DISTRIBUTION  
NEW MEXICO  
2011



Source: Quarterly Census of Employment and Wages (QCEW).

Industry Employment Growth  
New Mexico  
2006-2011



Source: Quarterly Census of Employment and Wages (QCEW).

saw employment decline over the 5-year period, with losses mostly driven by the recession. The largest losses occurred in Construction and Manufacturing, of about 25,120 jobs.

Industry employment distribution in New Mexico's counties typically follows that of the state as a whole. Health Care and Retail Trade are in the top three employing industries in every region. Professional and Technical Services is a larger employing industry in central New Mexico, while Mining is a larger industry in the east. Public Administration is a larger employing industry in the north and southwest.

Industry-level employment data is often suppressed for New

Mexico's regions and counties, so specific data is not provided in this report. The largest and fastest growing industries are listed, based on growth between 2006 and 2011. Health Care was among the top two largest growth industries in every region, and has grown more quickly than most industries in three of the four regions. Both Mining, which is listed as a fast growing industry in every region, and Agriculture, Forestry, Fishing, and Hunting, listed as a large and fast growing industry in the north, are examples of industries that would not typically be in the top five growth industries. Employment losses in many of the other industries have caused growth in these industries to be comparatively strong over the period.

# NEW MEXICO'S WORKFORCE

## INDUSTRIES, OCCUPATIONS & WAGES

### LARGEST AND FASTEST GROWING INDUSTRIES

NEW MEXICO'S REGION

2006-2011

CENTRAL		NORTHERN	
Largest Growth	Fastest Growth	Largest Growth	Fastest Growth
Health Care & Social Assistance	Mining	Professional & Technical Services	Professional & Technical Services
Public Administration	Utilities	Health Care & Social Assistance	Transportation & Warehousing
Educational Services	Health Care & Social Assistance	Mining	Health Care and Social Assistance
Accommodation & Food Services	Public Administration	Transportation & Warehousing	Mining
Utilities	Educational Services	Agriculture/Forrestry/Hunting	Agriculture/Forrestry/Hunting
EASTERN		SOUTHWESTERN	
Largest Growth	Fastest Growth	Largest Growth	Fastest Growth
Mining	Utilities	Health Care & Social Assistance	Management of Companies
Health Care & Social Assistance	Mining	Public Administration	Mining
Retail Trade	Construction	Administrative & Waste Services	Administrative & Waste Services
Construction	Manufacturing	Professional & Technical Services	Health Care & Social Assistance
Utilities	Health Care & Social Assistance	Transportation & Warehousing	Transportation & Warehousing

Source: Quarterly Census of Employment and Wages (QCEW).

### Bright spots and areas of continued focus

New Mexico lost jobs overall between 2006 and 2011. Employment declined by about 3.2 percent over the 5-year period. The Health Care industry is a bright spot for employment in the state, and will continue to be an industry of high employment growth into the future (see later sections of this report). It has experienced job growth during the recession and early recovery, it provides a large number of jobs, and wages are higher on average than other industries. Mining has also been an industry providing employment opportunities. Of New Mexico's top five employing industries, Health Care and Public Administration experienced positive employment growth between 2006 and 2011. More industries experienced job losses over the period than experienced employment growth, illustrating the significant impacts of the 2007-2009 recession. While losses in industries, particularly in Construction, were not unique to New Mexico, recovery has been slow, and these industries and the workers previously and/or currently employed in them, continue to face weaker employment opportunities.

# NEW MEXICO'S WORKFORCE

## INDUSTRIES, OCCUPATIONS & WAGES

### Occupational Employment of the Workforce

"About a quarter of New Mexico's workforce is employed in office support, administrative support, or sales and sales related occupations."

In 2011, 16 percent of New Mexicans were employed in office and administrative support occupations. Sales and sales related occupations; food preparation and serving; education, training and library; and construction and extraction occupations followed office and administrative support in number of persons employed. Of the top five employing occupational categories, only one—education, training, and library—pays an average wage above the all-occupation average. Many of the occupations that require a larger number of workers, such as those in retail trade and food services, pay less, while others that demand fewer workers, but higher skills, pay more. In New Mexico, education and health care jobs are more abundant and, on average, pay higher wages. The highest paying occupational groups include management, and architecture and engineering. The lowest paying occupational groups are food preparation and serving, and personal care and service.

All five of the top employing occupational groups experienced overall job losses between 2006 and 2011, with four of the five sustaining some of the largest losses out of all the

industries. Growth in health care and health care-related occupations, including personal care and service, is evidence of the Health Care industry's strength through the recession. Of the industries that saw employment growth, personal care and service, followed by business and financial, health care practitioners, and health care support occupations, saw the largest number of new jobs. Of the top five growth occupational groups, three—business and financial; health care practitioners; and life, physical, and social science occupations—pay higher than the all-occupation average.

While occupational employment and wages vary from region to region, regional employment and wage distribution generally reflects that of the state. The Central Region may see a larger percentage of occupations commonly associated with the Professional and Technical industry, while the east may see a larger percentage of occupations employed in Mining. The north and southwest tend to see larger employment growth in occupations employed in the Public Administration industry.



