

New Mexico



New Mexico Workforce Investment Act Annual Report 2001

**Gary E. Johnson
Governor**

**Sherman McCorkle
Chairman, State Workforce Development Board**

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

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

**Willie Marquez
Chairman, Southwestern Workforce Development Board**

November 2002





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GARY E. JOHNSON
GOVERNOR

CLINTON D. HARDEN, JR.
SECRETARY

NEW MEXICO DEPARTMENT OF LABOR

December 5, 2002

Secretary Chao
United States
Department of Labor
Washington, DC



Dear Secretary Chao:

The State of New Mexico takes pride in presenting our Program year (PY) 2001 Workforce Investment Act (IWA) annual Report for your review. The past year has brought new opportunities, through the WIA program, to foster new progressive relationships with the employer and education communities in our State.

Our four Local Area Workforce Development Boards are dedicated to creating a more focused and locally responsive delivery system to meet the needs of local employers and customers. In spite of the growing pains experienced during this program year, we are still committed to developing a Statewide delivery system to provide a balance between locally designated One-Stop Centers, Educational Institutions and the Local boards to assure a seamless delivery of services to all our residents.

In view of the overwhelming challenges presented to the Local Areas, we continue to serve our State with determination and dedication in order to make the WIA a successful program.

Sincerely,
Handwritten signature of Gary E. Johnson in black ink.

Gary E. Johnson
Governor

New Mexico State Workforce Development Board



Gary Johnson
Governor

**Sherman
McCorkle**
Chairperson

**Michael
Canfield**
Vice-Chair

**Kathy
Medina**
Stakeholders
Chair

**Christopher
Madric**
Communications
Chair

**Rodger
Bloch**
Monitoring/
Performance
Chair

**John Paul
Jones**
Agency
Coordination
Chair

Barbara "BJ" Jones
Planning
Chair

December 5, 2002

The Honorable Gary Johnson
Governor of New Mexico
State Capitol Building
Santa Fe, New Mexico 87503



Dear Governor Johnson:

I am pleased to present the State of New Mexico Workforce Investment Act (WIA) Annual Report for Program Year 2001 on behalf of the State Workforce Development Board. This Board along with the Eastern, Northern, Southwestern Area Local Workforce Development Boards and the Workforce Connection of Central New Mexico continue to work together to bring quality services to the WIA participants and employers of this great State.

The "New Mexico Workforce Connection" includes the State Workforce Development Board, the Local Area Boards, State Agency on Aging, Commission for the Blind, the Department of Education, the Division of Vocational Rehabilitation, Vocational Education, Department of Labor, Economic Development, Housing and Urban Development, Human Services and Job Corps and continues to work toward the common goal of considering the unique needs of business, education and labor organizations through the State.

Our goal is to continue to provide all New Mexicans with access to the services and training they need to become self-sufficient citizens and productive contributing members of workplace and this community.

Sincerely,

A handwritten signature in black ink, which appears to read "Sherman McCorkle". The signature is written in a cursive style with a long horizontal flourish at the end.



Executive Summary



The second year of Workforce Investment Act (WIA) activity in New Mexico brought many changes to the State's WIA system. The four local workforce boards and respective youth councils continued to implement creative programs for adults, dislocated workers and youth via numerous contracts.



\$41,737,950 of Workforce Investment Act funds was received from the federal government for New Mexico for program year 2001 (PY01), July 1, 2001 - June 30, 2002, and was distributed to the four local areas using federal allocation formulas. Additionally, the State has identified over \$305 million of other government employment and training funds available to various State agencies.

The current and short-term economic forecast increase is limited due to the national recession. Manufacturing and tourism are being most negatively affected; call Centers and gaming are very positive. Long-term growth through 2008 is positive with a rate nearly twice the national average and over 185,000 new jobs. Occupations

most in demand currently are medical, skilled construction, protective services and certified transportation. Per capita income and wages in New Mexico continue to be considerably below the national average.

The State Board initiated a Statewide marketing effort and implemented New Mexico's new logo for the "Workforce Connection" (above). "The Connection" includes all WIA partners, agencies, the State Board, the four Local boards and their service providers.

The State formalized and conducted customer satisfaction surveys Statewide by contacting former program participants and employers that received WIA services in the local areas.

Problems continued to plague the State's computerized data system due to changing the data system from the AWSES to GeoSolutions.

A 1-800 toll-free telephone number was established to refer inquiries to the appropriate service delivery mechanism, and the State continues to participate in the America's Workforce Network by regularly updating the web site for the State and local service provider network.



The State Rapid Response Dislocated Worker Unit (SDWU) was extremely busy responding to 58 layoffs during the program year that affected approximately 4,148 employees.

The State continued to monitor adult and dislocated worker programs and initiated monitoring of the youth programs in all local areas. Local Areas used creative techniques in implementing their goals, and providing training in various occupational training programs.

The Central Area Board became “The Workforce Connection Central New Mexico” and also changed the One-Stop Service Provider.

The Eastern Area is continuing to expand their system whereby business is the primary customer of the One-Stops. The Area will continue to establish additional One-Stop Centers or Express Sites and emphasize the quality of services such as well trained, well screened applicants, and assistance in training current employees to prepare them for advancement.

The Northern Area has developed enhanced Basic Readjustment Services to more comprehensively serve dislocated workers and to supplement services available through the One-Stops.

The Southwestern Area is establishing internal systems checks and balances to ensure proper implementation of WIA and continues to work closely with local school

districts and is exploring innovative entrepreneurial youth training programs.

The State provided services to a total of 3,977 Adults; 3,307 Dislocated Workers, 2,796 Older Youth and 523 Younger Youth. State data reflects that of the seventeen (17) performance indicators negotiated with the USDOL, the state exceeded 9 indicators, met 7. The only indicator not meet is the Older Youth Earnings Change in Six Months. Local Areas performance follows:

- Central Area – Exceeded 13 indicators, met 2, and did not meet 2 (Dislocated Workers Entered Employment Rate and Adults Earnings Change/Earnings Replacement in Six Months).
- Eastern Area – Exceeded 9 indicators, met 5 and did not meet 3 (Entered Employment Rate for Dislocated Workers and Older Youth and the Older Youth Earnings Change/ Earnings Replacement in Six Months).
- Northern Area – Exceeded 9 performance indicators, met 5, and did not meet 3 (Entered Employment Rate for Dislocated Workers and Older Youth, and Younger Youth Credential/Diploma Rate .
- Southwestern Area- Exceeded 9 indicators, met 4, and did not meet 4 (Older Youth Retention Rate; Earnings Change/Earnings Replacement in Six Months for Adults and Older Youth; and the Younger Youth Credential/Diploma Rate).

In conclusion, the State continues to work at all levels with local areas and boards, partners and service providers in strengthening and

improving workforce development services for all residents.



State WIA Background 2001



The Workforce Investment Act of 1998 (WIA) offers New Mexico the opportunity to maintain the features of our workforce development system and to build upon our success. WIA established a Workforce Development One-Stop System and a program that provides services for adults, dislocated workers and youth. WIA is designed to increase the employment, retention and earnings of participants. It is also intended to increase occupational skill attainment by participants, which will improve the quality of the workforce, reduce welfare dependency, and enhance the productivity and competitiveness of the Nation's and State's economy.

In order to meet the challenges of the WIA, New Mexico established the New Mexico Workforce Connection, comprised of the State Workforce Development Board and four Local Workforce Development Boards and the educational and



training system. The establishment of this system allows for the coordination of education and training efforts by identifying and working with partner agencies to combine programs and services to ensure accountability and to provide the alignment of workforce, economic development and education.



It also ensures that decision making authority is made at the local level and requires a strong and active role of business to achieve a market-driven system. The State Workforce Development Board established the following seven goals for the workforce system:

- Business driven to support economic development
- Accountable/Results oriented
- Efficient use of resources; streamline services for customers
- Local control
- Linkages with education and higher education

- Lifelong learning for workers
- Universal access to all citizens and businesses

A Special Task Force of the State Board recommended that the newly organized Governor's Office of Workforce Programs be empowered to provide leadership from the highest level of government to coordinate the State agency workforce and training activities. Additionally the Task Force would align strategic workforce development initiatives with economic development and education.

Strategies for Improvement



Based on the State Workforce Development Board Special Task Force recommendations the Governor's Office of Workforce Program was created in the summer of 2002. The charge was to develop a strategic coordinated plan. The Office conducted a survey and an analysis that resulted in a mission Statement, coordination goals, objectives and recommendations. This is an excerpt from the newly Formed Governor's Office of Workforce Program Report (September 2002).

