



the  
bridge

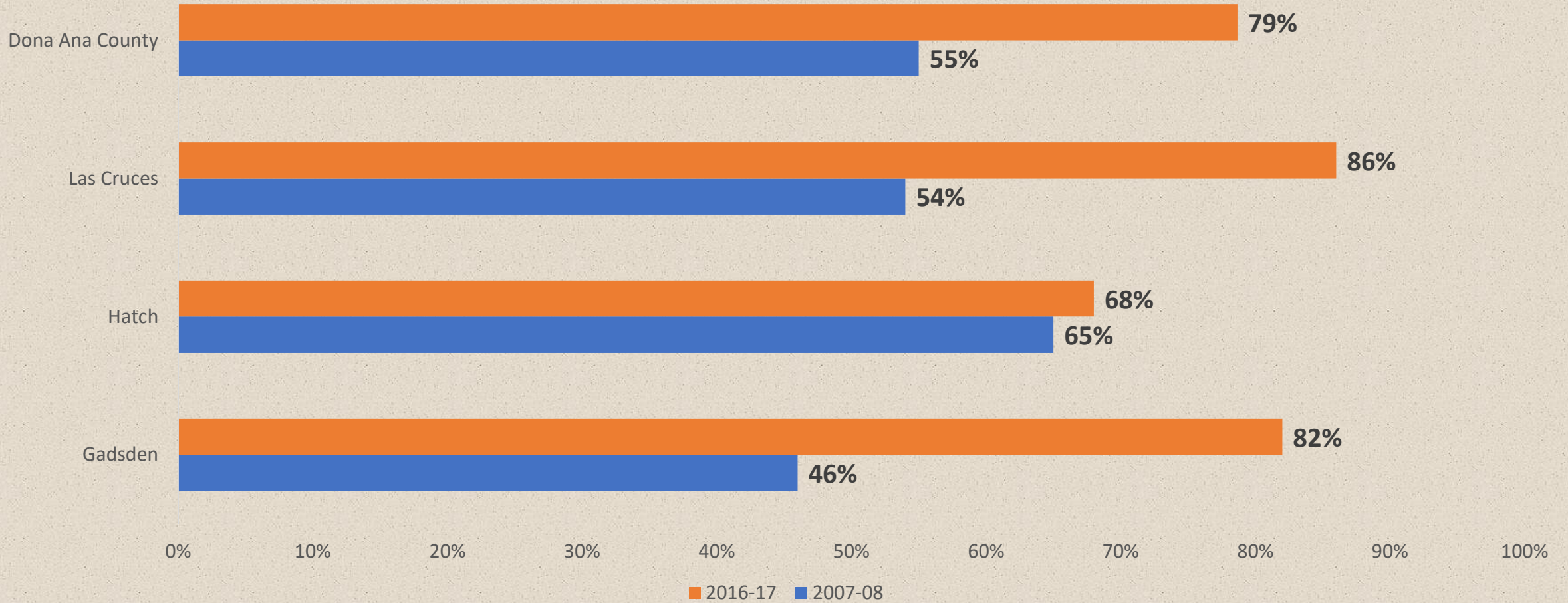
*of Southern New Mexico*

# **The Bridge of Southern New Mexico**

## **Goals**

- Support efforts that lead to annual increases in graduation/completion rates for high school, community college, and university students
- Build a diverse, highly skilled workforce that meets the needs of business and fuels future economic development

# Goal 1: Increase High School Graduation Rates



# What Did We Learn?

The Early College High School Model graduates students at near 100%

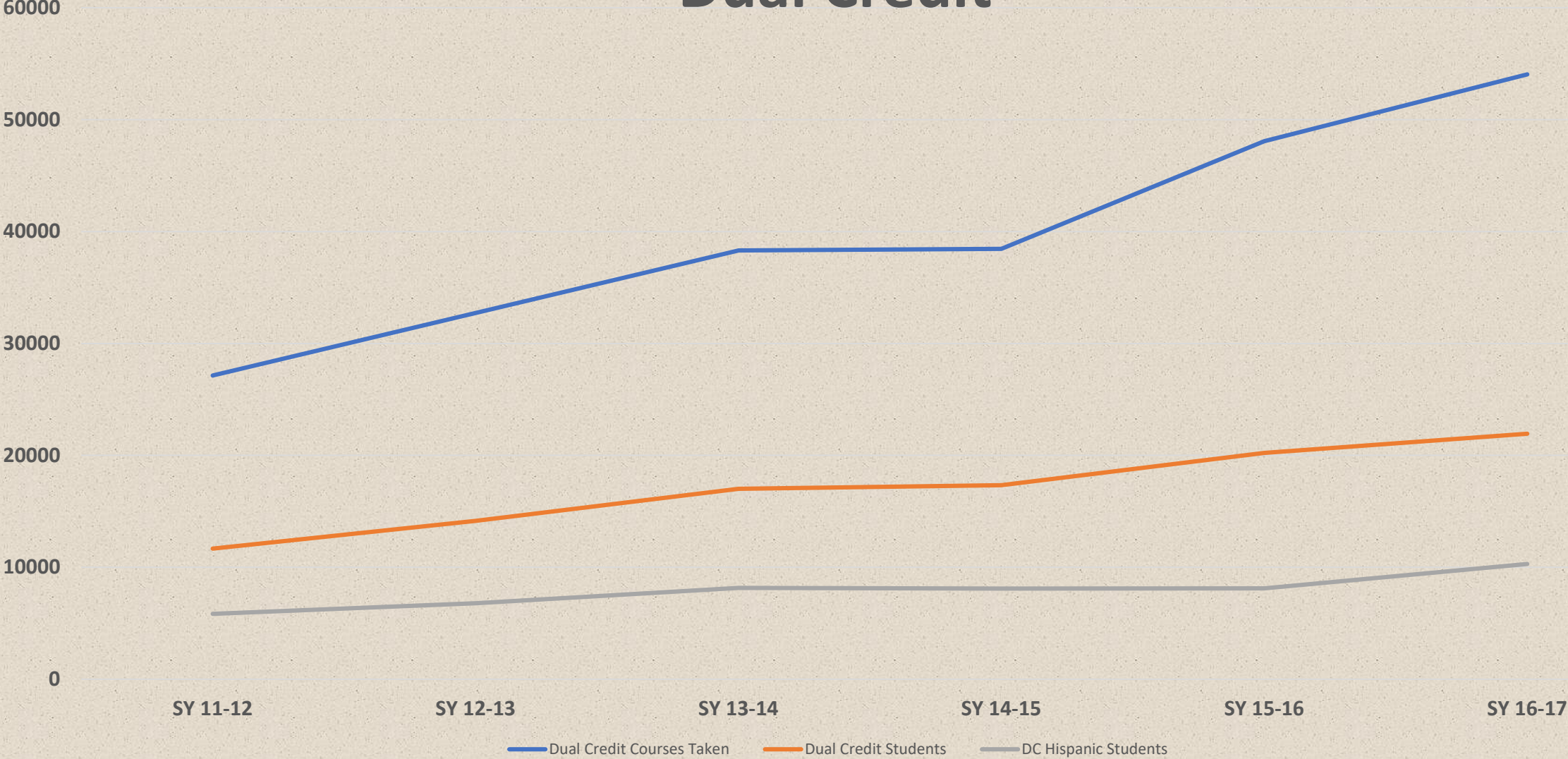
- Eliminates gaps in demographic groups
- Most earn associates degrees and/or certifications along with their diploma
- Places them at an average \$5,000-\$12,000 economic advantage over their non-ECHS peers