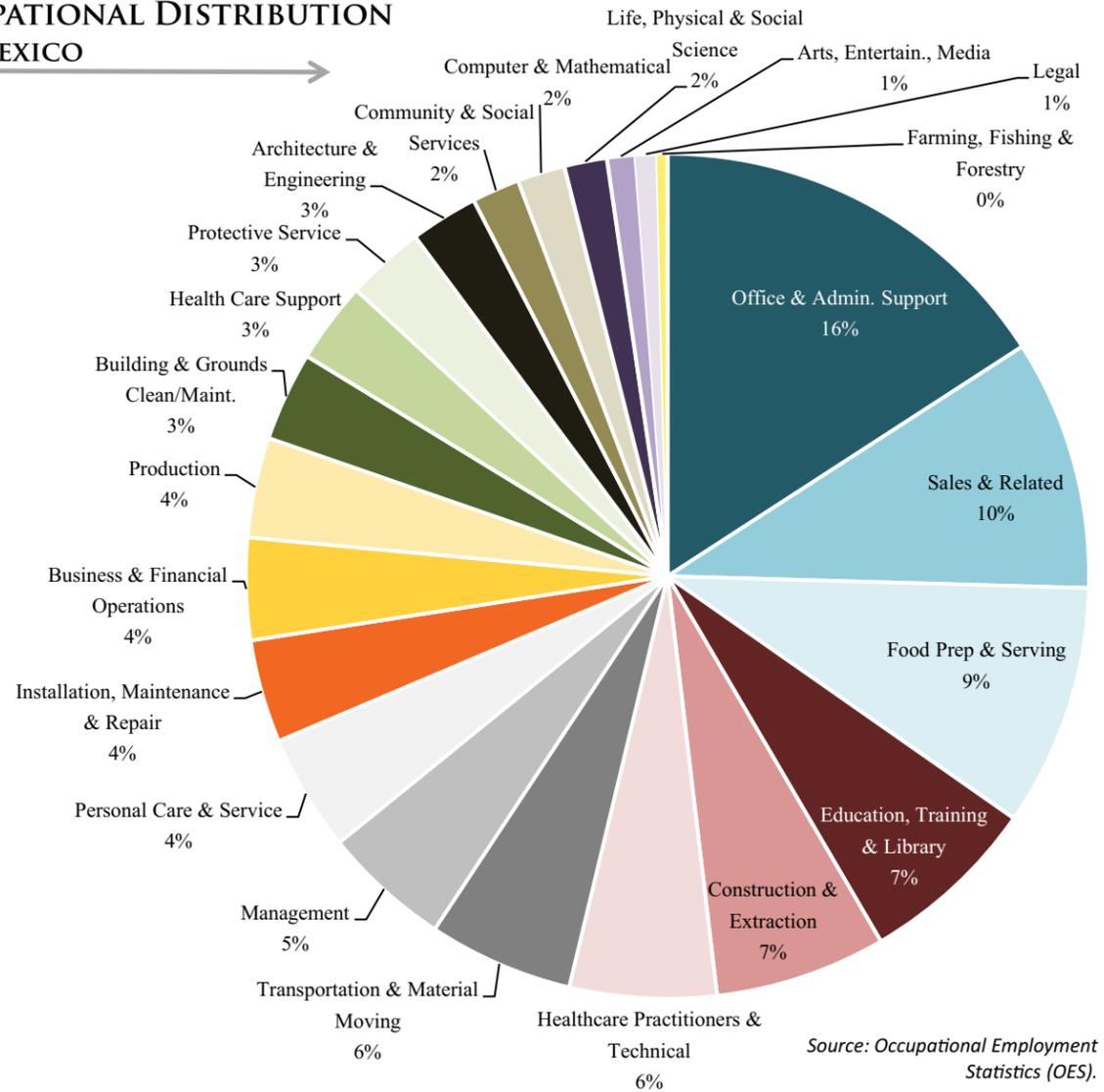
# NEW MEXICO'S WORKFORCE

## INDUSTRIES, OCCUPATIONS & WAGES

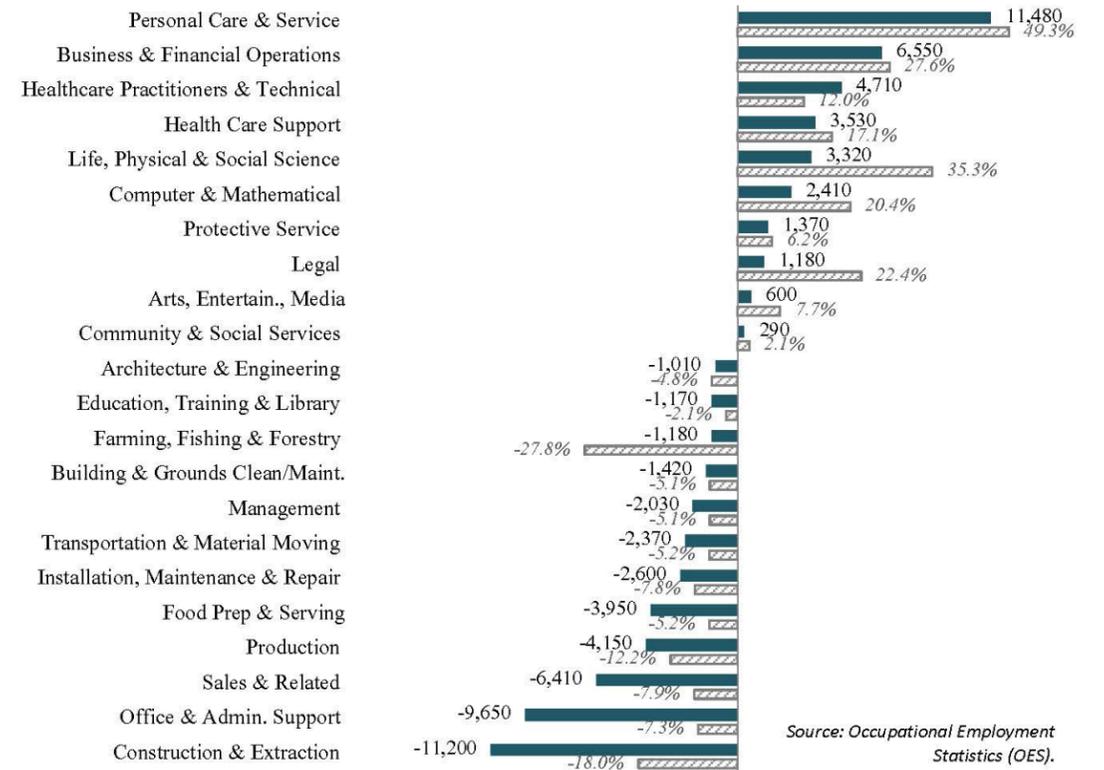
# NEW MEXICO'S WORKFORCE

## INDUSTRIES, OCCUPATIONS & WAGES

**OCCUPATIONAL DISTRIBUTION**  
NEW MEXICO  
2011



**Occupational Employment Growth**  
New Mexico  
2006-2011



### Bright spots and areas of continued focus

Occupations in health care and education are a bright spot for employment and higher wages in the state. Health care occupations, in particular, have been less impacted by recessionary job losses and have grown in recent years. Many health care occupations also pay higher wages. Occupational employment projections, presented later in this report, show that the health care and education occupational categories will continue to provide some of the best employment opportunities into the future.

# NEW MEXICO'S WORKFORCE

## INDUSTRIES, OCCUPATIONS & WAGES

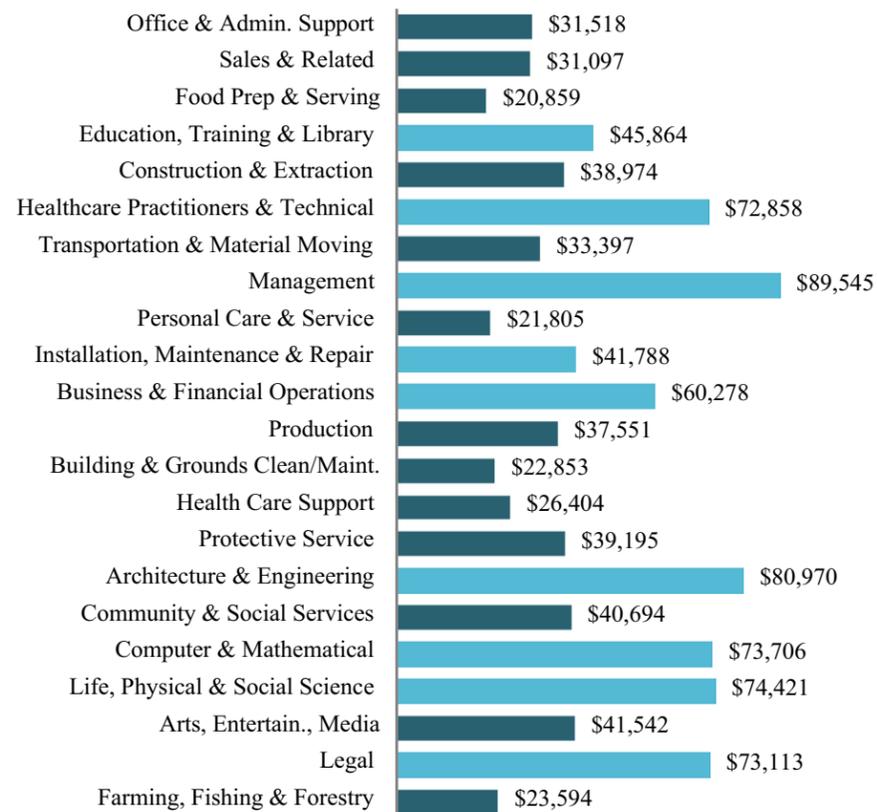
# NEW MEXICO'S WORKFORCE

## SKILLS & EDUCATION

### MEAN WAGE OF OCCUPATIONS

#### NEW MEXICO

2011



Light-colored categories represent those with a wage above the all occupation average.  
Source: Occupational Employment Statistics (OES).

### Educational Attainment of the Population & Labor Force

“New Mexico’s labor force broadly possesses the educational requirements needed for existing jobs in the state. New Mexico, struggles with high school graduation rates, however, and may face skills shortages and a weaker ability to attract new businesses if graduation rates continue to be lower than those of neighboring states.”

In 2011, about 85 percent of the population and 87 percent of the labor force in New Mexico had at least a high school diploma or equivalent (GED). Labor force participation was lower for those with less education. New Mexico faces challenges with educational attainment; about 13 percent of the labor force had less than a high school diploma/equivalent. This was higher than the national average (9.7 percent), and all other southwestern states, except Texas. New Mexico also has fewer people in the labor force with a bachelor’s degree or higher (about 29 percent of the total labor force). This is less than that of the nation and all other southwestern states, except Oklahoma.

While the labor force in New Mexico has lower educational attainment than some of the other southwestern states overall, educational attainment generally matches that

