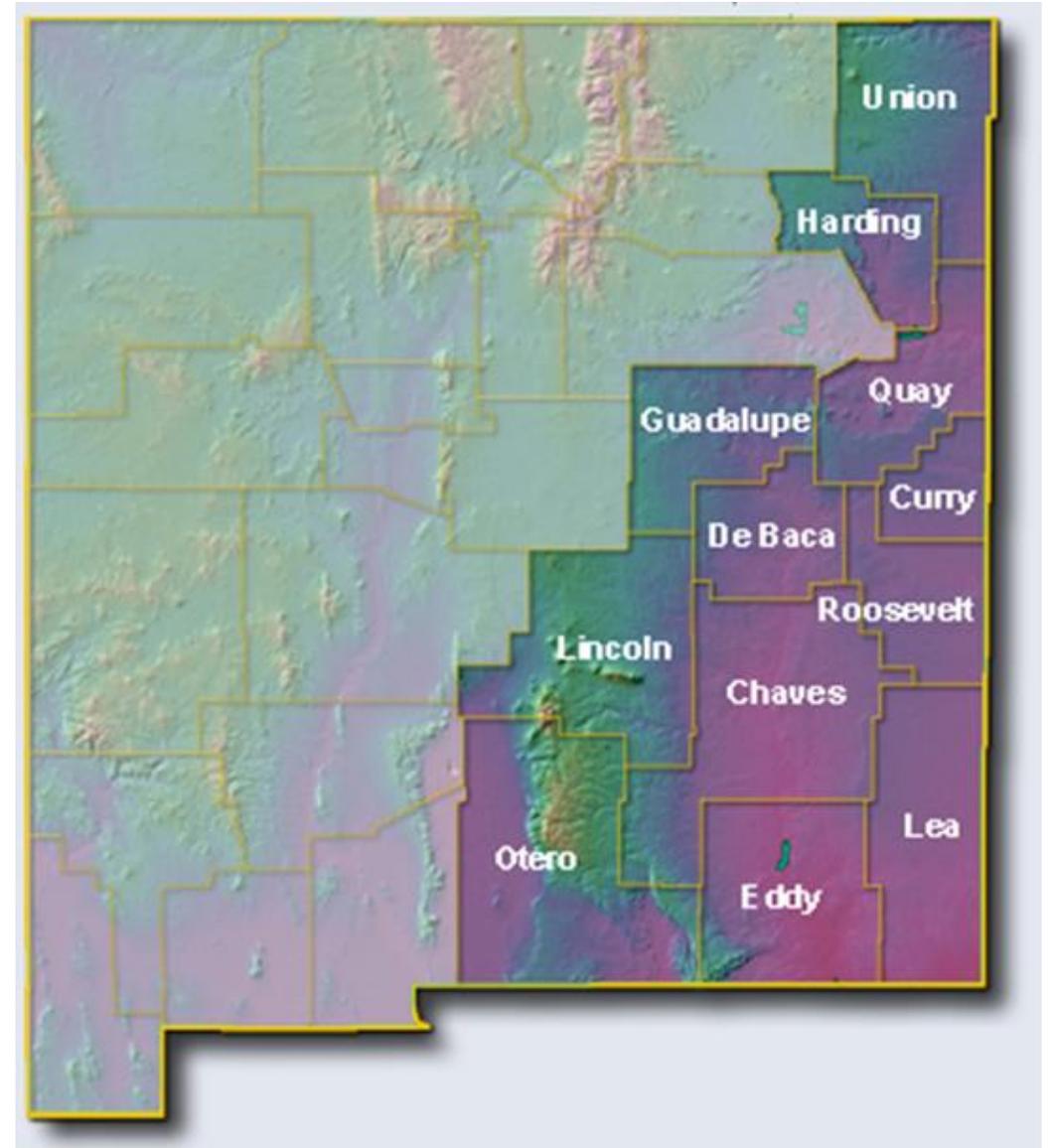


# Southeast New Mexico Workforce Needs

Beth Elias

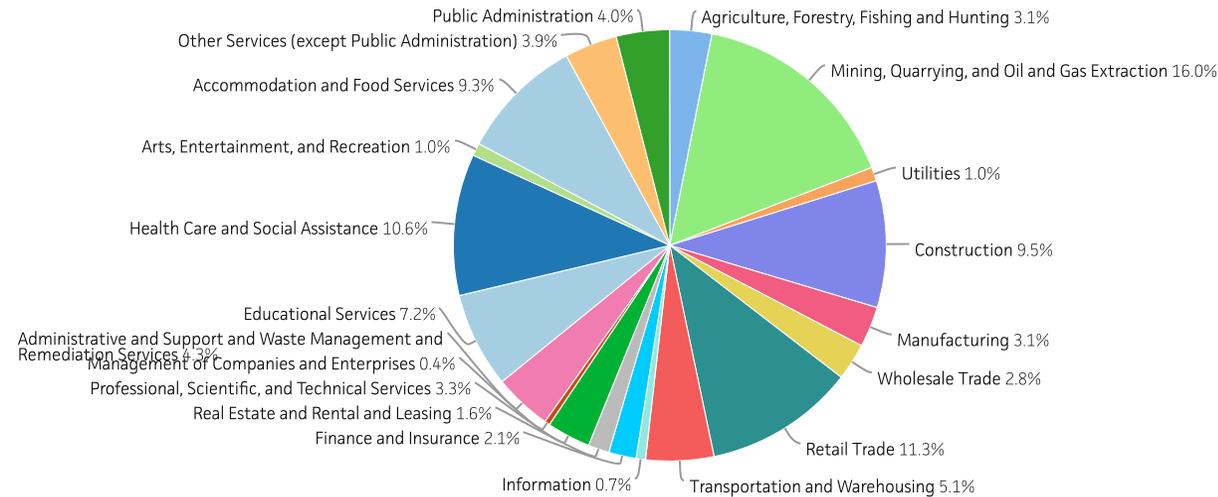
Program Manager, Eastern Area Workforce Development Board



# Industry Snapshot

The largest sector in the Lea, Chaves and Eddy Counties is Mining, Quarrying, and Oil and Gas Extraction, employing 13,501 workers. The next-largest sectors in the region are Retail Trade (9,508 workers) and Health Care and Social Assistance (8,944). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Mining, Quarrying, and Oil and Gas Extraction (LQ = 42.68), Agriculture, Forestry, Fishing and Hunting (2.24), and Utilities (1.92).