# What Did We Learn?

## Best Practices

- Finding out they CAN do college as early as 9<sup>th</sup> grade is life-changing
- Pathways connected to career destinations
- Students learn responsibility and self-motivation early

# Dual Credit



# Graduation Rates



# Goal 2

Build a diverse, highly skilled  
workforce that meets the needs of  
business and fuels  
future economic development



# Doña County Population in Poverty

## According to KidsCount Data

**26%**

**Total  
Population**

**39%**

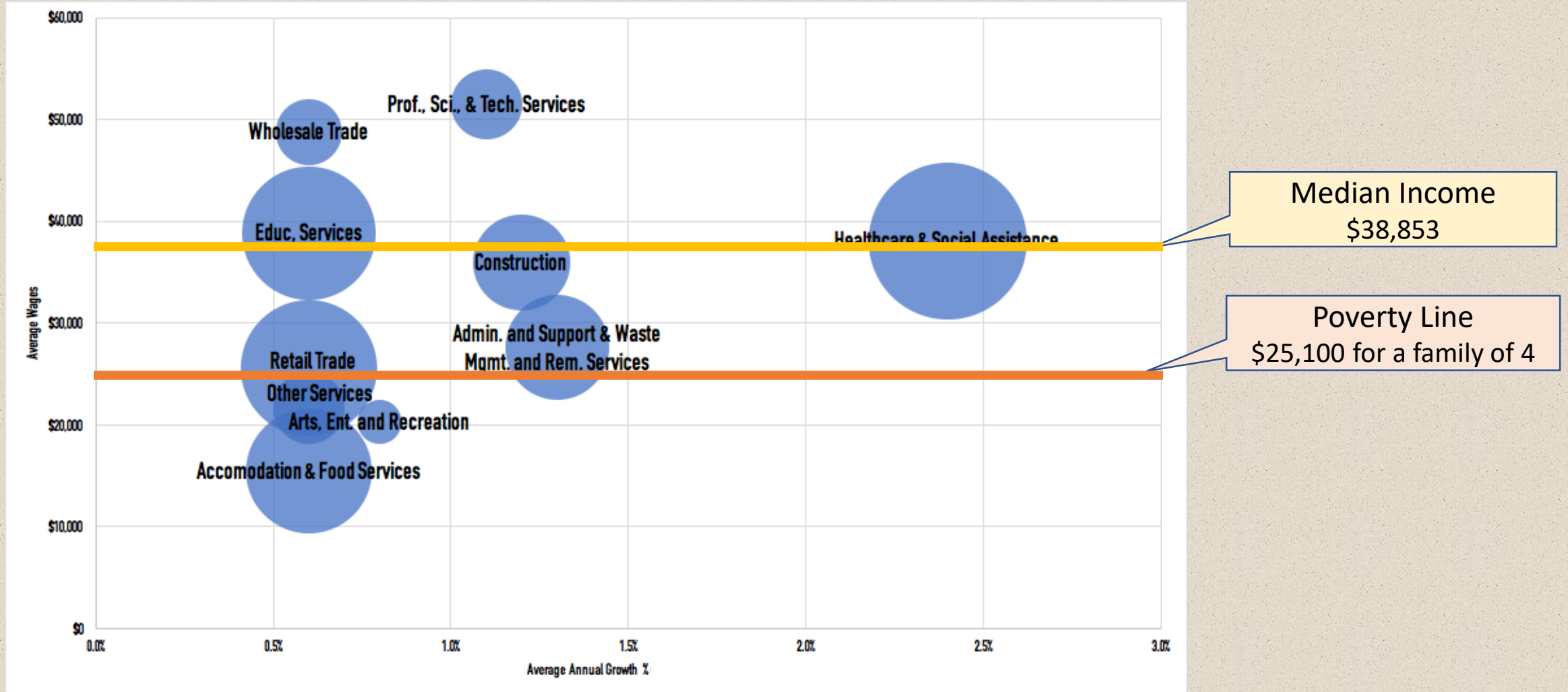
**Children  
Under 17**

**44%**

**Children  
Under 4**

# Top 10 Industry Growth Sectors – Dec. 2016

## Borderplex Region (DAC, EPC, Sierra, Luna, Otero)



# Workforce Talent Collaborative



A Bi-National Economic Alliance  
Juárez • El Paso • Las Cruces



# Workforce Talent Collaborative

## Economic Development Targets

-  Healthcare
-  Defense
-  Agriculture
-  Digital media
-  Advanced Manufacturing
-  Transportation & Logistics
-  Energy
-  Aerospace