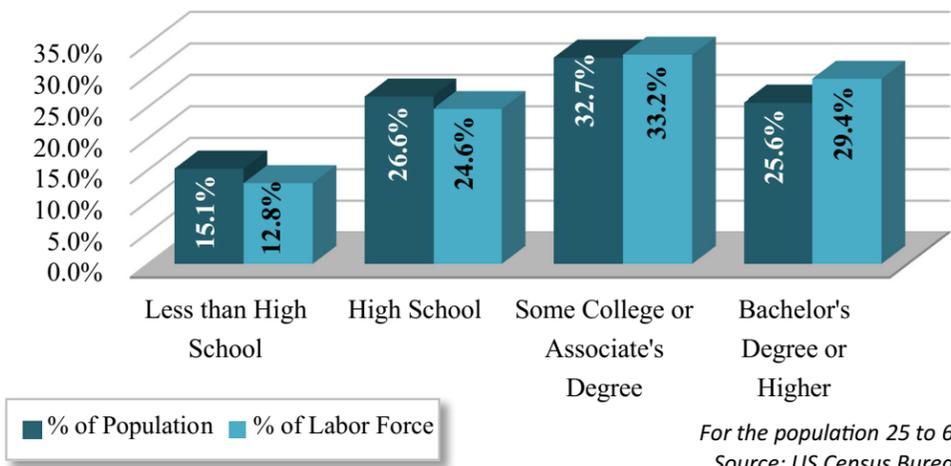
demand for existing jobs. Looking at the jobs within the state, there are more low-skill jobs, requiring a high school diploma or less, than there are persons with that exact level of education. There are also more workers with a bachelor’s degree or higher, than there are jobs requiring that specific education level. This means that there are workers in jobs that require an education level that is less than what they have earned. This could be a sign that New Mexicans, in general, have the education required to fill available positions. Other factors, however, would need to be analyzed to gain a more comprehensive picture of education gaps within the state. Even if the labor force has the education needed for existing jobs, it may not have the educational achievement levels required for jobs that the state would like to attract.

Nearly three-quarters of New Mexico’s jobs require a high

### EDUCATIONAL ATTAINMENT FOR THE POPULATION & LABOR FORCE

#### NEW MEXICO

2011

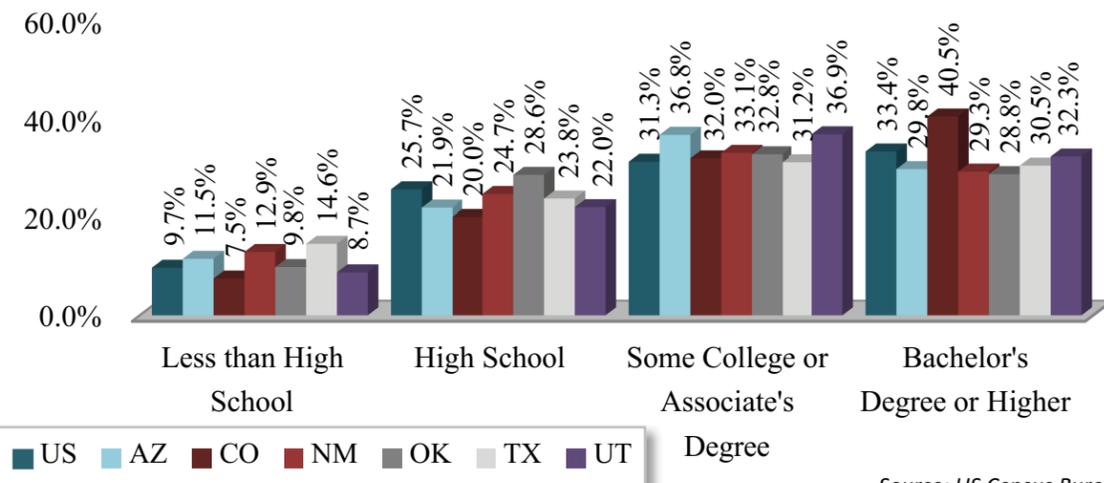


For the population 25 to 64.  
Source: US Census Bureau.

### EDUCATIONAL ATTAINMENT OF THE LABOR FORCE

#### NEW MEXICO & NEIGHBORING STATES

2011



Source: US Census Bureau.

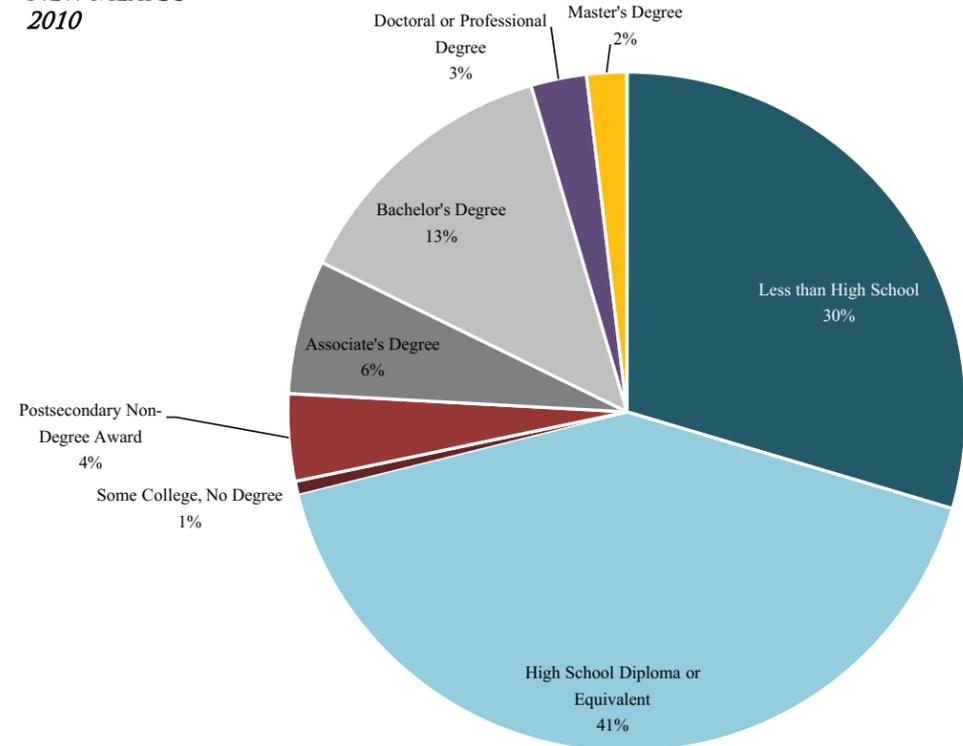
Note: Data is for the civilian labor force, as military has specific educational requirements that may impact analysis.

school diploma/equivalent or less. These jobs are projected to grow the most in number between 2010 and 2020 (about 95,000 jobs) but are not projected to grow as quickly as those requiring post-secondary education. Jobs requiring a master's degree are projected to grow the fastest, by about 24.5 percent, or 4,000 jobs. Jobs requiring a bachelor's degree are projected to grow in numbers and in rate; growth is projected to be about 20,600 jobs, or 19.3 percent.