Total Workers for Lea, Chaves and Eddy Counties by Industry



Source: JobsEQ®, Data as of 2020Q4

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2020Q3 with preliminary estimates updated to 2020Q4.

Sectors in the Lea, Chaves and Eddy Counties with the highest average wages per worker are Management of Companies and Enterprises (\$84,200), Utilities (\$82,438), and Mining, Quarrying, and Oil and Gas Extraction (\$81,452). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Construction (+1,412 jobs), Professional, Scientific, and Technical Services (+622), and Public Administration (+338).

Over the next 1 year, employment in the Lea, Chaves and Eddy Counties is projected to expand by 647 jobs. The fastest growing sector in the region is expected to be Mining, Quarrying, and Oil and Gas Extraction with a +2.3% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Mining, Quarrying, and Oil and Gas Extraction (+309 jobs), Health Care and Social Assistance (+140), and Construction (+67).

# The Supply Chain: Oil and Gas Extraction

NAICS	Supplier Industries	Purchases from US Firms	Purchases from In-Region Firms	Purchases from Out-of-Region Firms	Total Supplier Employment (In-Region)	Supplier Location Quotient (In-Region)	% In-Region Purchases
31	Manufacturing	\$265,962,000	\$32,086,000	\$233,876,000	2,576	0.37	12%
21	Mining, Quarrying, and Oil and Gas Extraction	\$212,811,000	\$204,147,000	\$8,664,000	13,501	42.68	96%
54	Professional, Scientific, and Technical Services	\$156,050,000	\$23,411,000	\$132,639,000	2,750	0.46	15%
23	Construction	\$110,006,000	\$47,315,000	\$62,691,000	8,020	1.61	43%
53	Real Estate and Rental and Leasing	\$87,191,000	\$31,500,000	\$55,691,000	1,330	0.90	36%
55	Management of Companies and Enterprises	\$80,173,000	\$10,227,000	\$69,946,000	331	0.25	13%
48	Transportation and Warehousing	\$77,069,000	\$38,023,000	\$39,046,000	4,291	1.05	49%
42	Wholesale Trade	\$73,182,000	\$8,638,000	\$64,544,000	2,328	0.72	12%
52	Finance and Insurance	\$65,296,000	\$5,993,000	\$59,303,000	1,742	0.49	9%
56	Administrative and Support and Waste Management and Remediation Services	\$37,866,000	\$11,089,000	\$26,777,000	3,654	0.69	29%
51	Information	\$32,297,000	\$4,283,000	\$28,014,000	583	0.35	13%
22	Utilities	\$25,752,000	\$14,807,000	\$10,945,000	872	1.92	57%
72	Accommodation and Food Services	\$11,591,000	\$1,358,000	\$10,233,000	7,818	1.21	12%
44	Retail Trade	\$9,551,000	\$1,397,000	\$8,154,000	9,508	1.09	15%
81	Other Services (except Public Administration)	\$8,176,000	\$1,782,000	\$6,394,000	3,321	0.91	22%
71	Arts, Entertainment, and Recreation	\$2,958,000	\$105,000	\$2,853,000	809	0.59	4%
11	Agriculture, Forestry, Fishing and Hunting	\$1,339,000	\$24,000	\$1,315,000	2,644	2.24	2%
92	Public Administration	\$855,000	\$25,000	\$830,000	3,361	0.80	3%
61	Educational Services	\$247,000	\$9,000	\$238,000	6,043	0.87	4%
62	Health Care and Social Assistance	\$9,000	\$0	\$9,000	8,944	0.71	0%
	Total	\$1,258,381,000	\$436,219,000	\$822,162,000	n/a	n/a	35%

Source: JobsEQ®  
Data as of 2020Q4  
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# Demographic Profile

- The population in the Lea, Chaves and Eddy Counties was 193,153 per American Community Survey data for 2015-2019
- The region has a civilian labor force of 86,863 with a participation rate of 59.7%. Of individuals 25-64 in Lea, Chaves and Eddy Counties, 15.7% have a bachelor's degree or higher which compares with 33.5% in the nation.
- The median household income in the Lea, Chaves and Eddy Counties is \$56,094 and the median house value is \$131,908.