# Understanding the Key Connections



**1. EDUCATION** is the key to building talent.



**2. TALENT** is the key to economic development.

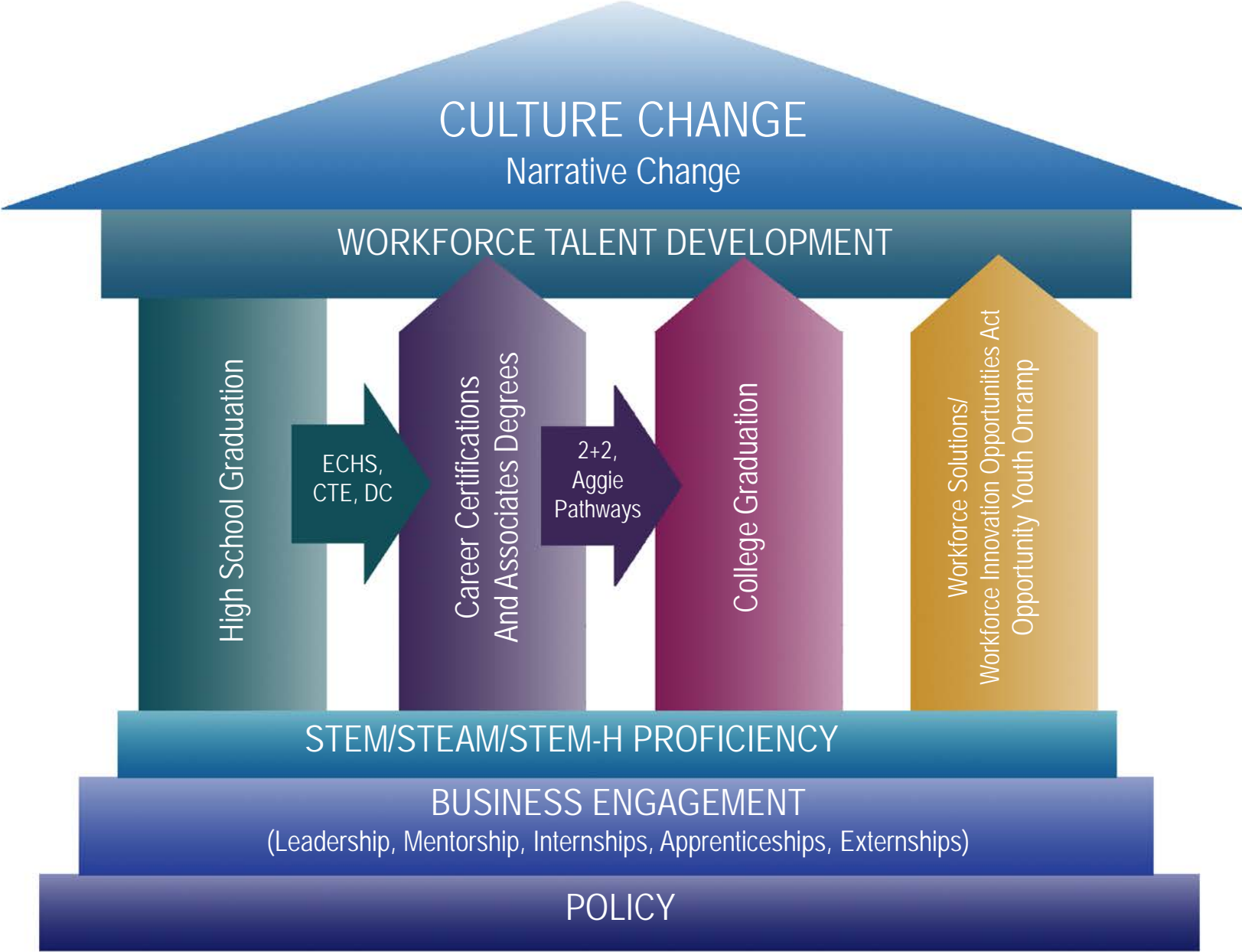


**3. ECONOMIC DEVELOPMENT** is the key to job growth.

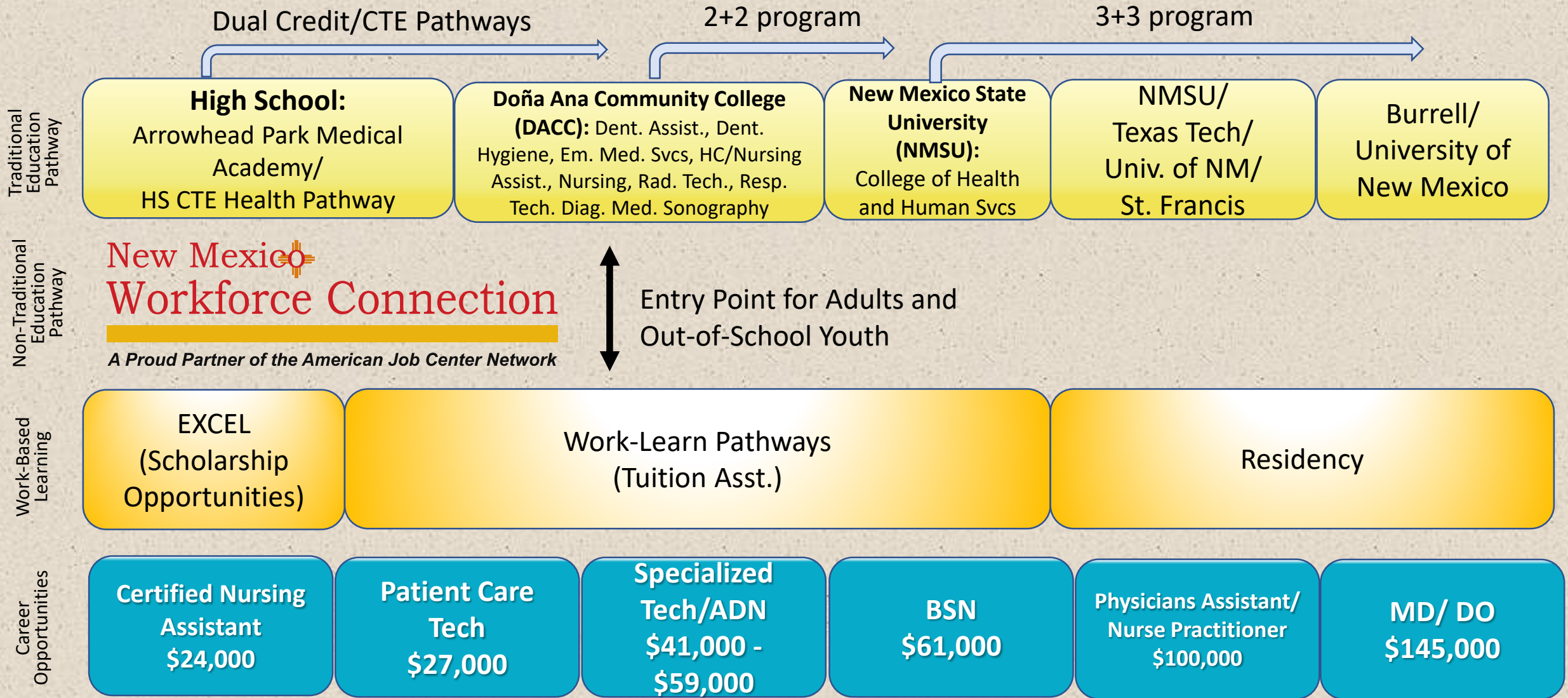


**4. JOB GROWTH** fuels regional prosperity and vibrant, thriving community for all.

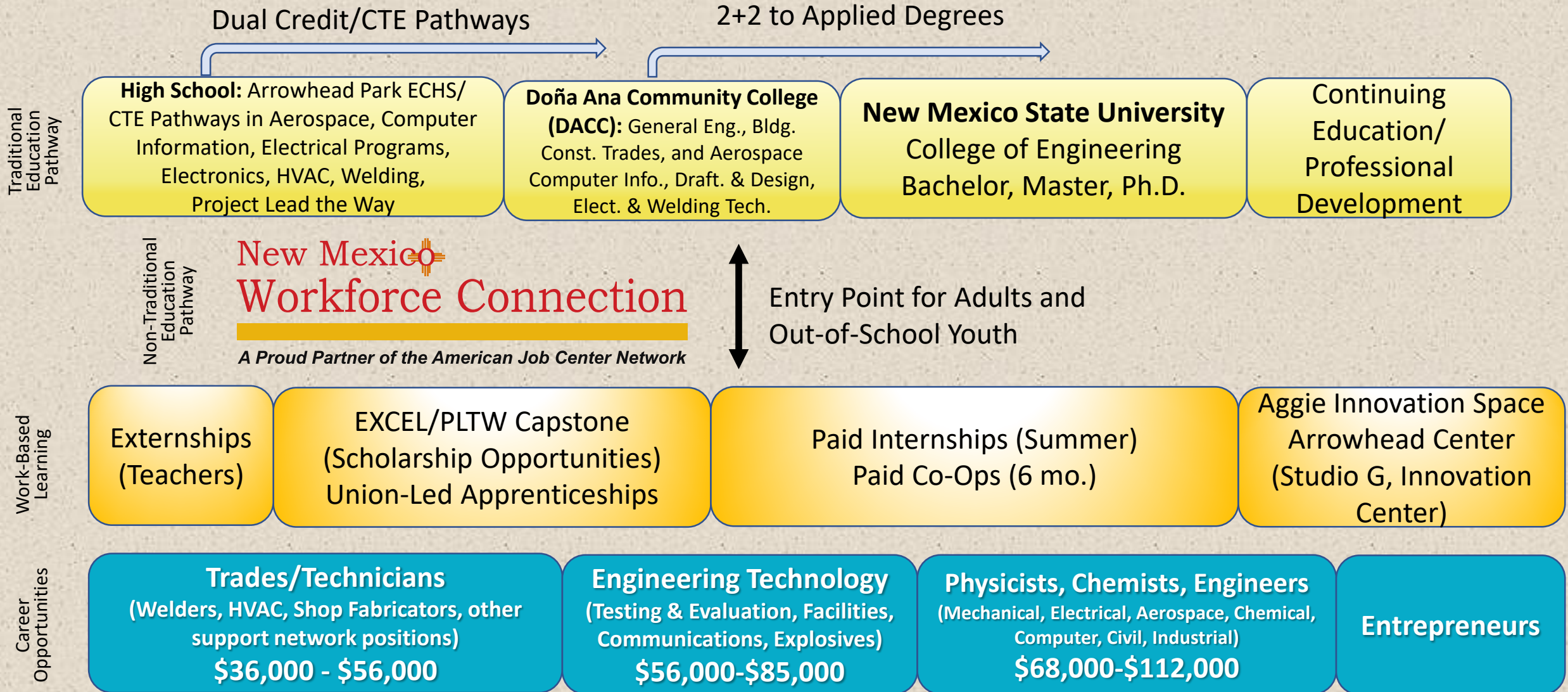
# A Comprehensive Approach to Workforce Talent Development



# Healthcare Sector Pathways, Partners, and Positions



# Aerospace, Space, and Defense Pathways, Partners, and Positions



Traditional Education Pathway

Work-Based Learning

Career Opportunities

Dual Credit/CTE Pathways

2+2 to Applied Degrees

**High School:** Arrowhead Park ECHS/  
CTE Pathways in Aerospace, Computer Information, Electrical Programs, Electronics, HVAC, Welding, Project Lead the Way

**Doña Ana Community College (DACC):** General Eng., Bldg. Const. Trades, and Aerospace Computer Info., Draft. & Design, Elect. & Welding Tech.

**New Mexico State University**  
College of Engineering  
Bachelor, Master, Ph.D.

Continuing Education/  
Professional Development

Non-Traditional Education Pathway

**New Mexico Workforce Connection**  
A Proud Partner of the American Job Center Network



Entry Point for Adults and Out-of-School Youth

Externships (Teachers)

EXCEL/PLTW Capstone (Scholarship Opportunities)  
Union-Led Apprenticeships

Paid Internships (Summer)  
Paid Co-Ops (6 mo.)