While educational attainment appears to exceed job requirements, New Mexico struggles with high school graduation rates. Between 2006 and 2009, New Mexico had the lowest graduation rates of all southwestern states. Between 59 to 67 percent of high school freshman in New Mexico graduated from high school, compared to 70 to 78 percent for other neighboring states.

### NEW MEXICO EMPLOYMENT BY EDUCATIONAL REQUIREMENT

#### NEW MEXICO 2010

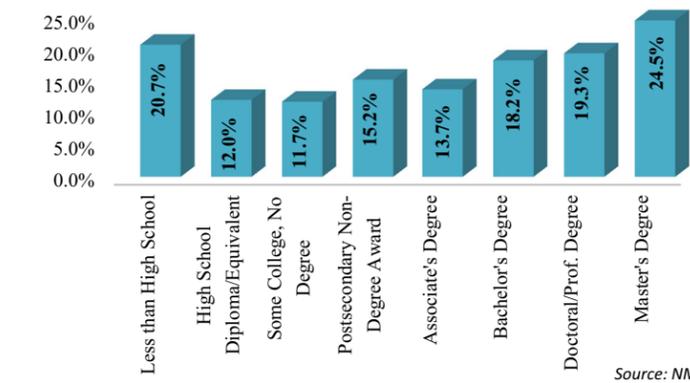


Source: NMDWS.

### EMPLOYMENT GROWTH BY EDUCATIONAL ATTAINMENT REQUIRED

#### NEW MEXICO

2010-2020



Source: NMDWS.

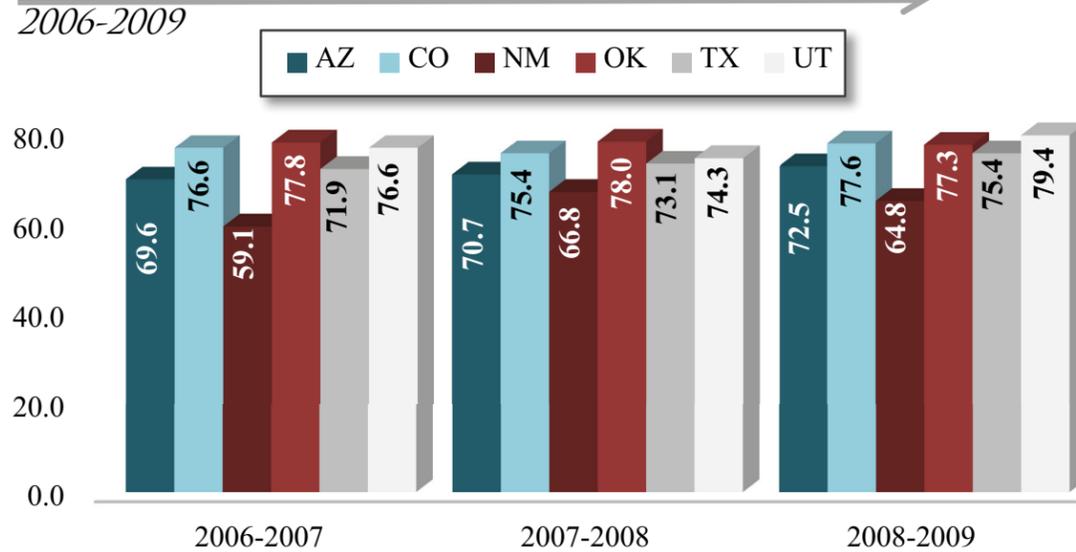
# NEW MEXICO'S WORKFORCE

## SKILLS & EDUCATION

# NEW MEXICO'S WORKFORCE

## THE FUTURE WORKFORCE

### AVERAGED FRESHMAN GRADUATION RATE NEW MEXICO



Data represents an estimate of the percentage of an entering freshman class graduating in 4 years.  
Source: National Center for Education Statistics.

### Education and continuing challenges

One of the most important keys to economic and community development is a well-educated and skilled population and workforce. Businesses place significant weight on an area's supply of educated/skilled workers when deciding where to operate. In 2011, New Mexico ranked 43rd in the percentage of the population with a high school diploma or more and 36th for its population with a bachelor's degree or more. While the population and labor force appear to have the education needed to fill existing positions, states that can provide a more skilled and educated workforce have an advantage in attracting businesses. In addition, the state may not be able to maintain a workforce that meets the educational demands of the job market if the state continues to struggle with lower graduation rates. The supply of jobs requiring a high school degree or less will continue to grow and provide employment opportunities, but the fastest growth will be occurring with jobs that require a post-secondary degree. It is important to recognize this growing demand, and ensure New Mexico can meet its supply through improved educational attainment.

### Projected Employment Growth in New Mexico's Industries

"Employment is projected to grow more quickly, on average, than that of the nation between 2010 and 2020. Health Care and Educational Services will provide the largest number of new jobs by 2020. All four regions are projected to experience large growth in these industries."

Between 2010 and 2020, New Mexico will add about 136,300 jobs, or 15.9 percent. The largest number of jobs will be in the Health Care and Educational Services industries, followed by Accommodation and Food Services, and Retail Trade. Health Care and Education are also projected to grow the fastest of all industries. Employment in the Mining industry is projected to continue growing at a quick pace, with employment growth of 26.0 percent over the 10-year period. The Manufacturing industry is the only industry projected to see employment decline at the statewide level.