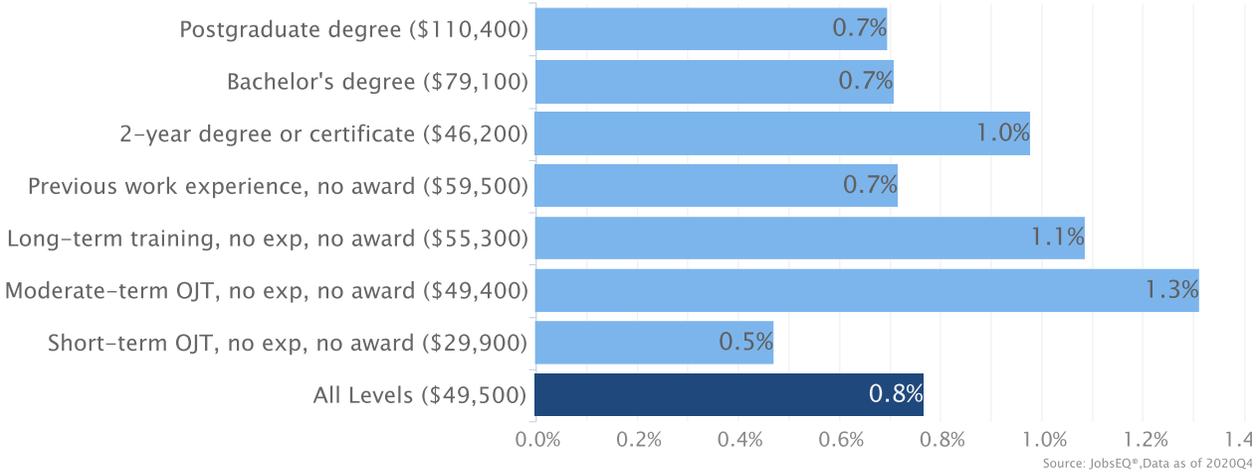
# Demographic Profile: Economic and Education Overview

	Lea, Chaves and Eddy Counties	New Mexico	USA	Lea, Chaves and Eddy Counties	New Mexico	USA
<b>Economic</b>						
Labor Force Participation Rate and Size (civilian population 16 years and over)	59.7%	57.6%	63.2%	86,863	952,104	163,555,585
Prime-Age Labor Force Participation Rate and Size (civilian population 25-54)	75.7%	76.6%	82.1%	54,584	590,778	104,634,905
Armed Forces Labor Force	0.1%	0.6%	0.4%	196	9,895	1,073,907
Veterans, Age 18-64	4.0%	5.8%	4.6%	4,517	72,591	9,143,042
Veterans Labor Force Participation Rate and Size, Age 18-64	79.7%	72.3%	76.6%	3,600	52,447	7,003,778
Median Household Income <sup>2</sup>	—	—	—	\$56,094	\$49,754	\$62,843
Per Capita Income	—	—	—	\$25,783	\$27,230	\$34,103
Mean Commute Time (minutes)	—	—	—	19.8	22.3	26.9
Commute via Public Transportation	0.6%	1.1%	5.0%	523	9,654	7,641,160
<b>Educational Attainment, Age 25-64</b>						
No High School Diploma	19.8%	13.6%	10.9%	18,747	142,682	18,550,150
High School Graduate	32.4%	26.9%	25.7%	30,663	282,498	43,627,868
Some College, No Degree	23.0%	24.0%	20.7%	21,733	252,456	35,174,790
<u>Associate's Degree</u>	9.2%	9.3%	9.1%	8,709	97,735	15,526,064
Bachelor's Degree	10.2%	15.4%	21.2%	9,695	162,128	35,997,848
Postgraduate Degree	5.4%	10.8%	12.3%	5,128	113,185	20,961,560

# Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in the Lea, Chaves and Eddy Counties is projected to grow 0.8% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 0.7% per year, those requiring a bachelor's degree are forecast to grow 0.7% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 1.0% per year.

Annual Average Projected Job Growth by Training Required for Lea, Chaves and Eddy Counties



Employment by occupation data are estimates as of 2020Q4. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

# Employment and Wage Trends Pre-COVID (Lea, Chaves and Eddy Counties)



**93,097**

Regional employment / 159,602,206 in the nation



**\$55,025**

Avg Wages per Worker / \$57,624 in the nation

**2.0%** ↑

Avg Ann % Change Last 10 Years / +1.4% in the U.S.



**100.0%**

% of Total Employment / 100.0% in the U.S.



**3.5%** ↑

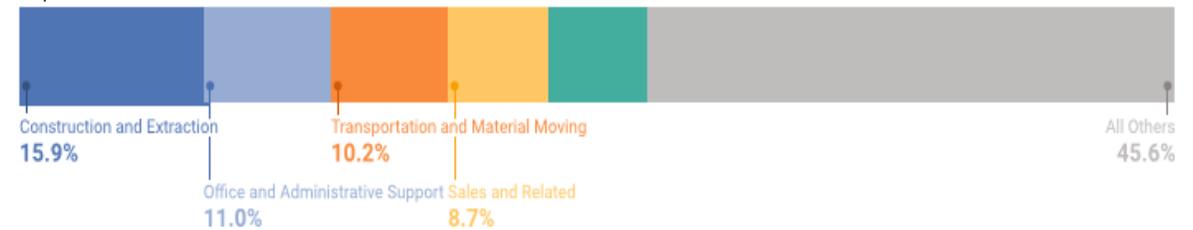
Avg Ann % Change Last 10 Years / +2.6% in the U.S.



# Pre-COVID Sector Information (Lea, Chaves, and Eddy Counties)

- The Mining, quarrying, and oil and gas extraction in New Mexico employed 26,483 individuals. Sixty five percent (65%) of those jobs or 17,088 were in the eastern area and primarily in the counties included in the Permian basin.
- Employment in the Oil & Gas industry declined dramatically during the recession of 2008. The industry had not only recovered in 2019 but was booming with projected continued growth of 300% over the next ten years generating significant revenue for the local communities as well as the state's overall budget.
- The boom in this industry was creating massive increases in wages, employment, and growth in the region across several industries such as construction, and transportation and material moving.
- Unfortunately, at the end of 2019 (pre-COVID), oil prices began to plummet resulting in layoffs in this industry. This has a trickle effect that creates decreases in the construction, hospitality and leisure, retail and transportation, and material moving industries since oil and gas is the primary economic driver for this area.