Aggie Innovation Space  
Arrowhead Center (Studio G, Innovation Center)

**Trades/Technicians**  
(Welders, HVAC, Shop Fabricators, other support network positions)  
**\$36,000 - \$56,000**

**Engineering Technology**  
(Testing & Evaluation, Facilities, Communications, Explosives)  
**\$56,000-\$85,000**

**Physicists, Chemists, Engineers**  
(Mechanical, Electrical, Aerospace, Chemical, Computer, Civil, Industrial)  
**\$68,000-\$112,000**

**Entrepreneurs**



# Readjusting Our Focus

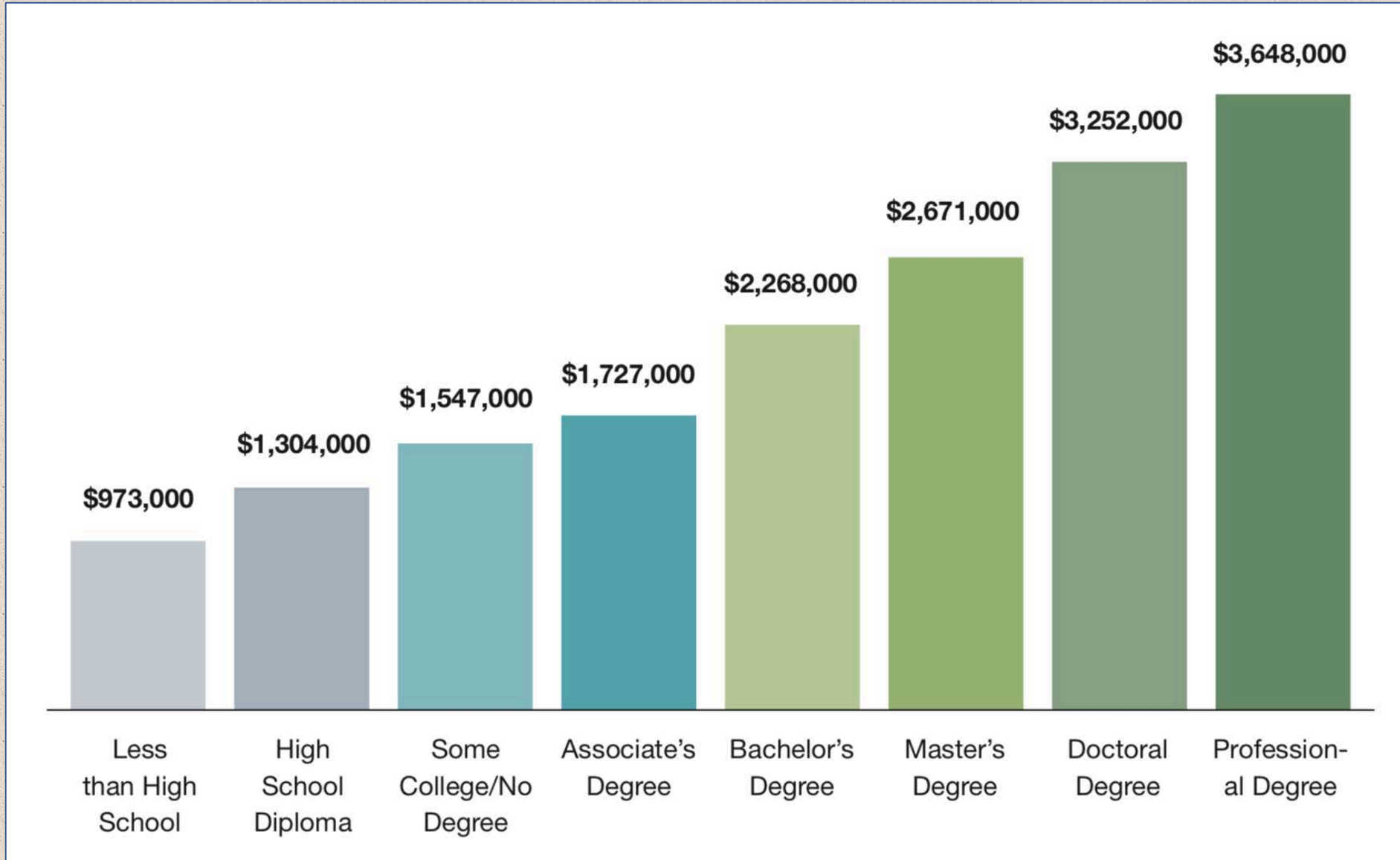
College is *not* a destination...  
It's part of the journey.

Success happens at many  
levels:

- Career certifications
- Associates degrees
- Bachelors degrees and beyond (4-year +)