Unified mission Statement:

Implement an integrated workforce system that is self-renewing, customer driven, results-oriented, accountable, effective, efficient, and that ensures workforce goals are aligned to meet the needs of business, government and society.

The four coordination goals developed from this research were:

1. To enhance the productivity and competitiveness of the State by establishing a common policy that supports economic development and the business needs of New Mexico.
2. To improve the education and training service delivery system to increase levels of skill attainment, employment, job retention, and earnings of the people of New Mexico.
3. To eliminate barriers to employment faced by New Mexicans by improving the supportive service delivery system.



4. To establish a single methodology that ensures compliance, reporting, and financial information throughout the workforce development system.

Governor's Office of Workforce Programs



In 2001-02, 317 youth were served. The Youth Council also developed an innovative approach for youth services in 2002-03 that will fund Youth Opportunities Coordinators (YOCs) hired by industry associations. The YOCs will work with industry employers to create opportunities for WIA-eligible youth to learn at worksites matched to career interests and will recruit youth from schools and other youth service providers. A Youth Advisory Board was created, composed of youth from high schools and youth provider programs in the four counties.

Outreach to other stakeholders to the workforce investment system was workshops and focus groups.

Local WIA Area Updates



Central

The Workforce Connection of Central New Mexico (WCCNM) served more than 3,500 new job-seeking customers in the 11 months of operation by One-Stop system operator RCI. More than 1,700 of these customers received intensive services; more than 1,100 were provided with training services through the four One-Stop Centers (one in each county). A model One-Stop Center, in which mandatory and voluntary partners will participate, is under development, to be located in TVI's Workforce Training Center.

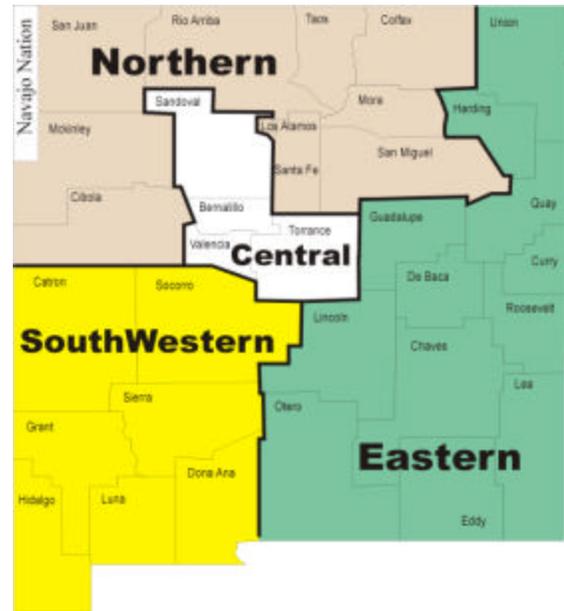
Eighty representatives of partner organizations attended a day-long community service mapping session hosted by the Partners Committee. The Training Providers Committee provided an in-depth session for all training provider organizations on WCCNM policies and procedures regarding training services.

Focus groups with business representatives, facilitated by the Business Outreach Committee, have helped to define the services desired by the business community. And the WCCNM joined the Human Resources Management Association of New Mexico and Manpower, Inc. to

sponsor a day-long information session for job seekers that provided advice on job search, resumes, financial aid, and other skills.



entities.



Northern Area

Vision

The vision of the Northern Area Local Workforce Development Board (NALWDB) is to develop a high quality workforce that meets the current economic needs of the area and to foster lifelong learning that will result in an adaptable workforce position to meet future economic needs of northern New Mexico.

The service area of the NALWDB spans ten counties that include twelve tribal

This area includes the extremes of the State, one county with the highest unemployment rate and lowest per capita income to another county with the lowest unemployment rate and highest per capita income. Similarly, the service area includes some of the highest performing school systems and some of the lowest. The economic foundation of the area is primarily rural with significant dependence on government services, tourism and service occupations.

Over the past year, the NALWDB has encountered a variety of challenges associated with its effort to design a workforce delivery system responsive to needs of local communities. Several strategies have been developed to meet the challenges presented.

A primary focus of the NALWDB has been outreach and seeking feedback from constituent groups. The NALWDB initiated an aggressive outreach plan that included hosting of town halls and with

One-Stop manager conducting community meetings to inform the public and to solicit feedback on services.

Capacity Building

In an effort to build board capacity, the NALWDB has used two State Board grants to provide training opportunities to members on WIA delivery. Members have attended national and regional conferences regarding quality improvement, best practices and national association meetings. Additionally, members and staff have conducted site visits to WIA programs in Washington, California, Colorado, Florida, Louisiana and Texas to collect information on best practices in order to incorporate them in the delivery system in northern New Mexico.

As part of its efforts, the NALWDB has engaged in several cooperative ventures with its mandated partners. Among these is a cooperative agreement with the New Mexico Division of Vocational Rehabilitation to provide eight computer workstations with hardware and software to accommodate accessibility to individuals with special needs. Additionally, the NALWDB has actively encouraged participation in workforce development by the eight community colleges in the area. Under a grant awarded to the NALWDB by the State Board, the NALWDB has funded training of sixteen faculty members in developing web-based courses for delivery through the Internet. The courses focus on information technology training.

A foundation of the system being developed by the NALWDB is reliance on analysis of quantitative data to assist in program planning. To this end, the NALWDB is conducting a content

analysis of all existing economic development plans available in the northern area. Also, it has contracted with the Bureau of Business and Economic Research of the University of New Mexico to analyze economic and census data to assist with the formulation of economic development strategies and cluster identification for workforce development opportunities.

Although the meeting the negotiated performance standards is a primary goal of the NALWDB, anecdotal information and success stories of WIA customers also provide an indicator of the success of WIA implementation in northern New Mexico.



A human resource director recently wrote the following: “One of the best employees of our company is a product of the employment and training programs provided by the New Mexico Department of Labor One-Stop. She was training in computer repair, but has been able to use this training as a cornerstone to further her professional career. She is now our IT Manager with responsibility for all of our dedicated data and voice

lines. From the ordering of new lines and services, to the installation and implementation, trouble shooting and our ongoing daily operations, she has done an outstanding job for us here at...”

Southwestern Area

The South Central Council of Governments (SCCOG) was awarded the Administrative Support Services contract for the Workforce Investment Act (WIA) for 2001-2002 to continue providing services to the Southwestern Area Workforce Development Board (SAWDB). The Southwestern Area consists of Catron, Doña Ana, Grant, Hidalgo, Luna, Sierra and Socorro Counties.



In September 2001, a fall conference was held by the SCCOG for all local board members and resulted in the adoption of the following mission Statement: “The Southwestern Area Workforce Development Board (SAWDB) develops and prepares the southwest New Mexico workforce for the current and emerging marketplace by providing efficient and effective services and educational training delivery systems. This will be accomplished through dedicated partners sharing existing resources, using the latest technology, and incorporating the needs of employers. We believe everyone is capable of being trained and employable and we can develop a system to accomplish this.”

The SAWDB developed existing partnerships with mandated WIA partners:

One - Stops

The New Mexico Department of Labor was awarded the contract to provide One-Stop Center services.

One-Stop Centers are located in Las Cruces, Deming, Silver City, and Socorro.

A contract was awarded to Doña Ana Branch Community College in the amount of \$125,000 to locate kiosks in remote areas of the region for access to One-Stop services.

Adults

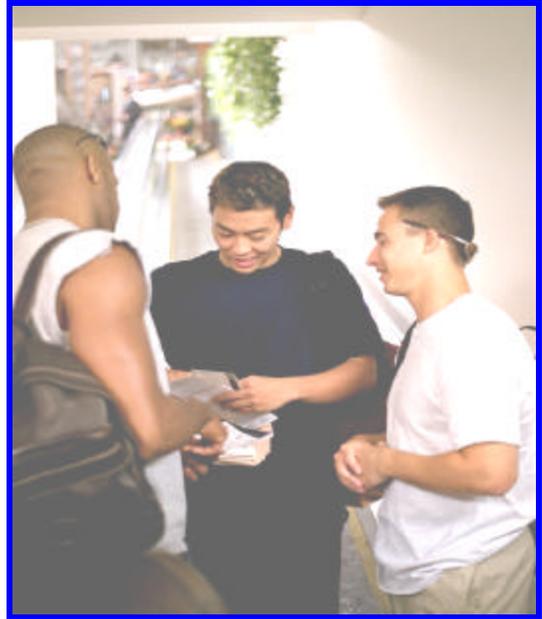
The SAWDB developed a policy addressing eligibility limits for adults for Individual Training Accounts, On-the-Job Training and intensive services, and supportive services. This action will increase the number of participants within the region that are able to access advanced training and become employed or move into higher paying positions.