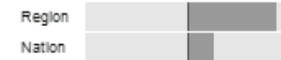
## TOP OCCUPATION GROUPS



## TOP INDUSTRIES

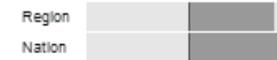
Avg Ann % Change in Employment, Last 10 Years

**8.6 %** ↑



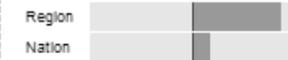
Support Activities for Mining

**2.4 %** ↑



Restaurants and Other Eating Places

**1.0 %** ↑



Elementary and Secondary Schools

## Industry Sector Trends in Eddy County, NM, 2016-2021, All Sectors

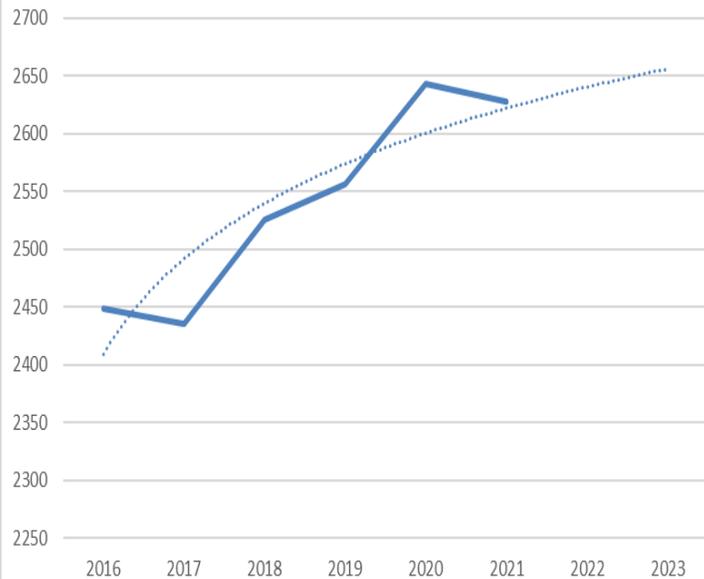
Data Source: Dun & Bradstreet ([www.dnb.com](http://www.dnb.com)) and Bureau of Labor Statistics Quarterly Census of Employment and Wages (<http://www.bls.gov/cew/data.htm>)

# Eddy County Sector Trends 2016 to Present

	Employment					
	2016	2017	2018	2019	2020	2021
Region Totals	25219	26742	26891	27194	27062	26574
Region Totals	25219	26742	26891	27194		
	Employment					
	2016	2017	2018	2019	2020	2021
Administrative and Support Services	689	580	596	540	573	563
Agriculture, Forestry, Fishing, Hunting	528	526	488	399	391	385
Arts, Entertainment, Recreation, Fitness	187	195	204	207	197	185
Construction	1884	2056	2175	1979	1978	1914
Eating and Drinking	1298	1343	1380	1375	1335	1339
Pub Admin/Educational Services	4673	6117	6129	6437	6163	5920
Finance	477	476	448	448	418	412
Health Care	2968	3012	3055	3243	3107	3097
Hotels and Accommodations	427	460	462	484	494	492
Information-Based Industries	252	242	255	257	247	241
Insurance Carriers and Related Activities	162	144	152	156	161	161
Legal Services	88	88	96	96	95	93
Manufacturing	1958	1870	1904	1918	1966	1956
Management of Companies	11	21	39	38	20	21
Mining	2377	2615	2523	2466	2616	2554
Professional Services	698	621	632	754	738	726
Real Estate	205	202	217	228	261	256
Rental and Leasing Services	584	601	608	636	488	363
Retail Stores	2176	2056	2061	2145	2192	2210
Services	1174	1139	1128	1120	1104	1107
Transportation	897	943	941	833	1054	1075
Utilities	200	202	153	174	194	195
Warehousing and Delivery	159	131	134	131	133	133
Waste Management and Remediation	436	400	400	401	402	403
Wholesale	711	702	711	729	735	773
Region Totals	25219	26742	26891	27194	27062	26574