### PROJECTED EMPLOYMENT GROWTH

#### NEW MEXICO

2010-2020

Industry	Jobs	Growth %	Growth
Health Care & Social Assistance	32,430	28.1%	9,100
Educational Services	20,850	25.8%	5,375
Accommodation & Food Services	18,800	23.8%	4,474
Retail Trade	15,030	16.7%	2,510
Admin. Support & Waste Mgmt	8,760	21.3%	1,866
Professional, Scientific & Technical	8,240	15.3%	1,261
Construction	6,030	13.0%	784
Government	5,820	6.2%	361
Mining	4,790	26.0%	1,245
Other Services (Except Government)	3,020	14.5%	438
Transportation & Warehousing	2,890	16.6%	480
Finance & Insurance	2,210	10.3%	228
Arts, Entertainment & Recreation	1,960	15.5%	304
Real Estate & Rental/Leasing	1,380	14.2%	196
Wholesale Trade	1,190	5.4%	64
Management of Companies	280	5.6%	16
Utilities	270	6.2%	17
Agriculture	140	1.3%	2
Information	40	0.3%	1
Manufacturing	-430	-1.5%	-65
<b>Total All Industries</b>	<b>136,300</b>	<b>15.9%</b>	<b>21,700</b>

Source: NMDWS.

# NEW MEXICO'S WORKFORCE

## THE FUTURE WORKFORCE

Employment in the Central Region is projected to grow at the same rate as the state as a whole (15.9 percent). As with the state, the Health Care industry will generate the largest number of new jobs and will grow the fastest of all industries. Education is projected to grow significantly, but growth is less than that projected for Accommodation and Food Services. Employment in both Manufacturing and Government is projected to decline over the 10-year period.

Employment in the Eastern Region is projected to grow more quickly than the state as a whole. The region is projected to see an additional 22,190 jobs, or 16.1 percent, between

2010 and 2020. Employment in Health Care and Educational Services is, like the state, projected to grow the most and the quickest. Mining employment is projected to grow quickly in all four regions, although not always by large numbers. The industry is projected to grow in large numbers in the east, however, driven by oil and gas extraction. Much of the data for the Eastern Region is suppressed. The corresponding chart shows industries in order of employment growth, from the industry with the greatest number of new jobs, to that with the fewest. All of the industries in the Eastern Region are projected to grow over the 10-year period.

### PROJECTED EMPLOYMENT GROWTH

#### CENTRAL REGION

2010-2020

Industry	Growth	% Growth
Health Care & Social Assistance	15,450	28.0%
Accommodation & Food Services	8,650	24.1%
Educational Services	***	***
Retail Trade	6,790	16.6%
Admin. Support & Waste Mgmt	5,250	21.3%
Professional, Scientific & Technical	4,380	15.3%
Construction	2,780	13.1%
Other Services (Except Government)	1,410	14.3%
Transportation & Warehousing	1,330	15.5%
Finance & Insurance	1,130	10.1%
Arts, Entertainment & Recreation	***	***
Real Estate & Rental/Leasing	***	***
Wholesale Trade	660	5.3%
Management of Companies	180	5.5%
Information	180	2.1%
Mining	***	***
Utilities	***	***
Agriculture	***	***
Government	-20	-0.1%
Manufacturing	-870	-5.0%
<b>Total All Industries</b>	<b>59,020</b>	<b>15.2%</b>

Source: NMDWS.

# NEW MEXICO'S WORKFORCE

## THE FUTURE WORKFORCE

### PROJECTED EMPLOYMENT GROWTH

#### EASTERN REGION

2010-2020

Industry	Growth	% Growth
Health Care & Social Assistance	4,580	28.4%
Educational Services	***	***
Accommodation & Food Services	***	***
Mining	***	***
Retail Trade	2,650	17.7%
Construction	***	***
Admin. Support & Waste Mgmt	***	***
Transportation & Warehousing	***	***
Professional, Scientific & Technical	540	15.3%
Other Services (Except Government)	***	***
Finance & Insurance	340	10.5%
Real Estate & Rental/Leasing	***	***
Arts, Entertainment & Recreation	***	***
Agriculture	***	***
Manufacturing	***	***
Wholesale Trade	170	5.6%
Government	130	1.0%
Utilities	***	***
Management of Companies	***	***
Information	10	0.8%
<b>Total All Industries</b>	<b>22,190</b>	<b>16.1%</b>

Source: NMDWS.

Employment in the Northern Region is projected to grow just slightly slower than that of the state as a whole. It is projected that about 31,990 new jobs, or 15.6 percent, will be added in the Northern Region. Employment in Health Care and Educational Services is, like the state, projected to grow the most and the quickest. The Professional, Scientific, and Technical Services industry is ranked in the top five growth industries in the north, with employment projected to increase by 2,380 jobs. Employment in government is also projected to increase by a larger percentage in the

north compared to that projected in other regions (with employment declining in the Central and Southwestern regions). Employment in both Manufacturing and Information is projected to shrink over the 10-year period.