WIA staff researched, applied for and were successful in obtaining an Incumbent Worker Training Grant in the nursing field in the amount of \$85,000. This grant will provide reimbursement to employed workers in the medical fields to obtain advanced training.

Special project awards were granted to the Cities of Sunland Park and Deming to provide specialized adult services.

Youth

During the 2001-2002-program year the SAWDB awarded contracts to seven youth service providers in the amount of \$1,988,777. During the course of the year, enhancements were made to youth contracts to provide outreach services. The enhancement added \$148,000 to the youth provider contracts.



The Youth Council provided a Youth Leadership Camp for approximately 200 area youth in Socorro in late June 2002.

The Youth Council has asked for Requests for Proposal for Entrepreneurial programs for youth. The requested funding set aside for these programs is \$300,000.

Also funded were five high school Career Centers in Truth or Consequences, Magdalena, Socorro, Cobre and Deming.

Youth monies are 100% expended or obligated.

The SAWDB contracted to have a grant application submitted for Migrant

Farm worker Youth training in the amount of \$626,258. The application has been approved.

Eastern Area

The vision of the Eastern Area Workforce Development Board (EAB) is to create a system whereby *business is the primary customer*. This vision comprises four major areas:

- (1) Make employers the number one focus,
- (2) Establish a highly coordinated employment and training system that meets the needs of employers and job seekers
- (3) Develop a seamless One-Stop delivery system for both the employer and employee, and
- (4) Address the educational needs and future work skills of all youth.

In order to accomplish or realize the vision, several goals and objectives were identified. Many of these goals have been accomplished.

Employer First Methodology

Services offered to businesses are categorized into one of three classifications: Core Services, Key Services and Premier Services.

A community mapping process has included meetings in all twelve counties to help identify who provides training and support services in each county and where gaps exist in the provision of workforce related services.

The EAB raised the self-sufficiency level to ten dollars (\$10.00) per hour, expanding the availability of training services to incumbent workers. This approach will increase the skills levels of the “working individuals” thereby creating opportunities for promotion and a higher skilled workforce. The promotion of these well-trained individuals will open entry-level

positions for the less skilled and chronically unemployed.



Created And Enhanced Local Partnerships

Existing partnerships with mandated WIA partners as well as partnerships with non-mandated-WIA partners such as the Chambers of Commerce, Economic Development Organizations and businesses were developed to augment quality training services to employers in Eastern New Mexico and to provide a seamless service delivery.

More businesses, higher wages and employment opportunities are to be attracted through the enhancement and establishment of these partnerships.

To improve agency coordination for youth service providers, the Youth Council and Local Board required each youth provider to have a memorandum of agreement with services providers in the community, including local schools.

Established And Maintained Comprehensive One-Stops & Express Centers

One comprehensive One-Stop is currently located in Ruidoso. Through co-location and cooperation, high quality, efficient, and cost effective services can be provided.

In collaboration with local government and provider agencies, the Eastern Area has established “Express One-Stop Centers” in Clayton, Ft. Sumner and Santa Rosa.

Developed Systems To Ensure Customer Satisfaction And Continuous Improvement

The EAB is requiring that the One-Stop Operator and service providers develop and submit a business plan as part of the application package. Business plans are central to continuous improvement.

Developed And Maintained Local Governance Structure

The EAB revamped the committee structure and created working committees that were assigned specific tasks with roles and responsibilities.

The EAB contracted with the New Mexico Department of Labor Employment Security Division to provide One-Stop Operator services; with the New Mexico Department of Labor Financial Management Bureau for Fiscal Agent services; and the Eastern Plains Council of Government for Local Administrative Entity services.

The EAB contracted with eight youth providers for over one and half million

dollars to provide comprehensive year-round and innovative youth activities in the Eastern Area.

The EAB Enhanced their local planning process by soliciting direct input from the public through public hearings and marketing which included press releases describing WIA programs and making this information accessible on the web site.



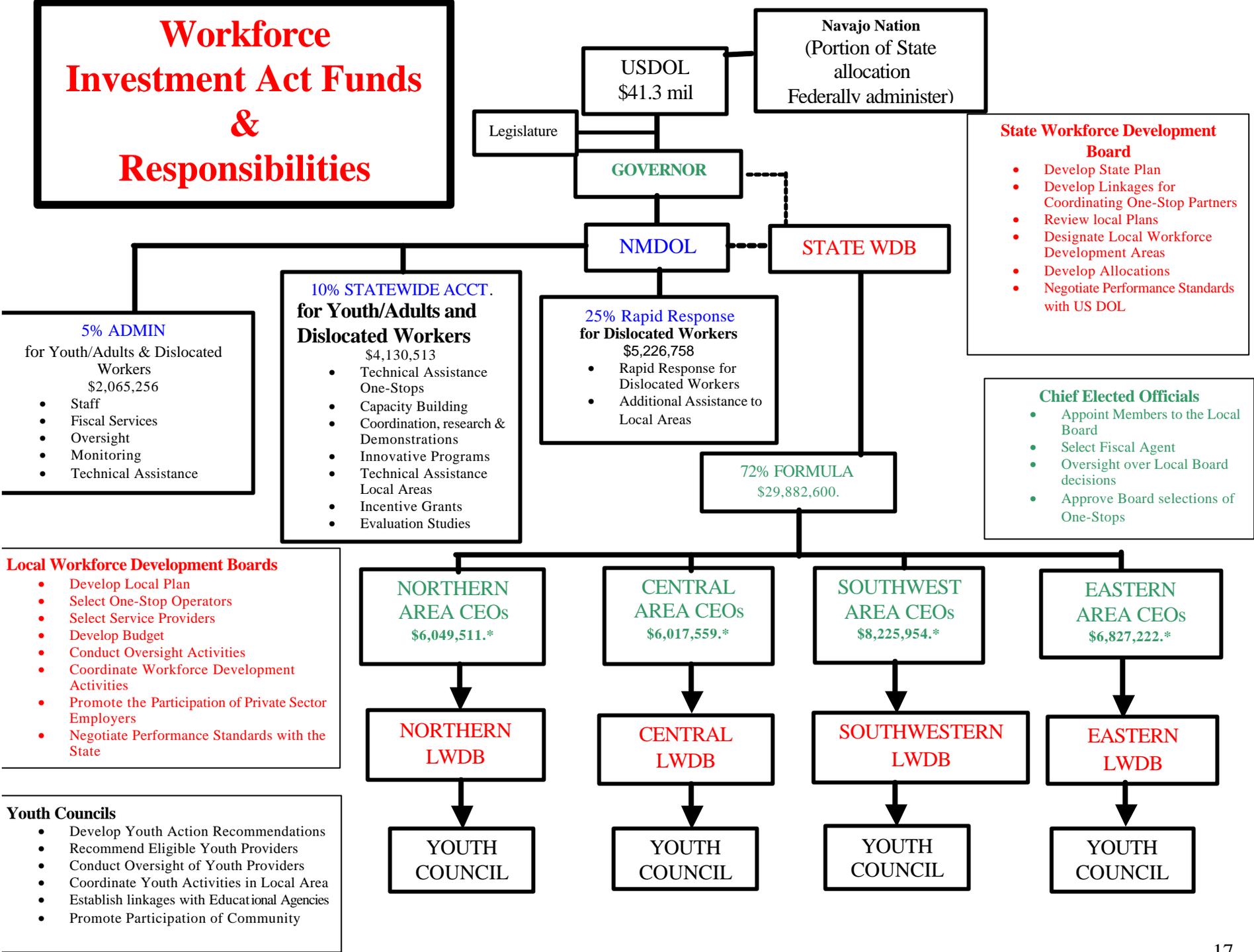
The EAB staff has conducted oversight and monitoring of adult and youth providers.

Based on regional cooperation and exemplary performance, the Eastern Area was awarded a \$75,000 incentive grant by the State Workforce Development Board.

The model EAB’s Partnership Agreement between Eastern Area Local Board and Eastern Area Chief Elected Officials is under consideration in two local areas as a means of clarifying CEO roles and responsibilities and liability issues.

Local Area marketing initiatives compliment State marketing efforts.