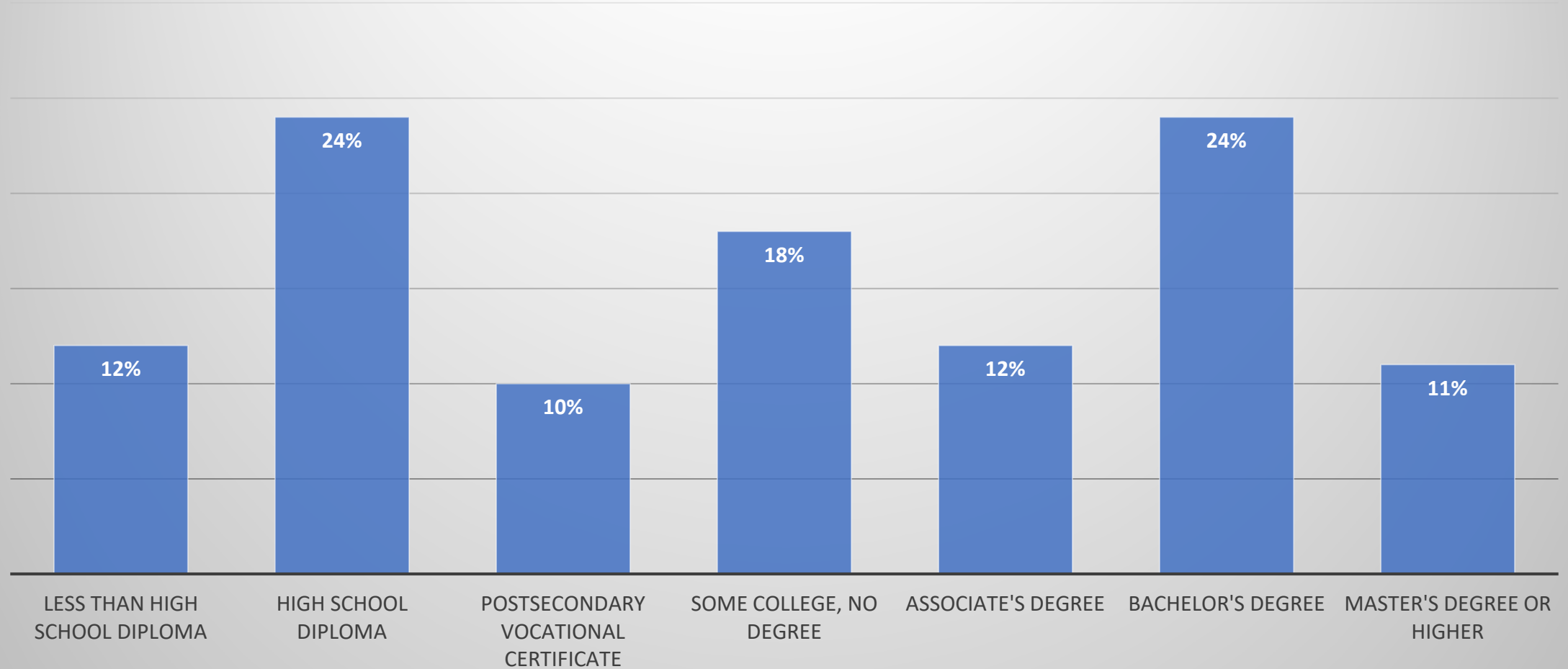


# Lifetime Incomes by Education Level

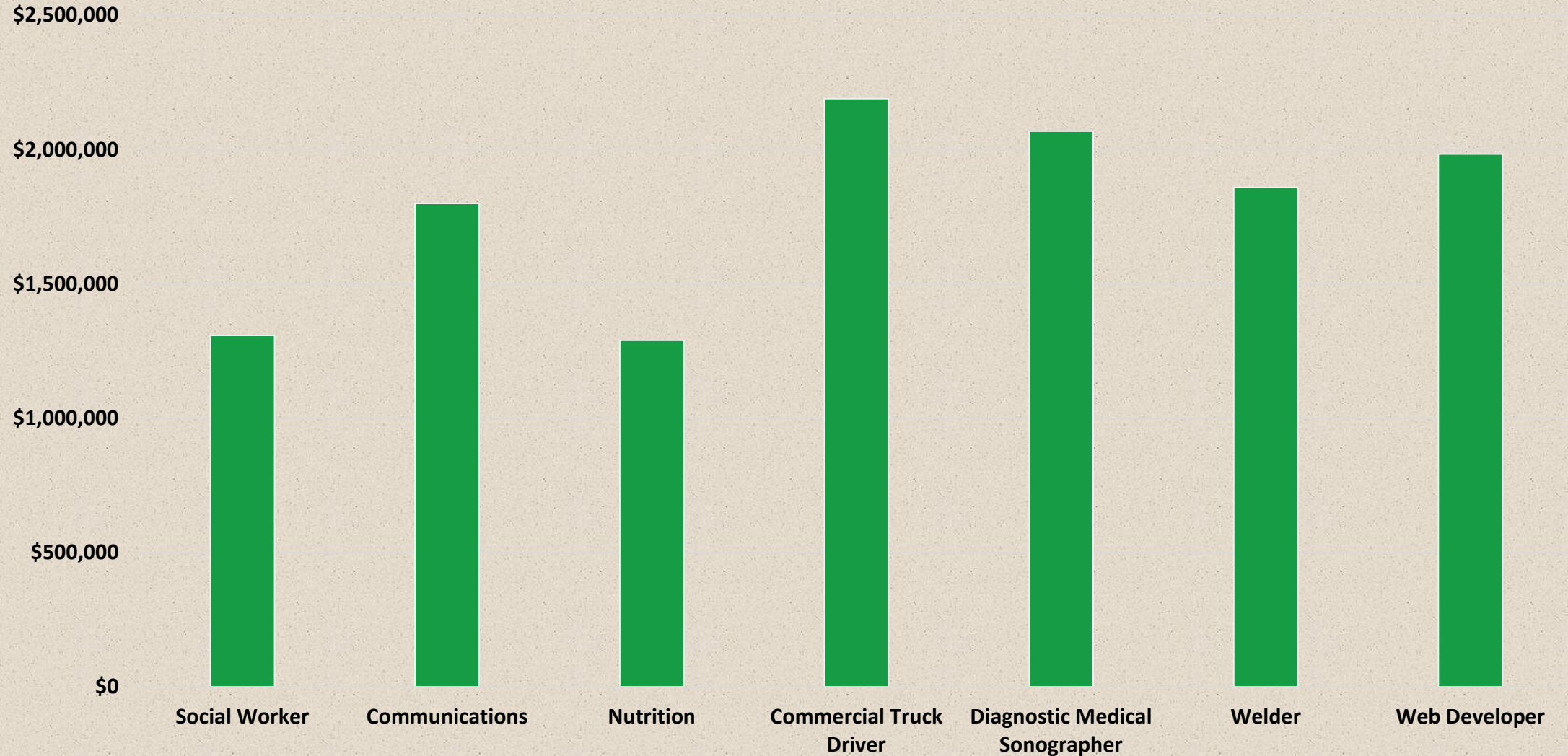


# Job Openings by Education Level

## 2010-2020



# Lifetime Earnings by Career



# Good Jobs that Pay without a BA – New Mexico

Georgetown University Center on Education and the Workforce

## \$58,000



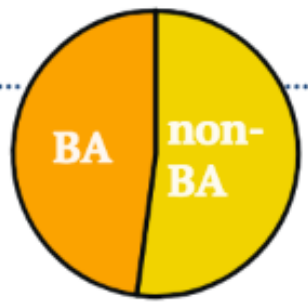
Median earnings of non-BA workers with good jobs in 2015