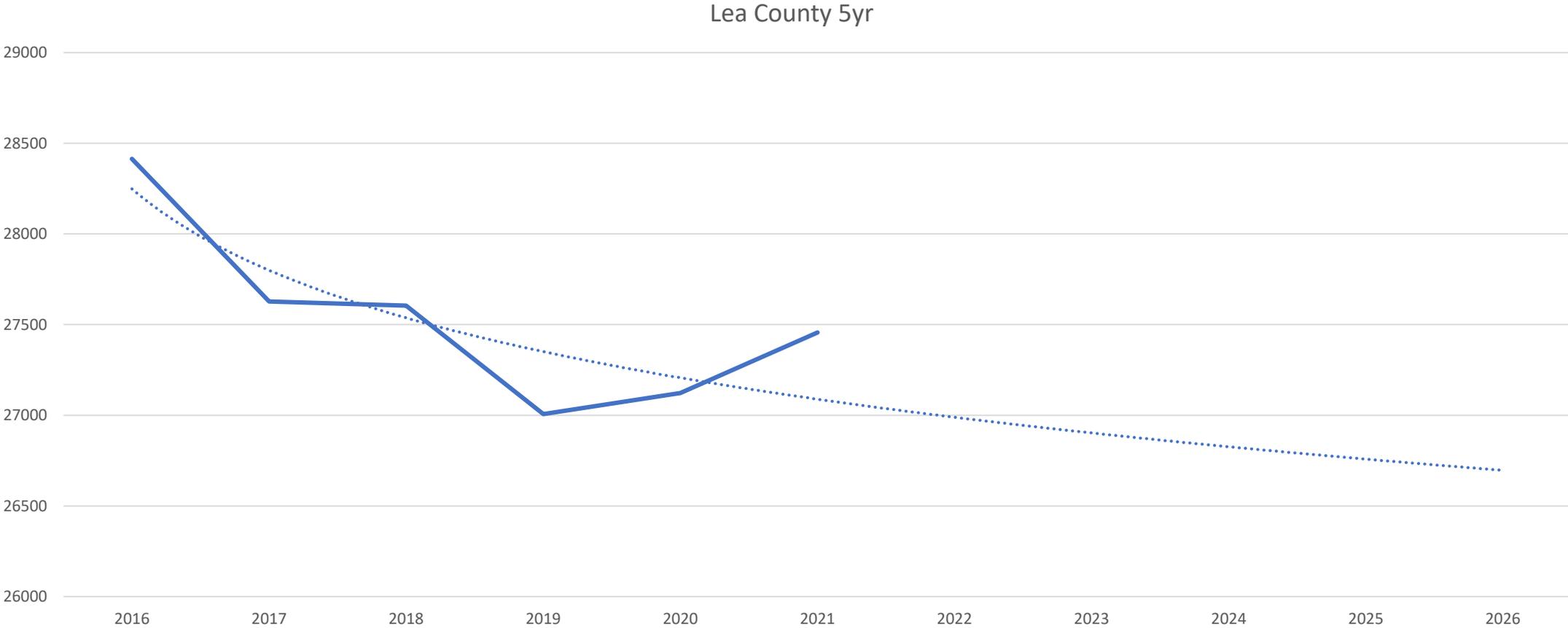
# Eddy County Sector Trends 2016 to Present

Eddy County Businesses



	2016	2017	2018	2019	2020	2021
Administrative and Support Services	215	193	203	178	177	176
Agriculture, Forestry, Fishing, Hunting	81	77	80	80	83	79
Arts, Entertainment, Recreation, Fitness	35	38	42	43	40	39
Construction	198	202	203	207	201	196
Eating and Drinking	96	102	106	106	104	104
Pub Admin/Educational Services	172	176	173	162	159	155
Finance	58	57	64	62	60	59
Health Care	168	165	180	182	189	186
Hotels and Accommodations	47	48	49	52	53	52
Information-Based Industries	26	27	29	29	27	24
Insurance Carriers and Related Activities	31	27	30	32	33	34
Legal Services	17	17	21	21	21	20
Manufacturing	89	83	83	86	88	85
Management of Companies	4	5	5	4	4	5
Mining	111	112	110	116	124	128
Professional Services	159	163	169	177	185	190
Real Estate	67	67	73	79	92	92
Rental and Leasing Services	41	42	40	39	40	36
Retail Stores	252	239	252	271	276	271
Services	286	283	293	296	302	306
Transportation	135	151	153	160	206	207
Utilities	14	14	13	17	22	22
Warehousing and Delivery	16	13	15	13	14	14
Waste Management and Remediation	13	12	12	12	12	12
Wholesale	118	122	127	132	131	136
<b>Region Totals</b>	<b>2449</b>	<b>2435</b>	<b>2525</b>	<b>2556</b>	<b>2643</b>	<b>2628</b>

# Lea County to Present



Source: Econovue, <https://www.econovue.com>

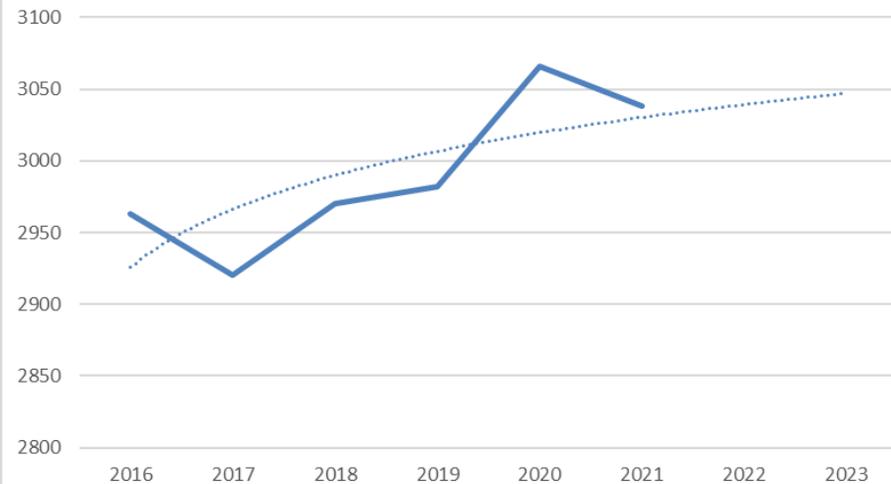
# Lea County Sector Trends 2016 to Present