Workforce Investment Act Funds & Responsibilities



New Mexico's Financial Allocations



	BUDGET	EXPENDITURES	BALANCE	
STATEWIDE ACTIVITIES	\$5,445,614	\$5,336,742	\$108,872	98%
STATEWIDE RAPID RESPONSE	1,772,935	1,772,935	-	100%
CENTRAL WORKFORCE DEVELOPMENT AREA				
LOCAL ADMINISTRATION	546,317	485,000	61,317	89%
ADULT	1,369,302	1,178,134	191,168	86%
YOUTH	1,037,048	1,019,499	17,549	98%
DISLOCATED WORKER	<u>2,510,515</u>	<u>2,510,515</u>	-	100%
TOTAL	5,463,182	5,193,148	270,034	95%
EASTERN WORKFORCE DEVELOPMENT AREA				
LOCAL ADMINISTRATION	717,346	600,935	116,411	84%
ADULT	1,943,449	1,324,927	618,522	68%
YOUTH	1,578,429	1,409,755	168,674	89%
DISLOCATED WORKER	<u>2,934,229</u>	<u>1,280,304</u>	<u>1,653,925</u>	<u>44%</u>
TOTAL	7,173,453	4,615,921	2,557,532	64%
NORTHERN WORKFORCE DEVELOPMENT AREA				
LOCAL ADMINISTRATION	752,008	568,000	184,008	76%
ADULT	2,203,406	2,203,406	-	-100%
YOUTH	1,862,051	1,064,015	798,036	57%
DISLOCATED WORKER	<u>2,702,601</u>	<u>2,558,406</u>	<u>144,195</u>	<u>95%</u>
TOTAL	7,520,066	6,393,827	1,126,239	85%
SOUTHWESTERN WORKFORCE DEVELOPMENT AREA				
LOCAL ADMINISTRATION	913,694	650,302	263,392	71%
ADULT	2,933,040	2,447,744	485,296	83%
YOUTH	2,627,079	2,405,868	221,211	92%
DISLOCATED WORKER	<u>2,663,122</u>	<u>1,678,245</u>	<u>984,877</u>	<u>63%</u>
TOTAL	9,136,935	7,182,159	1,954,776	79%
TOTAL LOCAL ADMIN	2,929,365	2,304,237	625,128	79%
TOTAL LOCAL ADULT	8,449,197	7,154,211	1,294,986	85%
TOTAL LOCAL YOUTH	7,104,607	5,899,137	1,205,470	83%
TOTAL LOCAL DISLOCATED WORKER	10,810,467	8,027,470	2,782,997	74%
	29,293,636	23,385,05	5,908,581	

New Mexico's Economy



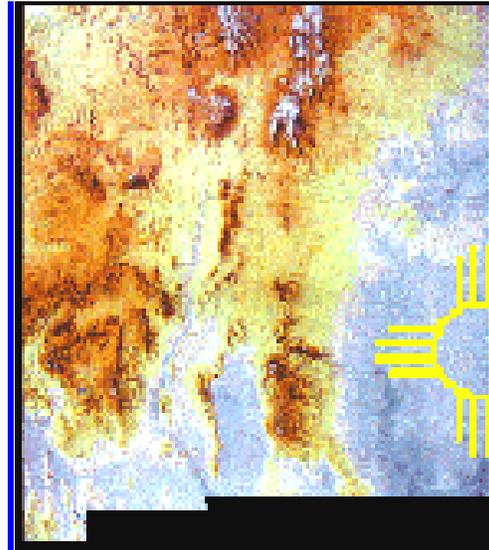
Population

New Mexico's Census 2000 population count was 1,819,046. This was an increase of 303,977, or 20.1 percent, since the 1990 Census. New Mexico was the 12th fastest growing State in the nation. Census 2000 confirmed the continuation of historic trends in the State's population distribution. Nearly 57 percent of the State's population now lives in the metropolitan counties of Bernalillo, Sandoval, Valencia, Dona Ana, Santa Fe and Los Alamos.

State-wide Overview

New Mexico's seasonally adjusted unemployment rate was 6.2 percent in June 2002, up slightly from the previous month's revised rate of 6.1 percent. Over the last year the unemployment rate has risen substantially from 4.6 percent last June. The corresponding number of unemployed workers has increased 39.1 percent. The June unemployment rate matches February's rate, but prior to this year, unemployment had not been this high since November 1998. However, taking a longer look back, the State's unemployment rate was much higher than it is today. During the 1980s and most of the 1990s, the unemployment rate remained consistently above six percent and frequently topped seven percent. The peak was almost twelve percent in early 1983.

New Mexico non-farm employment grew at a respectable rate in June, adding 3,300 jobs. Summer hiring for seasonal industries seems to have happened later this year than in the past. Some of the increase expected in May, finally came through in June. Faced with uncertainty, businesses dependent upon tourism appear to be taking a more cautious approach to hiring this year. Until July, fire restrictions closed many national forest areas, limiting the outdoor recreation that brings in tourists.



During June, employment increased in five industry groups and fell in three others. Wholesale and retail trade added the most jobs, growing 2,600. Seasonal hiring at eating and drinking places contributed 1,100 new jobs to the total. The construction industry also posted gains following sharp losses earlier this year. Manufacturing managed to add 800 jobs from strengthening demand in most areas, especially durable goods.

Services gained 2,100 jobs after taking a seasonal loss of 3,300 private education jobs at the start of the summer recess. Membership organizations added 1,800 jobs as a result of additional summer activity. Membership organizations include groups such as the Boy Scouts of America, operating the Philmont Scout Ranch in Northern New Mexico. The other services category, which includes amusement & recreation, also reported significantly more jobs, up 1,700. Engineering and management services, which include organizations running scientific research facilities, including national defense research, added 1,000 jobs. Job losses were seasonal and related to education. Transportation, communications & public utilities lost 900 jobs, from laid off school bus drivers. Government lost a net 2,800 jobs from local school districts and State run colleges and universities. Such loss of education jobs at the start of summer is typical. The jobs will return in August and September.



New Mexico has added 6,000 new jobs over the last year, growing at an annual rate of 0.8 percent. Job growth has remained at a low level for a while; the same 0.8 percent rate is also the average annual growth rate since the beginning of the year.

Nationally, job growth is still negative, declining at an annual rate of 1.1

percent. Government employment – much of it in defense and Indian-owned casinos – continues to keep the New Mexico economy moving, increasing 6,700 jobs since last year and growing a healthy 3.6 percent. Private sector employment has fallen 0.7 percent over the year. Since last year, five industry groups have expanded and three other industries have lost employment. Government and services were the only industries to add large numbers of new jobs. Each of the goods-producing industries, mining, construction, and manufacturing, has lost jobs. The goods-producing sector is down 4.4 percent since last year and has lost 4,700 jobs.

Mining-employment has been hardest hit, down 1,500 from last year. This loss is almost ten percent of the industry. Earlier losses in metal mining have been compounded in recent months by losses in oil and gas extraction. Oil exploration activity is well below last year's level, with little indication of a rebound any time soon. Construction employment, hard hit by the ending of several public works and industrial expansion projects, was down 2,500 from the booming, but unsustainable levels reached last year. More than five percent of construction employment has gone away. Employment levels have now returned to levels not seen in New Mexico since 1997.

Manufacturing-employment continued the year-long trend of fewer jobs and was down 700, 1.6 percent of the workforce. Manufacturing employment had been down as much as 2,000 jobs at the end of last year.

The industry may have already started a gradual recovery. Weakness remains in durable goods manufacturing, with job losses in industrial machinery, electronic

equipment, transportation equipment, and especially other durable goods manufacturing. The other durable goods category has taken a recent blow from the closing of the Phelps Dodge smelter in Hurley.

Government-employment growth continues to be the mainstay of the State's economy, up 3.6 percent, adding 6,700 jobs. Both local and State government has grown in the three to four percent range. Local government includes Indian-owned tribal casinos; State government includes Los Alamos National Laboratory. The services industry has added 2,500 jobs over the year, on strength in engineering & management services, health services, and private social services. Growth in private social services is still fairly strong at 1,200 new jobs since last year, but has fallen to half the growth rate seen earlier this year due to cutbacks in government funding resulting from revenue shortfalls. Services growth continues to be moderated by the loss of 700 business services jobs from the closing of two large call Centers and reduced business for help supply firms. With uncertainty in tourist trade, employment at hotels and other lodging places was down 600 jobs.

Trade-employment was up 0.3 percent, adding 600 jobs. The increase came from general merchandise stores, which includes New Mexico's largest private employer, Wal-Mart. Employment in food stores was down sharply due to increased competition. Eating & drinking places employment was unchanged from last year. Two remaining industries – Transportation, communications & public utilities employment and finance, insurance & real eState – each have grown just over one percent since last year.

Economic Climate - Albuquerque Metropolitan Statistical Area (MSA)

The Albuquerque MSA seasonally adjusted unemployment rate was 4.9 percent in June, down four tenths of a point from May's rate of 5.3 percent. Although considerably higher than 3.5 percent a year ago, June's rate marked the first time this year that unemployment had been below five percent.