Employment in the Southwestern Region is projected to grow more slowly than that of the state as a whole, with 15,830 new jobs, or growth of 14.9 percent. Employment in Health Care and Educational Services is, like the state, projected to grow the most and the quickest. Employment in Mining is

# NEW MEXICO'S WORKFORCE

## THE FUTURE WORKFORCE

# NEW MEXICO'S WORKFORCE

## THE FUTURE WORKFORCE

### PROJECTED EMPLOYMENT GROWTH

#### NORTHERN REGION

2010-2020

Industry		Growth	% Growth
Health Care & Social Assistance	7,730	27.6%	
Educational Services	4,930	25.8%	
Accommodation & Food Services	4,700	22.9%	
Retail Trade	3,610	15.7%	
Professional, Scientific & Technical	2,380	15.3%	
Mining	1,560	23.6%	
Construction	1,220	13.4%	
Admin. Support & Waste Mgmt	1,150	21.3%	
Government	1,140	3.6%	
Other Services (Except Government)	870	14.9%	
Arts, Entertainment & Recreation	680	16.3%	
Transportation & Warehousing	***	***	
Finance & Insurance	440	10.6%	
Real Estate & Rental/Leasing	280	14.1%	
Wholesale Trade	***	***	
Utilities	120	6.3%	
Management of Companies	***	***	
Agriculture	0	0.4%	
Manufacturing	***	***	
Information	***	***	
<b>Total All Industries</b>	<b>31,990</b>	<b>15.6%</b>	

Source: NMDWS.

projected to grow more slowly in the southwest, although growth will still be faster than the all-industry average. Employment in both Government and Information is projected to shrink over the 10-year period. Employment in

Agriculture, which is suppressed, is also projected to decline slightly. The Southwestern and Eastern regions have the largest number of workers in the Agriculture industry.

### PROJECTED EMPLOYMENT GROWTH

#### SOUTHWESTERN REGION

2010-2020

Industry		Growth	% Growth
Health Care & Social Assistance	4,070	28.7%	
Educational Services	***	***	
Accommodation & Food Services	2,140	24.5%	
Retail Trade	1,900	18.2%	
Admin. Support & Waste Mgmt	890	21.3%	
Professional, Scientific & Technical	700	15.3%	
Construction	610	13.5%	
Transportation & Warehousing	***	***	
Other Services (Except Government)	240	12.7%	
Manufacturing	***	***	
Finance & Insurance	230	10.6%	
Arts, Entertainment & Recreation	***	***	
Mining	***	***	
Real Estate & Rental/Leasing	***	***	
Wholesale Trade	***	***	
Utilities	30	6.2%	
Management of Companies	***	***	
Information	-10	-1.1%	
Government	-80	-0.6%	
Agriculture	***	***	
<b>Total All Industries</b>	<b>15,830</b>	<b>14.9%</b>	

Source: NMDWS.

### Using industry employment projections

Employment projections are used for a variety of purposes by various policy makers, educators, and individuals. Employment projections aid in the development, direction, and funding of education and training programs. For example, the largest number of future job openings will be in health care fields. By identifying this future growth, policy makers and education and training programs can make more informed decisions on how to allocate resources to meet future needs for this, and other related industries and occupations. Job seekers also benefit from employment projections and use projections data for different reasons. Job seekers can utilize projections to identify some of the best employment opportunities based on job growth, wages, and education needed.

### Projected Occupational Employment Growth

"Food preparation and serving occupations are projected to grow the most of all occupations in New Mexico, while the fastest employment growth is projected to occur mostly in health care-, personal care-, and education-related occupations."

Between 2010 and 2020, employment is projected to grow by about 136,300 jobs, or 15.9 percent. Growth in food preparation and serving occupations is projected to account for the most growth (about 12 percent of total growth across all occupation). Employment growth in education, training, and library; personal care and service; and office and administrative support occupations follow that of food preparation and serving, and accounts for about 30 percent of total growth combined.

Direct health care occupations, including practitioners and support workers, is projected to grow by about 18,550 jobs. Health care support occupations are projected to grow the fastest of all occupations, with 10-year projected growth of 31.7 percent. Personal care and service occupations are projected to grow by 30.8 percent. Jobs in this occupational sub-group are closely tied with health care, as workers assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Computer and mathematical occupations are projected to grow the fastest of the occupations projected to contribute less than 5 percent of total growth over the 10-year period.



#### Using occupational employment projections

Much like industry employment projections, occupational employment projections are used to inform decisions on education, policy, and resource allocation, as well as to provide information for career exploration. Occupational projections are often found more relevant, as they refer more directly to jobs, work tasks, and skills. Many of the projected future jobs will be in occupations that typically have large employment, and often lower wages. Food preparation and serving; office and administrative support; and sales occupations are examples. There are occupations, however, that are projected to provide many future jobs along with better wages. The next section of this report looks at some of the top occupations for the state based on high employment growth and wages.

### PROJECTED OCCUPATIONAL EMPLOYMENT GROWTH

NEW MEXICO

2010-2020

Occupation Group		Growth %	Growth	Mean Wage 2011
Food Prep & Serving	16,920	23.2%		\$20,859.02
Education, Training & Library	14,170	26.0%		\$45,864.18
Personal Care & Service	12,940	30.8%		\$21,805.31
Office & Admin. Support	12,700	10.2%		\$31,518.01
Sales & Related	12,000	14.4%		\$31,096.64
Healthcare Practitioners & Technical	9,970	21.7%		\$72,857.53
Health Care Support	8,580	31.7%		\$26,404.47
Construction & Extraction	7,960	12.4%		\$38,973.99
Transportation & Material Moving	6,560	14.3%		\$33,397.09
Business & Financial Operations	4,830	16.9%		\$60,278.00
Building & Grounds Clean/Maint.	4,760	14.1%		\$22,853.35
Installation, Maintenance & Repair	4,680	13.6%		\$41,787.50
Management	3,920	7.0%		\$89,544.81
Protective Service	3,160	13.4%		\$39,194.61
Computer & Mathematical	3,000	21.6%		\$73,705.54
Community & Social Services	2,810	17.3%		\$40,694.37
Architecture & Engineering	2,460	11.5%		\$80,969.84
Life, Physical & Social Science	2,070	14.6%		\$74,420.73
Production	1,590	5.4%		\$37,551.25
Arts, Entertain., Media	770	7.1%		\$41,542.38
Farming, Fishing & Forestry	250	3.4%		\$23,593.80
Legal	210	4.0%		\$73,112.95
<b>Total All Occupations</b>	<b>136,300</b>	<b>15.9%</b>		<b>\$41,721.93</b>

Source: NMDWS and Occupational Employment Statistics (OES).