### Who has the good jobs? BA vs. non-BA



48%

139,000 workers with good jobs have at least a BA



52%



151,000 workers without a BA have good jobs

# Most and Least Helpful Sources of Advice by Highest Level of Education

HIGHEST LEVEL OF ED.	TOP 3 MOST HELPFUL SOURCES	BOTTOM 3 MOST HELPFUL SOURCES
Associate's degree	<ul style="list-style-type: none"> <li>⑩ Community leader (92%)</li> <li>⑩ HS coach (89%)</li> <li>⑩ Employer or coworker/HS teacher/ Person with experience in field (85%)</li> </ul>	<ul style="list-style-type: none"> <li>⑩ Print media (71%)</li> <li>⑩ Internet media (68%)</li> <li>⑩ HS counselor (65%)</li> </ul>
Some college, no degree	<ul style="list-style-type: none"> <li>⑩ Military (81%)</li> <li>⑩ Person with experience in the field (80%)</li> <li>⑩ Staff at college, non-adviser (77%)</li> </ul>	<ul style="list-style-type: none"> <li>⑩ Friend (63%)</li> <li>⑩ HS counselor (61%)</li> <li>⑩ College counselor (59%)</li> </ul>
Bachelor's degree	<ul style="list-style-type: none"> <li>⑩ Person with experience in field (85%)</li> <li>⑩ Community leader (83%)</li> <li>⑩ Military (81%)</li> </ul>	<ul style="list-style-type: none"> <li>⑩ Internet/Print media (67%)</li> <li>⑩ College counselor (65%)</li> <li>⑩ HS counselor (59%)</li> </ul>

Source: Gallup and the Strada Education Network. Major In Sequence: Where Students Get Valued Advice on What to Study in College.



Home

Who We Are

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How You Can Help



## We are New Mexico's TrueTalent!

New Mexico is a state poised for transformation: rich in educational assets, thriving industries, hotbeds of innovation, and growing opportunities for those who live here

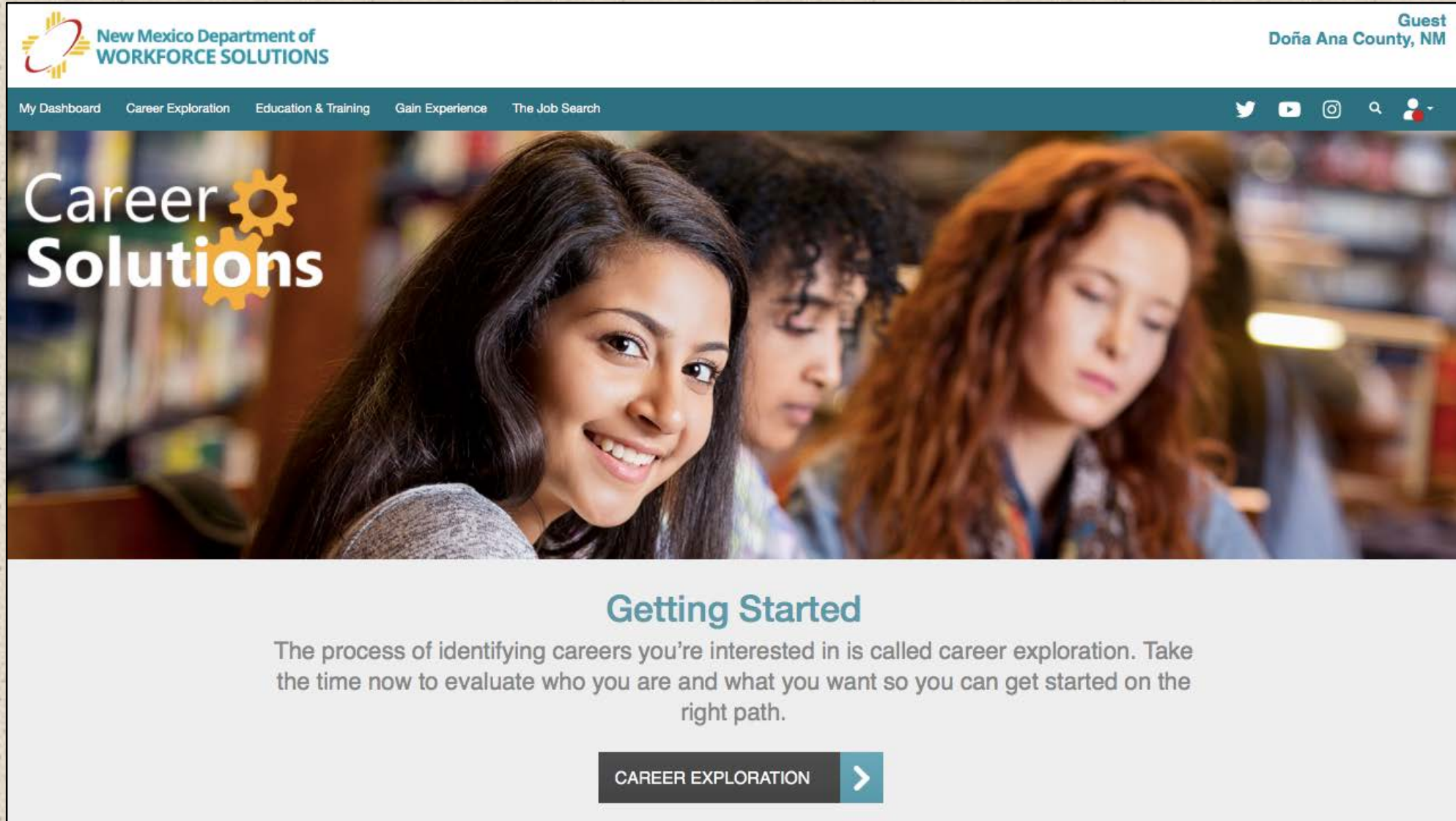
The bridge between  
in connecting  
need to succeed

[www.NewMexicoTrueTalent.org](http://www.NewMexicoTrueTalent.org)

When we connect our youth, young families, and those who seek to achieve more with the education, business, and workforce assets we already have, they will create the future we all want.

We can stem the tide of "brain drain" and the exodus of young families by engaging them as the leaders and problem-solvers of tomorrow. If we don't want our TrueTalent to leave, we simply must give them a reason to stay!

# Career Exploration



The screenshot shows the website for the New Mexico Department of Workforce Solutions. The header includes the department's logo and name, the user's name 'Guest Doña Ana County, NM', and a navigation menu with options like 'My Dashboard', 'Career Exploration', 'Education & Training', 'Gain Experience', and 'The Job Search'. There are also social media icons for Twitter, YouTube, and Instagram, along with search and user profile icons.

**Career Solutions**

## Getting Started

The process of identifying careers you're interested in is called career exploration. Take the time now to evaluate who you are and what you want so you can get started on the right path.

[CAREER EXPLORATION >](#)



# Career Exploration



## Jobs, Occupations & Careers

This website talks a lot about jobs, occupations, and careers. Learn the difference between these three things before you begin exploring careers and creating your career path.