	Employment					
	2016	2017	2018	2019	2020	2021
Lea Totals	28414	27628	27604	27007	27122	27456
Lea Totals	28414	27628	27604	27007		
	Employment					
	2016	2017	2018	2019	2020	2021
Administrative and Support Services	914	871	861	812	697	681
Agriculture, Forestry, Fishing, Hunting	218	154	144	149	191	180
Arts, Entertainment, Recreation, Fitness	147	155	172	168	175	181
Construction	2302	2024	2148	2359	2256	2226
Eating and Drinking	1951	1966	1963	1824	1790	1838
Pub Admin/Educational Services	5151	5247	5207	5002	4983	4953
Finance	464	466	461	436	437	402
Health Care	2662	2332	1917	1889	1741	2133
Hotels and Accommodations	530	523	546	504	544	537
Information-Based Industries	710	711	729	702	700	722
Insurance Carriers and Related Activities	159	155	157	142	146	144
Legal Services	165	163	167	169	171	171
Manufacturing	848	863	851	568	554	415
Management of Companies	5	5	5	5	5	5
Mining	3520	3418	3616	3620	3656	3767
Professional Services	854	727	680	628	695	694
Real Estate	225	554	542	552	550	531
Rental and Leasing Services	490	463	463	441	436	435
Retail Stores	2782	2701	2737	2818	2885	2867
Services	1286	1174	1170	1166	1285	1275
Transportation	1028	1031	1163	1169	1263	1215
Utilities	357	343	355	392	440	429
Warehousing and Delivery	96	91	91	86	88	88
Waste Management and Remediation	100	134	93	55	59	58
Wholesale	1450	1357	1366	1351	1375	1509
Region Totals	28414	27628	27604	27007	27122	27456

# Lea County Sector Trends 2016 to Present

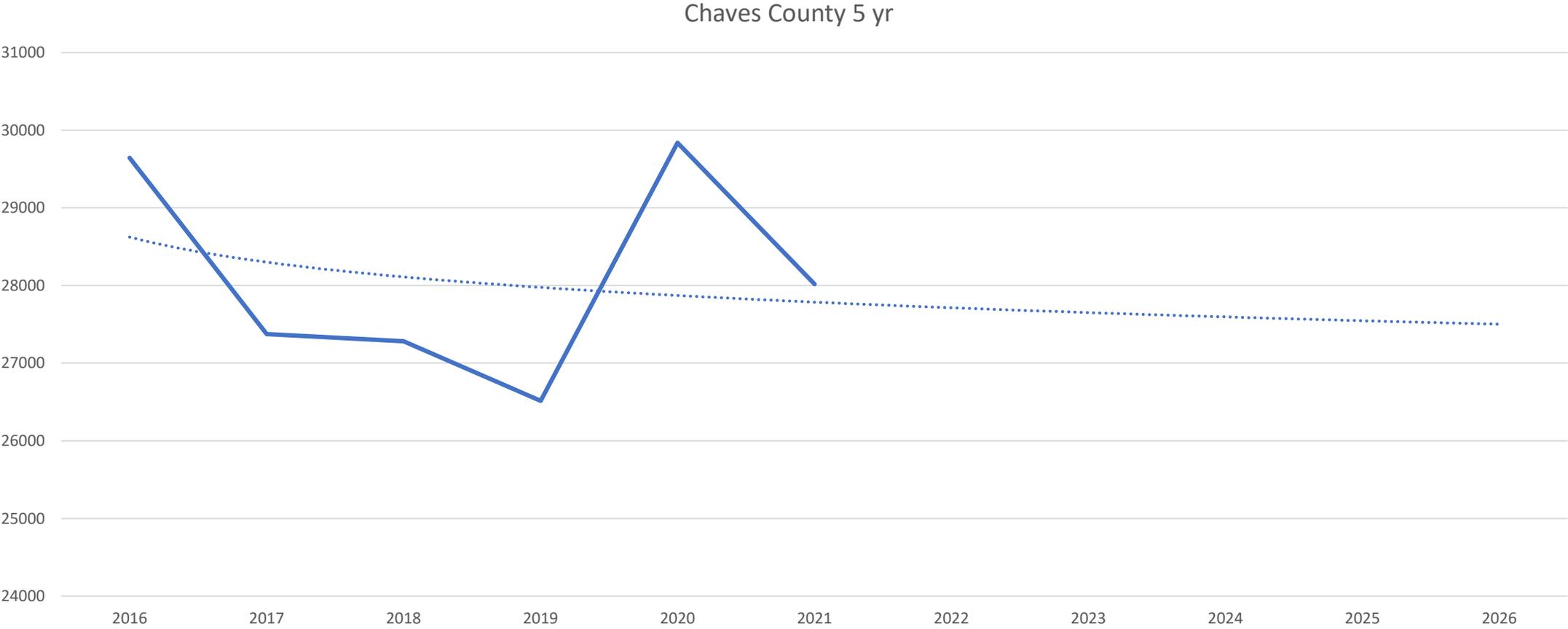
	Businesses					
	2016	2017	2018	2019	2020	2021
Administrative and Support Services	252	230	223	203	180	167
Agriculture, Forestry, Fishing, Hunting	65	60	56	58	50	50
Arts, Entertainment, Recreation, Fitness	33	35	36	36	37	38
Construction	200	195	196	200	212	203
Eating and Drinking	120	123	126	122	126	129
Pub Admin/Educational Services	178	182	181	170	170	170
Finance	73	75	74	71	70	70
Health Care	182	176	174	175	174	171
Hotels and Accommodations	44	43	45	44	45	43
Information-Based Industries	36	35	37	39	43	43
Insurance Carriers and Related Activities	37	34	34	37	39	38
Legal Services	32	31	33	34	35	35
Manufacturing	88	85	86	79	77	75
Management of Companies	3	3	3	3	3	3
Mining	205	190	188	192	194	196
Professional Services	183	184	192	186	200	199
Real Estate	85	82	79	82	82	75
Rental and Leasing Services	58	59	59	60	59	59
Retail Stores	336	329	340	353	370	366
Services	348	332	326	324	324	319
Transportation	198	229	272	301	346	362
Utilities	24	23	22	23	27	27
Warehousing and Delivery	16	14	13	11	12	12
Waste Management and Remediation	10	11	11	10	12	11
Wholesale	157	160	164	169	179	177
<b>Region Totals</b>	<b>2963</b>	<b>2920</b>	<b>2970</b>	<b>2982</b>	<b>3066</b>	<b>3038</b>