# NEW MEXICO'S WORKFORCE

## THE FUTURE WORKFORCE

### New Mexico's "TOP" Occupations

"New Mexico's top jobs, based on employment growth and wages, range across industries, education, work experience, and job training requirements. Around half of the top occupations are in health care and education."

NMDWS used employment projections and wage data to identify some of the best occupational opportunities for New Mexicans. The best opportunities are the 5-star occupations. These jobs are projected to grow quickly, have a large number of future openings, and typically pay more than average. The 4-star occupations include jobs that are projected to have a large number of future openings and pay well. Three- and 2-star occupations are those that are projected to grow quickly and/or in large numbers and pay close to the all-occupation average. Finally, sparking jobs are those that are projected to grow quickly and pay well, but may not have as many future openings as other top occupations.

Based on the methodology used to identify top occupations, registered nurses and elementary and middle school teachers are some of the best occupational opportunities in New Mexico. These three occupations are projected to add over 8,100 jobs between 2010 and 2020, with wages at least 25 percent above the all-occupation average. Other health care and education occupations that will provide good employment and wage opportunities include clinical, counseling, and school psychologists; secondary school teachers; licensed practical and vocational nurses; other primary, secondary, and adult teachers; and sonographers. There are several top occupations that fall within administration and business including supervisors and managers of office workers; management analysts; business operations specialists; and bookkeeping, accounting, and auditing clerks. The Mining industry is projected to experience fast growth statewide,

and that growth will provide several good opportunities for workers in that industry. Truck drivers, roustabouts, riggers, and derrick operators are all listed as top jobs.



#### Using information on New Mexico's top jobs

Every job seeker has different preferences and priorities. For some, income is the most important thing, and their career choice will heavily depend on wages and salary. For others, income may not be as important as other career aspects, such as job flexibility, work environment, etc. What every person is ultimately interested in, however, is finding a suitable job. That is where occupational projections are so important. Information on the best occupational opportunities overall—occupations that are projected to have more future employment opportunities (i.e. job openings), occupations that are "up-and-coming" in New Mexico, and occupations that pay better wages—not only provide job seekers and students with additional information to guide their career choices, but give a better understanding of some of the things they should be considering throughout their exploration. While enjoying what you do is of utmost importance to jobs seekers, being able to find a job and make a desired living is critical.

# NEW MEXICO'S WORKFORCE

## THE FUTURE WORKFORCE

### NEW MEXICO'S "TOP" JOBS

NEW MEXICO  
2010-2020

	Growth		Average	Minimum	Typical	Typical
	Jobs	Rate	Annual	Education	Work	Job
			Wage		Experience	Training
<b>5-STAR ★★★★★</b>						
Registered Nurses	3,920	25.9%	\$66,660	Associate's	None	None
Elem. School Teachers (Ex. Special)	2,880	29.8%	\$51,990	Bachelor's	None	Intern/Resid.
Middle School Teachers (Ex. Special & Vocational)	1,355	29.8%	\$51,450	Bachelor's	None	Intern/Resid.
<b>4-STAR ★★★★☆</b>						
1st-Line Supvs/Mgrs of Office & Admin. Workers	1,495	15.5%	\$44,610	High School	1-5 Yrs	None
<b>3-STAR ★★★☆☆</b>						
Management Analysts	730	20.5%	\$71,130	Bachelor's	1-5 Yrs	None
Clinical/Counseling/School Psychologists	645	19.8%	\$65,020	Doctorate/Prof.	None	Intern/Resid.
Business Operations Specialists, All Other	655	16.8%	\$63,580	High School	< 1 yr	Long-Term OJT
Sec. School Teachers (Ex. Special & Vocational)	1,110	18.8%	\$52,370	Bachelor's	None	Intern/Resid.
Licensed Practical & Licensed Vocational Nurse	770	17.2%	\$45,910	Postsec.-No Degree	None	None
<b>2-STAR ★★☆☆☆</b>						
Truck Drivers, Heavy/Tractor-Trailer	1,650	19.0%	\$38,230	High School	1-5 Yrs	Short-Term OJT
1st-Line Supvs/Mgrs of Retail Sales Workers	1,550	12.3%	\$36,600	High School	1-5 Yrs	None
Roustabouts, Oil & Gas	1,175	40.0%	\$34,150	< High School	None	Moderate OJT
Bookkeeping/Accounting/Auditing Clerks	1,765	12.9%	\$32,910	High School	None	Moderate OJT
Teachers, Primary/Secondary/Adult, All Other	700	23.0%	\$31,700	Bachelor's	None	None
<b>SPARKING</b>						
Riggers	SUPPRESSED			High School	None	Short-Term OJT
Interpreters & Translators	160	42.7%	\$53,200	Bachelor's	None	Long-Term OJT
Meeting & Convention Planners	65	44.8%	\$49,500	Bachelor's	< 1 yr	None
Diagnostic Medical Sonographers	185	39.4%	\$67,240	Associate's	None	None
Derrick Operators, Oil and Gas	315	39.1%	\$49,910	< High School	None	Short-Term OJT

Sources: NMDWS using Quarterly Census of Employment & Wages (QCEW) and Occupational Employment Statistics (OES) data.  
Notes: "OJT" refers to on-the-job training. While some occupations can be included under multiple categories (e.g. 5-Star and 4-Star), they are only classified under the category indicating the occupations greatest potential. The average wage for all occupations in 2011 was \$40,720.



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