Nonagricultural wage and salary employment in the Albuquerque area rose by four tenths of a percentage point (1,300 jobs) in June to 364,000. Only one industry division – transportation, communications, & public utilities (TCPU)-lost jobs over the month; all the others either gained employment or remained unchanged. Over a third of the increase came from the goods-producing sector, with construction gaining 400 new jobs and manufacturing 100. Within the service-producing sector, the services division gained 600 jobs while trade grew by 500. Employment in finance, insurance, & real eState (FIRE) and government remained unchanged over the month.

Over the year, weakness in non-farm employment growth persisted, as evidenced by the latest increase of just 0.6 percent. As a frame of reference, job growth averaged 2.6 percent in 1999 and 3.1 percent in 2000 before dropping to 1.2 percent in 2001. So far in 2002, the year-to-year increase has averaged just over half a percentage point.

Private-sector employment was flat over the year, with increases in the service-producing sector cancelled by losses in goods-producing jobs. It is only the strength of the public sector that has allowed total employment growth to stay above water during the past several months.



Goods-producing employment continued to lose ground over the year, with job losses reported in both construction and manufacturing.

Construction employment came in at 23,800, down 5.9 percent from last year. Two major construction projects have ended within the last three months, and nothing on a large-scale basis has come in take their place. To make things worse, residential construction has also been weak this year, with year-to-date housing permits in both Albuquerque and Rio Rancho below the corresponding 2001 levels.

Manufacturing losses have receded to 2.1 percent (600 jobs) over the year, an improvement from annual declines of three or four percent that have been the norm since last September. Durable goods manufacturing was responsible for the entire decline, as a slight increase was seen in non-durable goods employment. Losses in electronic manufacturing have diminished somewhat, and the Rio Rancho Intel facility hopes to be spared from recently announced job cuts of 4,000 worldwide.

All five service-producing industries have posted job gains over the last 12 months, although most were relatively weak. Trade employment continues to be sluggish with only a 0.4 percent increase over the year. Within the trade

division, the only area of strength was in general merchandise stores, which grew by 500 jobs due to the recent opening of a new Wal-Mart SuperCenter in Albuquerque. Growth in the other trade components was slow or nonexistent. In eating and drinking places, usually a good source of new jobs, employment has grown by only 100 since last June. Employment in food stores was down by 300 or 5.0 percent, marking 21 straight months of over-the-year losses.

Services employment continued to crawl along at a snail's pace, with an over-the-year increase of less than 1 percent. Historically, this division has been the mainstay of the Albuquerque economy, but growth has slackened in the last 12 months or so. Last year's annual average gain of 0.9 percent was the division's lowest since the series began in 1975. In June, over-the-year growth was led by health services, up 1,100, followed by engineering & management services at 700. Business services took much of the wind out the industry's sails by shedding 1,200 jobs over the year.

TCPU employment grew by 3.6 percent, the strongest over-the-year increase of any industrial division in the Albuquerque area.

Seven hundred new jobs were added, almost all of them in the communications component. Weakness continued in transportation, which was flat over the year and down by 8.2 percent from two years ago.

Employment in finance, insurance, & real estate was little changed at 19,700, up just 100 jobs or 0.5 percent from last year's figures. All of the new jobs were in the insurance component, which has benefited from the expansion of call Centers in the area.

With growth of 2,000 over the year, the government sector was the biggest provider of new jobs in the Albuquerque economy. Local government accounted for the bulk of the increase at 1,600 (4.7 percent), due to expansions in tribally owned casinos and resorts as well as substantial gains in the public school system. State government also added jobs, 500 of them, while federal government shrank by 100 or 0.7 percent.

Economic Climate – Las Cruces Metropolitan Statistical Area (MSA)

The seasonally adjusted unemployment rate in the Las Cruces MSA dropped to 7.6 percent in June 2002, down from 8.0 percent in May. The unemployment rate remains considerably higher than a year ago when the rate was 6.2 percent, with 1,200 more workers unemployed.

Las Cruces nonfarm employment lost 2,400 jobs in June 2002 as the result of typical early summer loss of education personnel from school districts and especially from New Mexico State University. Las Cruces is often regarded as a college town and when the semester ends, a ripple is sent through the entire economy. Private sector employment was unchanged from the previous month, with losses in two industries offsetting gains in three other industries. The largest drop came from 150 fewer transportation, communications & public utilities (TCPU) jobs, which were laid off school bus drivers. Another 50 jobs were lost from a small contraction in finance, insurance & real estate. Job gains came from 100 jobs in construction and mining, 50 jobs in durable goods manufacturing, and 50 jobs in retail trade.



Annual job growth in Las Cruces was 1.4 percent, adding 800 new jobs. This growth rate was higher than the Statewide average, making Las Cruces the fastest growing metro area in the State. Still, employment growth has dropped recently. The annual growth rate for the first quarter of this year averaged 2.5 percent; growth in the second quarter dropped to 1.0 percent.

Two industries – services and government – are responsible for the job growth; each has added 400 new jobs since last year. Other industries have maintained employment at last year's levels. The new government jobs are distributed equally among State and local government.

The new services jobs include health care and private social service agencies.

Employment in three industries remains unchanged over the year. Those industries are construction & mining, manufacturing, and transportation, communications & public utilities (TCPU).

A 50-job drop in finance, insurance and real estate was offset by a 50-job overall gain in trade employment from the wholesale component. No net change was reported within retail trade, just the transfer of 100 jobs away from food stores and into general merchandise stores.

Economic Climate – Santa Fe Metropolitan Statistical Area (MSA)

The seasonally adjusted unemployment rate in the Santa Fe MSA was 2.8 percent in June 2002, down from May's rate of 3.1 percent. A year ago the area's unemployment rate was 2.4 percent.

The Santa Fe area added 900 jobs in June. The majority of the new jobs were in seasonal industries hiring for the summer tourist season. Services, which include the amusement & recreation category, added 800 jobs. Retail trade added 350 jobs, the majority of them in eating and drinking places. The employment increase always provides a boost to the Santa Fe economy at the start of the summer, but this year's hiring was toward the low end of what is expected. At the same time as time as the tourists were arriving, schools and colleges were winding down for the summer, reducing government employment by 300 jobs. The only other industry to add jobs in June was manufacturing, which added 50 to durable goods, the first increase in almost a year. Three other industries were unchanged from the previous month.

The annual rate of employment growth in the Santa Fe MSA was 1.2 percent, which has also been the average annual growth trend since January. Modest employment gains have continued for a while in Santa Fe, but job growth has been restrained by the weak State and national economy. Private sector employment has not increased since last year. The only new jobs have been in government, which added the entire 900 increase for the area. Federal government added 100 jobs, but most of the new jobs were added to State government, which gained 800 jobs.

The State government category includes jobs at the Los Alamos National Laboratory.



In the private sector, job losses in three industry groups cancelled out job gains in two others. Manufacturing has added 50 jobs resulting from the recent increase in durable goods. The only sizable gain was in services, growing 400 jobs, adding 1.7 percent to the industry's employment. The growth has come from health services and the miscellaneous other services category that includes social services.

Economic Climate

Economic expansion in the New Mexico economy gradually slowed during 2001. The New Mexico economy has moved through two cycles of slowdown and recovery since the mid 1980s. The cycle in the 1980s was dominated by problems in natural resources extraction and construction. The flat economy of the early 1990s, associated with the national recession, was succeeded by the fast growth of the years 1993-95 (a boom dominated by construction and expansion at the Intel facility in Rio Rancho). Employment growth slowed in 1995 to a modest rate that has continued into the second half of 2000. Overall, since the late 1980s, employment movements were most striking in mining, construction and defense spending. The high technology sector in

the Albuquerque metropolitan area helped to offset difficulties in other sectors until the mid-1990s, when sector growth slowed down.



The mining sector, which now employs about 2 percent of the New Mexico non-farm work force, has been in decline for the past two decades.

The oil production area in the Permian Basin of southeastern New Mexico has been especially hard hit by low oil prices in the past two years. Potash mining, which is concentrated in southeastern New Mexico, has also experienced layoffs due to foreign competition. The disadvantage of reliance on natural resources for the State's economy was clearly in evidence in the early 1980s when the uranium industry collapsed. At the same time, the copper mining and smelting industry was undergoing employment losses due to improved technology and higher productivity. The combination of uranium and copper woes dealt New Mexico per capita personal income a blow from which it has yet to recover. New Mexico ranked in the high 30s in per capita income in the late 1970s before the mining crisis began, but had fallen to the high forties by the 1990s and now ranks 49th or

third-lowest in per capita income among the 50 States and District of Columbia. Recent years have continued to be difficult ones for the copper industry, as Phelps Dodge implemented several layoffs due to very low copper prices, the world economic slump, and competition from more productive mines.