Lea County Businesses



Source: Econovue, <https://www.econovue.com>

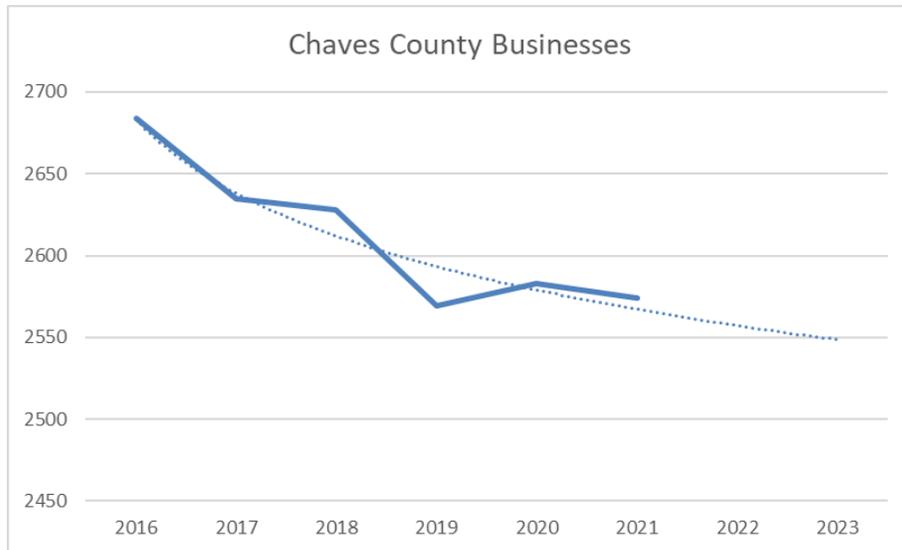
# Chaves County to Present



Source: Econovue, <https://www.econovue.com>



# Chaves County Sector Trends 2016 to Present



	Businesses					
	2016	2017	2018	2019	2020	2021
Administrative and Support Services	218	206	204	188	182	163
Agriculture, Forestry, Fishing, Hunting	144	139	143	139	129	129
Arts, Entertainment, Recreation, Fitness	51	47	54	52	51	50
Construction	163	163	160	167	171	169
Eating and Drinking	111	111	112	108	105	107
Pub Admin/Educational Services	158	157	154	143	141	143
Finance	101	96	90	89	82	81
Health Care	266	258	266	269	271	270
Hotels and Accommodations	34	36	33	36	40	40
Information-Based Industries	40	39	39	39	39	40
Insurance Carriers and Related Activities	49	43	44	42	41	42
Legal Services	41	43	44	47	48	48
Manufacturing	82	77	79	75	77	77
Management of Companies	1	1	1	1	1	2
Mining	64	63	56	52	52	50
Professional Services	164	155	160	154	159	169
Real Estate	101	94	89	86	82	80
Rental and Leasing Services	27	27	27	23	25	25
Retail Stores	322	312	306	303	301	304
Services	269	273	265	263	267	266
Transportation	109	130	138	141	152	157
Utilities	12	10	9	9	12	11
Warehousing and Delivery	22	20	20	18	19	19
Waste Management and Remediation	7	6	7	8	8	7
Wholesale	128	129	128	117	128	125
<b>Total Chaves County</b>	<b>2684</b>	<b>2635</b>	<b>2628</b>	<b>2569</b>	<b>2583</b>	<b>2574</b>

# Short-Term Pandemic Recovery

EAWDB eastern area - COVID, 2020Q4 <sup>1</sup>											
NAICS	Industry	Current			1-Year History		1-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
62	Health Care and Social Assistance	18,127	\$43,460	0.87	-105	-0.6%	2,106	843	872	392	2.2%
44	Retail Trade	16,938	\$30,525	1.16	-154	-0.9%	2,877	1,018	1,291	567	3.3%
72	Accommodation and Food Services	14,297	\$19,264	1.33	-2,841	-16.6%	3,889	1,049	1,326	1,514	10.6%
21	Mining, Quarrying, and Oil and Gas Extraction	13,648	\$81,113	25.82	-3,327	-19.6%	3,255	459	953	1,844	13.5%
23	Construction	11,486	\$53,263	1.38	-1,247	-9.8%	1,399	406	726	267	2.3%
61	Educational Services	11,276	\$47,642	0.98	-693	-5.8%	1,142	498	536	109	1.0%
92	Public Administration	8,073	\$59,368	1.15	274	3.5%	708	313	425	-31	-0.4%
11	Agriculture, Forestry, Fishing and Hunting	6,991	\$51,434	3.55	25	0.4%	1,108	339	445	324	4.6%
48	Transportation and Warehousing	6,516	\$63,654	0.95	-560	-7.9%	958	299	407	251	3.9%
56	Administrative and Support and Waste Management and Remediation Services	6,318	\$47,923	0.71	256	4.2%	1,005	313	428	264	4.2%
81	Other Services (except Public Administration)	5,758	\$29,341	0.95	-406	-6.6%	916	304	363	250	4.3%
54	Professional, Scientific, and Technical Services	4,310	\$60,221	0.43	-91	-2.1%	445	138	233	73	1.7%
31	Manufacturing	4,023	\$59,851	0.35	-150	-3.6%	485	155	266	63	1.6%
42	Wholesale Trade	3,109	\$53,728	0.57	-263	-7.8%	362	123	204	36	1.1%
52	Finance and Insurance	2,985	\$53,370	0.50	-130	-4.2%	286	106	173	7	0.2%
53	Real Estate and Rental and Leasing	2,066	\$52,577	0.84	-110	-5.1%	284	96	115	74	3.6%
71	Arts, Entertainment, and Recreation	1,831	\$27,675	0.80	-250	-12.0%	457	117	145	195	10.7%
22	Utilities	1,506	\$73,146	1.98	3	0.2%	139	49	87	3	0.2%
51	Information	1,087	\$45,218	0.39	-159	-12.8%	138	38	68	32	3.0%
55	Management of Companies and Enterprises	738	\$66,603	0.34	24	3.3%	76	25	42	10	1.3%
	Total - All Industries	141,083	\$47,912	1.00	-9,904	-6.6%	21,886	6,663	8,925	6,298	4.5%