LEARN MORE



# How Much Should I Make to Live the Life I Want



## Why I Work

Why I Work is a financial tool that shows you how much money you need to make to afford the things you want and need. Use Why I Work to get an idea of how much you need to earn and explore occupations with wages that match what you need.

WHY I WORK



# How Much Do Certain Jobs Pay?

salary.com®

Job title or Keyword

Location



## Jobs by Salary Range

Browse jobs by salary rates and pay scales as compiled by the Salary.com salary experts. Compensation ranges and salary levels, are determined for the best job salary comparison. Different job salary info is available for all payscales. Job pay structure for: base pay salary information, job market salary level. On pay day will your pay stub for direct pay be in the salary wage range you want? Check out the career salary info from Salary.com.

**Click a salary category to find jobs in your target salary range.**

[Six Figure Income jobs](#) (\$100,000+)

[High Income jobs](#) (\$80,000 - \$100,000)

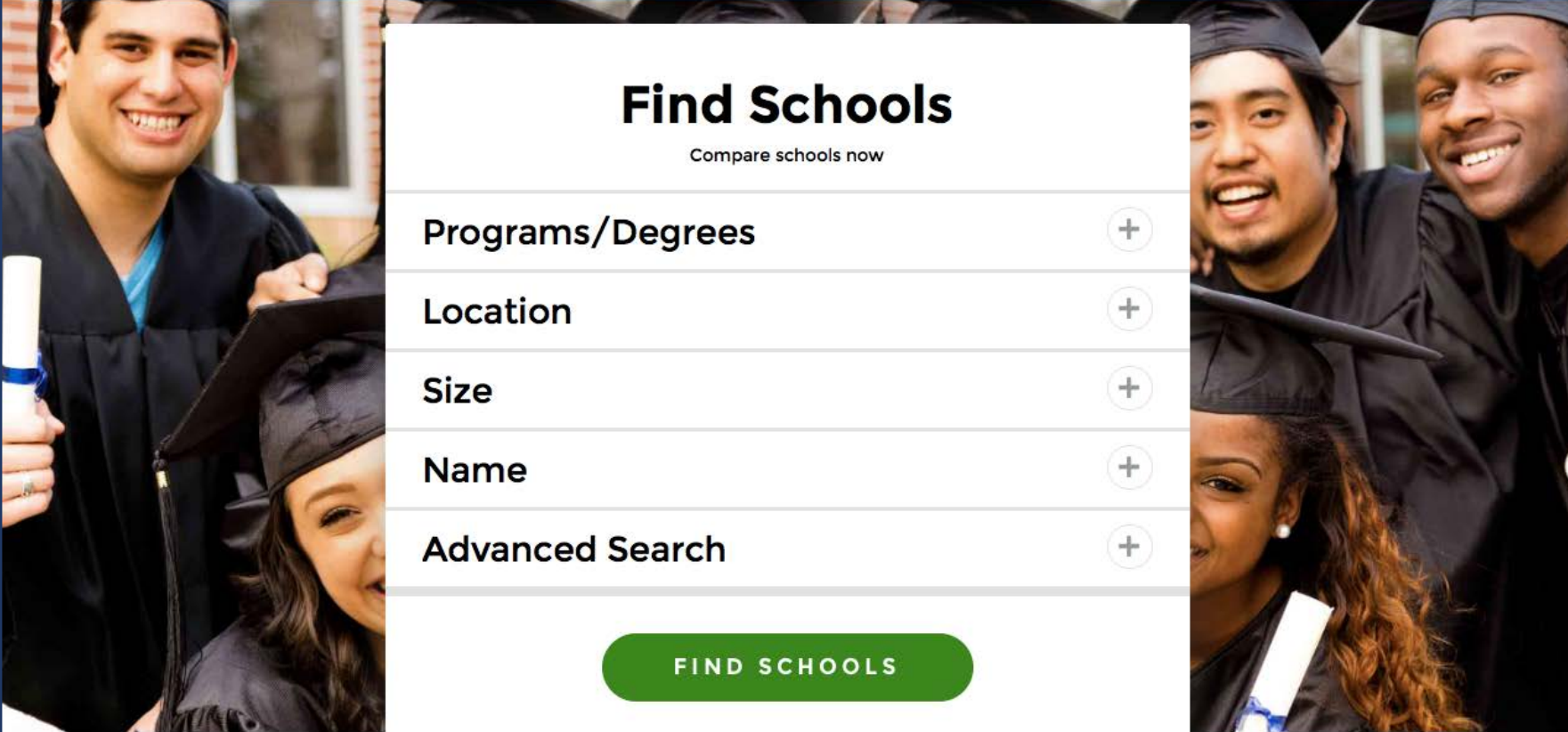
[Upper Middle Income jobs](#) (\$50,000 - \$80,000)

[Middle Income jobs](#) (\$30,000 - \$50,000)

[Entry Level Income jobs](#) (\$10,000 - \$30,000)

# What Education Can Help Me Get There?

College Scorecard



## Find Schools

Compare schools now

- Programs/Degrees
- Location
- Size
- Name
- Advanced Search

[FIND SCHOOLS](#)

the bridge  
of Southern New Mexico

Home Who We Are What We Do How We Do It Return on Investment News & Events How You Can Help

Automation machine

### Connecting the Dots from High School to College to Careers

The Bridge has been at work for the past six years to help connect the dots between education and career readiness – investing in the future of our community by investing in our greatest resources – young people and the institutions that prepare them for life.

Students are looking for purpose and meaning, an identity, and the sooner they connect their natural giftedness and interests with the skills and knowledge available through Doña Ana County's rich educational assets, the sooner they begin to see who they could be.

Together, we will continue to pursue the most promising practices, tools, and programs for connecting the answers to students' questions, "What do I want to be when I grow up?" to "What we, as a community, want to be when we grow up?"

We support four interconnected priorities that propel students toward high school, post-secondary, and career success. And we lead a partnership working to meet the overarching community need for a comprehensive plan for workforce development aligned to growing well-paying industries to support the long-term economic strengthening of the region.

Learn more:  
[thebridgeofsnm.org](http://thebridgeofsnm.org)



@thebridgeofsnm



@TraceyPBryan