A crucial fact about natural resources extraction in New Mexico is that these facilities are located in outlying, relatively isolated rural areas of the State. Although the mining industry has furnished a foundation for the economy in these counties, the economic ground has shifted in recent years and unemployment in the rural mining counties has risen to record levels.

The location of call Centers in the outlying counties is one employment prospect that is being actively explored, as the extension of fiber optic cable to remote areas becomes feasible. The location of Indian-owned casinos is often in rural areas with few other employment opportunities. Native American Pueblos and reservations have traditionally had some of the highest levels of unemployment in the country, and the location of casinos on Indian land has gone some way toward mitigating this problem.

Employment Outlook

The New Mexico economy is expected to generate about 185,000 new jobs through the year 2008. This represents growth of about 23 percent, faster than the projected national increase of 14 percent for the same period. The occupational patterns that have existed in New Mexico in recent years are expected to shift somewhat over the

1998-2008 period. Slower employment growth, shifting industrial trends, and technological advances are the primary reasons for these shifts. Other factors affecting occupational trends include differences in the size and age structure of the population, changes in business practices, and economic factors.

One of the two major occupational groups requiring the highest rate--professional, paraprofessional and technical occupations--is expected to increase more rapidly than the overall average. Professional, paraprofessional and technical occupations sales occupations will also experience the largest absolute increase. Executive, administrative and managerial occupations, the other group requiring the highest education level, will grow at slightly below the State rate. Technological improvements will result in slower employment growth in occupations that rely heavily on mechanized or automated equipment, such as production and clerical work. Marketing and sales occupations will grow very rapidly. Mirroring the national shift toward an increasingly service-producing economy.

The single greatest number of new jobs will occur in professional, paraprofessional, and technical occupations as technological innovations accelerate the demand for highly educated workers in a variety of fields. Much of the growth in this sector is due to management support occupations such as accountants, and to strong demand for engineers. Demand for engineers is expected to continue its strong growth over the 1998-2008 period. Marketing and sales occupations are also expected to grow strongly through the year 2008. Population, personal income and tourism are expected to grow somewhat more

slowly than in the first half of the 1990s, but will increase the volume of goods and services sold in New Mexico at a moderate but steady pace. Employment in the administrative support occupations, including clerical occupations, is expected to grow far more slowly than the overall average due to technological improvements and greater utilization of office automation.

The growth rate in the service occupations will surpass the Statewide average. Service occupations include workers in food and beverage preparation, cleaning, protective services, and personal services. Health service occupations and cleaning & building services are also expected to post significant gains.

Employment in the production, construction and material handling occupations is expected to grow at slightly less than the Statewide average through 2008. Growth for operators, fabricators and laborers is expected to fall short of the Statewide average. The rapid increase in employment in high technology manufacturing experienced in the early to middle 1990's flattened in the second half of the decade although the semiconductor industry is positioned to again experience growth with billion

dollar expansion of the Intel facility in Rio Rancho. Construction trades will fall somewhat short of the Statewide average growth. Construction increased rapidly in the 2000-2001 period due to large highway construction projects but will taper off into a more typical growth rate after that.

The most recent analysis of New Mexico occupational employment situation is revealed in these tables that show occupational needs (shortages) and surpluses:

NM Occupational Job Needs- Recent Job Shortages & Surpluses

Statewide Summary-Shortages--

Correction Officers; Counselors, Substance Abuse & Behavioral; Heavy Equipment Operators; Mechanics, Automotive/Diesel; Nurses, RN/LPNs; Physician Assistants; Police Officers; Radiological Technicians; Social Workers, Licensed; Truck Drivers, Heavy

Statewide Summary-Surpluses--

Administrative Assistants; Carpenters; Cashiers/Checkers; Laborers, General; Material Handlers; Receptionists; Construction Workers; General Office Clerks; Retail Sales Clerks; Secretaries

Albuquerque MSA-Shortages--

Customer Service Representatives; Electricians, Journeymen; Engineers, Chemical; Engineers, Electrical; Engineers, Software; TAC Technicians; Licensed

Mechanics, Nuclear Engineers, Nuclear Scientists; Nurses, RN's/LPNs; Physical Therapists; Social Workers, Licenses; Speech Pathologists; Truck Drivers, CDL

Albuquerque MSA-Surpluses--

Administrative Assistants; Administrators; Cashiers/Checkers; Construction Workers; Electricians; General Laborers; General Office Clerks; Office Managers; Plumbers; Production Workers; Receptionists; Retail Sales Clerks; Secretaries

Las Cruces MSA-Shortages--

Counselors, Substance Abuse & Behavioral; Environmental Engineers; Librarians; Nurses, RNs; Physician Assistants; Plumbers; Social Workers; Systems Software Developers;

Las Cruces MSA-Surpluses--

Cashiers; Collection Clerks; Construction Workers; Cooks; Fast Food Workers; Kitchen Aides; Medical Receptionists; Waitresses

Santa Fe MSA-Shortages--

Correctional Officers; Electricians, Journeymen; HVAC Technicians; Mechanics, Automotive; Nurses, LPNs/RNs; Plumbers; Security Officers; Sheet Metal

Workers; social Workers, Licensed;
 Teachers, Elementary;
 Teachers, Licensed; Truck Drivers, CDL

Drivers; Carpenters; Receptionists;
 Material Handlers; Retail Sales Clerks

Santa Fe MSA-Surpluses—
 Administrative Assistants;
 Administrative Secretaries; Bank
 Tellers; Bookkeepers;
 Cashiers/Checkers; Construction
 Workers

Fastest Growing Occupations--Plastic
 Mold/Cast Machine Operators/Traders;
 Secretaries/Financial Service, Sales
 Agents; Computer Scientists, NEC;
 Health Practitioners; Computer Support
 specialists; Paper Goods Machine
 Setters/Operators; Systems Analysis;
 Hand Workers, Jewelry, Precision;
 Surgical Technologists; Computer
 Science Teachers

**New Mexico Workforce Development
 Centers**

Top Ten Openings--Construction
 Workers; Telephone Solicitors; Cleaners
 Industrial; Waiter/Waitresses; Social
 Workers; Security Guards, Material
 Handlers; Cashiers-Checkers, Retail
 Trade; Cooks; Telephone Operators;

Occupations with the Most Openings--
 Salespersons, retail; Cashiers; Waiters &
 Waitresses; General Managers and Top
 Executives; General Office clerks; Food
 Preparation/Service Workers, Fast Food;
 Carpenters; Janitors & cleaners;
 Registered Nurses;
 Helpers/Laborers/Movers, NEC

Top Ten Applicants--Construction
 Laborers; general Office Clerks; Truck
 Drivers, Heavy; Construction Helpers;
 Cashiers-Checkers, Retail Trade; Bus

Current New Mexico Labor Force Statistics

New Mexico Seasonally Adjusted	Prel.	Revised		Change From	
	Jun 2002	May 2002	Jun 2001	May 2002	Jun 2001
Civilian Labor Force	861,500	856,700	836,200	+4,800	+25,300
Employment	808,100	804,600	797,800	+3,500	+ 10,300
Unemployment Rate	53,400	52,100	38,400	+1,300	+ 15,000
	6.2%	6.1%	4.6%		
Rate (not seasonally adjusted)	7.2%	6.0%	5.6%		

Population Characteristics

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

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

increased from 36.6 percent in 1980 to 38.4 percent in 1990 and to 42.1 percent in 2000. Native American, Black, and Asian-Pacific Islander populations are also growing more quickly than Whites and claiming a larger proportion of total population. In 2000, the Non-White group made up 55.3 percent of the population. New Mexico has traditionally been a State where minorities comprise a majority of the population.

Per Capita Income - New Mexico vs. National

	Per Capita Income	
	United States	New Mexico
1998	\$26,893	\$20,551
1999	\$27,880	\$20,891
2000	\$29,770	\$21,837
2001	\$30,472	\$23,155
Growth	13.30%	12.60%





Performance Charts

II. Table Section

Table A – Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	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	64	75.2	918	1510	1510	60.8
Employers	62	71.5	666	5970	1000	66.6

Table B – Adult program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	68	60.6	Numerator 211
			Denominator 348
Employment Retention Rate	74	76.4	Numerator 282
			Denominator 369
Earnings Change in Six Months	\$2590	\$2278	Numerator 840,584
			Denominator 369
Employment and Credential Rate	52	58.7	Numerator 131
			Denominator 223

Table C – Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
		NUM DEN		NUM DEN		NUM DEN		NUM DEN
Entered Employment Rate	66.7	20 30	56.4	22 39	40.0	2 5	63.0	17 27
Employment Retention Rate	61.5	16 26	75.0	21 28	87.5	7 8	76.0	19 25
Earnings Change in Six Months	\$369	9,600 26	\$2740	76,718 28	\$2765	22,116 8	\$1864	46,599 25
Employment and Credential Rate	53.8	14 26	41.9	13 31	33.3	1 3	65.4	17 26

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
		NUM DEN		NUM DEN
Entered Employment Rate	62.2	138 222	57.9	73 126
Employment Retention Rate	77.1	165 214	75.5	117 155
Earnings Change in Six Months	\$2451	524,419 214	\$2040	316,165 155

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
			Numerator Denominator
Entered Employment Rate	73	58.9	670 1137
Employment Retention Rate	84	84.8	568 670
Earnings Change In Six Months	90	88.1	6,400,337 7,265,704
Employment and Credential Rate	52	61.8	388 628

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	50.7	NUM 77	62.5	NUM 5	46.5	NUM 47	40.0	NUM 12
		DEN 152		DEN 8		DEN 101		DEN 30
Employment Retention Rate	81.8	NUM 63	100	NUM 5	87.2	NUM 41	75.0	NUM 9
		DEN 77		DEN 5		DEN 47		DEN 12
Earnings Replacement Rate	84.8	NUM 839,622	94.4	NUM 60,658	72.6	NUM 412,467	203.6	NUM 85,513
		DEN 989,933		DEN 64,266		DEN 568,476		DEN 41,994
Credential Rate	51.1	NUM 46	57.1	NUM 4	49.1	NUM 27	47.1	NUM 8
		DEN 90		DEN 7		DEN 55		DEN 17

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	60.6	NUM 416	56.3	NUM 254
		DEN 686		DEN 451
Employment Retention Rate	86.1	NUM 358	82.7	NUM 210
		DEN 416		DEN 254
Earnings Replacement Rate	88.6	NUM 3,970,872	87..2	NUM 2,429,465
		DEN 4,479,340		DEN 2,786,364

Table H – Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	61	51.2	Numerator 22
			Denominator 43
Employment Retention Rate	69	59.5	Numerator 25
			Denominator 42
Earnings Change in Six Months	\$2385	\$1027	Numerator 43,149
			Denominator 42
Credential Rate	52	48.9	Numerator 22
			Denominator 45

Table I – Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	12.5	NUM 1	0	NUM 0	20.0	NUM 2	100	NUM 12
		DEN 8		DEN 1		DEN 10		DEN 12
Employment Retention Rate	0	NUM 0	0	NUM 0	66.7	NUM 4	39.5	NUM 15
		DEN 1		DEN 1		DEN 6		DEN 38
Earnings Change in Six Months	\$-214	NUM -214	0	NUM 1	\$16	NUM 93	\$555	NUM 21,080
		DEN 1		DEN 0		DEN 6		DEN 38
Employment and Credential Rate	12.5	NUM 1	0	NUM 0	10.0	NUM 1	44.7	NUM 17
		DEN 8		DEN 1		DEN 10		DEN 38

Table J – Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	75	95.4	Numerator 1384
			Denominator 1450
Diploma or Equivalent Attainment Rate	52	55.6	Numerator 69
			Denominator 124
Retention Rate	42	56.0	Numerator 65
			Denominator 116

Table K – Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	98.1	NUM 106	96.7	NUM 29	91.8	NUM 370
		DEN 108		DEN 30		DEN 403
Diploma or Equivalent Attainment Rate	0	NUM 0	83.3	NUM 5	44.6	NUM 25
		DEN 1		DEN 6		DEN 56
Retention Rate	50.0	NUM 4	80.0	NUM 20	77.8	NUM 21
		DEN 8		DEN 25		DEN 27

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	
		NUM DEN		NUM DEN		NUM DEN		NUM DEN		NUM DEN
Adults	71.3	NUM 395 DEN 554	\$2995	NUM 1,659,479 DEN 554	59.1	NUM 13 DEN 22	\$3178	NUM 670,590 DEN 211	75.9	NUM 85 DEN 112
Dislocated Workers	82.0	NUM 1068 DEN 1303	94.6	NUM 12,421,582 DEN 13,136,658	75.0	NUM 9 DEN 12	\$4568	NUM 3,060,455 DEN 670	65.7	NUM 301 DEN 458
Older Youth	81.9	NUM 118 DEN 144	\$229	NUM 32,908 DEN 144	60.0	NUM 3 DEN 5	\$1221	NUM 52,510 DEN 43		

Table M – Participation Levels

	Total Participants Served	Total Exiters
Adults	3977	480
Dislocated Workers	3307	537
Older Youth	523	129
Younger Youth	2796	801

Table N – Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		4,647,672
Local Dislocated Workers		4,415,902
Local Youth		3,134,292
Rapid Response (up to 25%) §134(a)(2)(A)		2,399,943
Statewide Required Activities (up to 15%) §134(a)(2)(B)		4,132,939
Statewide Allowable Activities §134(a)(3)	Training, assistance and capacity building	585,000
	Expand training provider system	60,000
	Incumbent worker training	870,000
	Local Area Youth Assistance	500,000
Total of All Federal Spending Listed Above		20,745,748

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

Local Area Name Central	Total Participants Served	Adults	567	
		Dislocated Workers	1042	
		Older Youth	114	
		Younger Youth	411	
ETA Assigned # 35005	Total Exiters	Adults	53	
		Dislocated Workers	211	
		Older Youth	31	
		Younger Youth	253	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	66	75.0	
	Employers	63	68.9	
Entered Employment Rate	Adults	67	61.9	
	Dislocated Workers	79	60.5	
	Older Youth	64	69.2	
Retention Rate	Adults	75	84.4	
	Dislocated Workers	85	85.0	
	Older Youth	70	88.9	
	Younger Youth	43	93.1	
Earnings Change/Earnings Replacement in Six Months	Adults	\$3050	\$2429	
	Dislocated Workers	90	91.3	
	Older Youth	\$2495	\$2724	
Credential/Diploma Rate	Adults	53	55.6	
	Dislocated Workers	53	66.9	
	Older Youth	53	55.6	
	Younger Youth	53	65.6	
Skill Attainment Rate	Younger Youth	76	98.5	
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
		2	2	13

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

Local Area Name Northern	Total Participants Served	Adults	1354	
		Dislocated Workers	680	
		Older Youth	209	
		Younger Youth	818	
ETA Assigned # 35015	Total Exiters	Adults	105	
		Dislocated Workers	60	
		Older Youth	53	
		Younger Youth	258	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	66	77.9	
	Employers	63	72.1	
Entered Employment Rate	Adults	67	61.1	
	Dislocated Workers	74	58.8	
	Older Youth	69	11.1	
Retention Rate	Adults	75	82.4	
	Dislocated Workers	85	86.7	
	Older Youth	70	66.7	
	Younger Youth	43	85.7	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2616	\$3178	
	Dislocated Workers	94	92.6	
	Older Youth	\$2597	\$2994	
Credential/Diploma Rate	Adults	53	52.2	
	Dislocated Workers	53	58.4	
	Older Youth	53	52.2	
	Younger Youth	53	37.5	
Skill Attainment Rate	Younger Youth	73	99.2	
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
		3	5	9

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

Local Area Name Southwest	Total Participants Served	Adults	907	
		Dislocated Workers	1001	
		Older Youth	94	
		Younger Youth	668	
ETA Assigned # 35010	Total Exiters	Adults	76	
		Dislocated Workers	55	
		Older Youth	22	
		Younger Youth	165	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	66	74.4	
	Employers	63	70.6	
Entered Employment Rate	Adults	71	67.2	
	Dislocated Workers	70	59.3	
	Older Youth	61	69.2	
Retention Rate	Adults	75	69.4	
	Dislocated Workers	85	87.5	
	Older Youth	70	36.4	
	Younger Youth	43	90.6	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2064	\$772	
	Dislocated Workers	94	81.0	
	Older Youth	\$2485	\$299	
Credential/Diploma Rate	Adults	53	67.6	
	Dislocated Workers	53	63.5	
	Older Youth	53	67.6	
	Younger Youth	53	29.4	
Skill Attainment Rate	Younger Youth	76	96.7	
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
		4	4	9

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

Local Area Name Eastern	Total Participants Served	Adults	778
		Dislocated Workers	494
		Older Youth	106
		Younger Youth	869
ETA Assigned # 35020	Total Exiters	Adults	246
		Dislocated Workers	211
		Older Youth	23
		Younger Youth	125
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	66	73.6
	Employers	63	73.5
Entered Employment Rate	Adults	67	54.1
	Dislocated Workers	69	54.9
	Older Youth	60	37.5
Retention Rate	Adults	75	77.5
	Dislocated Workers	85	88.8
	Older Youth	70	57.9
	Younger Youth	43	65.9
Earnings Change/Earnings Replacement in Six Months	Adults	\$2693	\$2907
	Dislocated Workers	85	90.8
	Older Youth	\$2024	\$335
Credential/Diploma Rate	Adults	53	49.4
	Dislocated Workers	53	46.2
	Older Youth	53	49.4
	Younger Youth	53	80.0
Skill Attainment Rate	Younger Youth	76	84.2
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
	3	5	9

The New Mexico Department of Labor 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.

WIA Annual Report Data

State Name: **NM**

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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	64	75.2	918	1,510	1,510	60.8
Employers	62	71.5	666	5,970	1,000	66.6

Table B: Adult Program Results At-A-Glan

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	68	60.6	211
			348
Employment Retention Rate	74	76.4	282
			369
Earnings Change in Six Month	2,590	2,278	840,584
			369
Employment and Credential Rate	52	58.7	131
			223

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	66.7	20	56.4	22	40	2	63	17
		30		39		5		27
Employment Retention Rate	61.5	16	75	21	87.5	7	76	19
		26		28		8		25
Earnings Change in Six Months	369	9,600	2,740	76,718	2,765	22,116	1,864	46,599
		26		28		8		25
Employment and Credential Rate	53.8	14	41.9	13	33.3	1	65.4	17
		26		33		3		26

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	62.2	138	57.9	73
		222		126
Employment Retention Rate	77.1	165	75.5	117
		214		155
Earnings Change in Six Months	2,451	524,419	2,040	316,165
		214		155

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

	Negotiated Performance Level	Actual Performance Level	
		Rate	Count
Entered Employment Rate	73	58.9	670
			1,137
Employment Retention Rate	84	84.8	568
			670
Earnings Replacement in Six Months	90	88.1	6,400,337
			7,265,704
Employment and Credential Rate	52	61.8	388
			628

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Rate	Count	Rate	Count	Rate	Count	Rate	Count
Entered Employment Rate	50.7	77	62.5	5	46.5	47	40	12
		152		8		101		30
Employment Retention Rate	81.8	63	100	5	87.2	41	75	9
		77		5		47		12
Earnings Replacement Rate	84.8	839,622	94.4	60,658	72.6	412,476	203.6	85,513
		989,933		64,266		568,476		41,994
Employment And Credential Rate	51.1	46	57.1	4	49.1	27	47.1	8
		90		7		55		17

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	60.6	416	56.3
686			451	
Employment Retention Rate	86.1	358	82.7	210
		416		254
Earnings Replacement Rate	88.6	3,970,872	87.2	2,429,465
		4,479,340		2,786,364

Table H: Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	61
Employment Retention Rate	69	59.5	43
			25
Earnings Change in Six Months	2,385	1,027	42
			43,149
Credential Rate	52	48.9	22
			45

Table I: Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	12.5	1 8	0	0 1	20	2 10	100
Employment Retention Rate	0	0 1	0	0 1	66.7	4 6	39.5	15 38
Earnings Change in Six Months	-214	-214 1	0	0 1	16	93 6	555	21,080 38
Credential Rate	12.5	1 8	0	0 1	10	1 10	44.7	17 38

Table J: Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	75
Diploma or Equivalent Attainment Rate	52	55.6	69 124
Retention Rate	42	56	65 116

Table K: Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	98.1	106	96.7	29	91.8	370
		108		30		403
Diploma or Equivalent Attainment Rate	0	0	83.3	5	44.6	25
		1		6		56
Retention Rate	50	4	80	20	77.8	21
		8		25		27

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	71.3	395	2,995	1,659,479	59.1	13	3,178	670,590	75.9	85
		554		554		22		211		112
Dislocated Workers	82	1,068	94.6	12,421,582	75	9	4,568	3,060,455	65.7	301
		1,303		13,136,658		12		670		458
Older Youth	81.9	118	229	32,908	60	3	1,221	52,510		
		144		144		5		43		

Table M: Participation Levels

	Total Participants Served	Total Exiters
Adults	3,977	480
Dislocated Workers	3,307	537
Older Youth	523	129
Younger Youth	2,796	801

Table N: Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$4,647,672.00
Local Dislocated Workers		\$4,415,902.00
Local Youth		\$3,134,292.00
Rapid Response (up to 25%) 134 (a) (2) (A)		\$2,399,943.00
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$4,132,939.00
Statewide Allowable Activities 134 (a) (3)	Training	\$585,000.00
	Training Provider System	\$60,000.00
	Incumbent Worker	\$870,000.00
	Local Youth Assistance	\$500,000.00
Total of All Federal Spending Listed Above		\$20,745,748.00

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State Name: **NM**

Program Year: **2001**

Table O: Summary of Participants

Local Area Name: Central Area Workforce Investment Board	Total Participants Served	Adults	567
		Dislocated Workers	1,042
		Older Youth	114
		Younger Youth	411
	Total Exiters	Adults	53
		Dislocated Workers	211
		Older Youth	31
		Younger Youth	253

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	66	75
	Employers	63	68.9
Entered Employment Rate	Adults	67	61.9
	Dislocated Workers	79	60.5
	Older Youth	64	69.2
Retention Rate	Adults	75	84.4
	Dislocated Workers	85	85
	Older Youth	70	88.9
	Younger Youth	43	93.1
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,050	2,429
	Dislocated Workers	90	91.3
	Older Youth (\$)	2,495	2,724
Credential / Diploma Rate	Adults	53	55.6
	Dislocated Workers	53	66.9
	Older Youth	53	55.6
	Younger Youth	53	65.6
Skill Attainment Rate	Younger Youth	76	98.5
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
		2	2
		Exceeded	13

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State Name: NM

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Northern Area Local Workforce Development Board	Total Participants Served	Adults	1,354
		Dislocated Workers	680
		Older Youth	209
		Younger Youth	818
	Total Exiters	Adults	105
		Dislocated Workers	60
		Older Youth	53
		Younger Youth	258

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	66	77.9	
	Employers	63	72.1	
Entered Employment Rate	Adults	67	61.1	
	Dislocated Workers	74	58.8	
	Older Youth	69	11.1	
Retention Rate	Adults	75	82.4	
	Dislocated Workers	85	86.7	
	Older Youth	70	66.7	
	Younger Youth	43	85.7	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,616	3,178	
	Dislocated Workers	94	92.6	
	Older Youth (\$)	2,597	2,994	
Credential / Diploma Rate	Adults	53	52.2	
	Dislocated Workers	53	58.4	
	Older Youth	53	52.2	
	Younger Youth	53	37.5	
Skill Attainment Rate	Younger Youth	73	99.2	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	5	9

WIA Annual Report Data

State Name: NM

Program Year: 2001

Table O: Summary of Participants

Local Area Name: Southwestern Area Workforce Development Board	Total Participants Served	Adults	907
		Dislocated Workers	1,001
		Older Youth	94
		Younger Youth	668
	Total Exiters	Adults	76
		Dislocated Workers	55
		Older Youth	22
		Younger Youth	165

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	66	74.4	
	Employers	63	70.6	
Entered Employment Rate	Adults	71	67.2	
	Dislocated Workers	70	59.3	
	Older Youth	61	69.2	
Retention Rate	Adults	75	69.4	
	Dislocated Workers	85	87.5	
	Older Youth	70	36.4	
	Younger Youth	43	90.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,064	772	
	Dislocated Workers	94	81	
	Older Youth (\$)	2,485	299	
Credential / Diploma Rate	Adults	53	67.6	
	Dislocated Workers	53	63.5	
	Older Youth	53	67.6	
	Younger Youth	53	29.4	
Skill Attainment Rate	Younger Youth	76	96.7	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		4	4	9

WIA Annual Report Data

State Name: **NM**

Program Year: **2001**

Table O: Summary of Participants

Local Area Name: Eastern Area Workforce Development Board	Total Participants Served	Adults	778
		Dislocated Workers	494
		Older Youth	106
		Younger Youth	869
	Total Exiters	Adults	246
		Dislocated Workers	211
		Older Youth	23
		Younger Youth	125

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	66	73.6	
	Employers	63	73.5	
Entered Employment Rate	Adults	67	54.1	
	Dislocated Workers	69	54.9	
	Older Youth	60	37.5	
Retention Rate	Adults	75	77.5	
	Dislocated Workers	85	88.8	
	Older Youth	70	57.9	
	Younger Youth	43	65.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	2,693	2,907	
	Dislocated Workers	85	90.8	
	Older Youth (\$)	2,024	335	
Credential / Diploma Rate	Adults	53	49.4	
	Dislocated Workers	53	46.2	
	Older Youth	53	49.4	
	Younger Youth	53	80	
Skill Attainment Rate	Younger Youth	76	84.2	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	5	9