Source: JobsEQ®

Data as of 2020Q4

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

Exported on: Thursday, June 10, 2021 4:30 PM

# Short-Term Pandemic Recovery

EAWDB eastern area - COVID, 2020Q4 <sup>1</sup>														
SOC	Occupation	Current					1-Year History			1-Year Forecast				
		Empl	Mean Ann Wages <sup>2</sup>	LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
43-0000	Office and Administrative Support Occupations	16,170	\$36,500	0.89	964	5.7%	721	-1,001	-5.8%	2,194	781	1,055	358	2.2%
47-0000	Construction and Extraction Occupations	14,750	\$48,900	2.23	1,895	11.6%	185	-2,837	-16.1%	3,007	486	1,375	1,145	7.8%
41-0000	Sales and Related Occupations	13,569	\$36,400	0.99	1,342	9.2%	1,238	-506	-3.6%	2,513	809	1,187	517	3.8%
53-0000	Transportation and Material Moving Occupations	12,445	\$39,000	1.04	1,141	8.5%	1,057	-870	-6.5%	2,186	576	1,006	605	4.9%
35-0000	Food Preparation and Serving Related Occupations	12,359	\$23,700	1.17	2,351	16.0%	868	-1,902	-13.3%	3,335	907	1,313	1,115	9.0%
11-0000	Management Occupations	9,781	\$89,600	1.05	271	2.9%	393	-303	-3.0%	1,474	356	524	594	6.1%
25-0000	Educational Instruction and Library Occupations	8,283	\$46,300	1.05	583	6.8%	316	-518	-5.9%	857	334	396	127	1.5%
49-0000	Installation, Maintenance, and Repair Occupations	6,844	\$50,600	1.27	423	5.8%	464	-542	-7.3%	1,003	220	461	322	4.7%
29-0000	Healthcare Practitioners and Technical Occupations	6,317	\$85,900	0.76	168	2.6%	1,723	-60	-0.9%	458	167	198	93	1.5%
31-0000	Healthcare Support Occupations	5,973	\$27,000	0.94	364	5.7%	449	209	3.6%	969	389	413	167	2.8%
13-0000	Business and Financial Operations Occupations	5,521	\$66,900	0.69	173	3.4%	176	-86	-1.5%	659	154	377	127	2.3%
51-0000	Production Occupations	5,365	\$50,000	0.65	404	7.0%	132	-472	-8.1%	839	206	425	208	3.9%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	4,294	\$27,500	0.93	470	9.8%	267	-346	-7.5%	822	252	322	249	5.8%
33-0000	Protective Service Occupations	3,388	\$45,800	1.10	179	5.3%	115	31	0.9%	440	149	202	88	2.6%
45-0000	Farming, Fishing, and Forestry Occupations	3,078	\$28,000	3.28	274	8.4%	6	12	0.4%	470	118	365	-13	-0.4%
39-0000	Personal Care and Service Occupations	2,853	\$27,900	0.79	464	14.7%	88	-408	-12.5%	669	195	254	220	7.7%
17-0000	Architecture and Engineering Occupations	2,632	\$86,600	1.06	116	4.8%	109	-120	-4.4%	317	66	154	98	3.7%
21-0000	Community and Social Service Occupations	2,282	\$48,600	0.91	50	2.3%	250	-26	-1.1%	301	86	170	46	2.0%
15-0000	Computer and Mathematical Occupations	1,577	\$69,800	0.36	39	2.8%	237	5	0.3%	152	27	91	33	2.1%
19-0000	Life, Physical, and Social Science Occupations	1,452	\$70,900	1.13	39	3.2%	120	-39	-2.6%	183	30	107	46	3.2%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,358	\$50,300	0.55	124	10.8%	76	-93	-6.4%	212	56	96	59	4.4%
23-0000	Legal Occupations	791	\$72,500	0.65	15	2.0%	23	-34	-4.1%	68	20	32	16	2.0%
00-0000	Total - All Occupations	141,083	\$47,100	1.00	11,848	8.0%	9,016	-9,904	-6.6%	23,163	6,385	10,523	6,255	4.4%

Source: JobsEQ®

Data as of 2020Q4 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data are as of 2020 and represent the average for all Covered Employment

3. Data represent found online ads active within the last thirty days in the selected region; data represents a sampling rather than the complete universe of postings. Ads lacking zip code information but designating a place (city, town, etc.) may be assigned to the zip code with greatest employment in that place for queries in this analytic. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list).

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# Long- Term Pandemic Recovery

EAWDB eastern area - COVID, 2020Q4 <sup>1</sup>											
NAICS	Industry	Current			2-Year History		2-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
62	Health Care and Social Assistance	18,127	\$43,460	0.87	-19	-0.1%	4,397	1,713	1,776	908	2.5%
44	Retail Trade	16,938	\$30,525	1.16	-65	-0.2%	5,421	2,056	2,615	749	2.2%
72	Accommodation and Food Services	14,297	\$19,264	1.33	-2,364	-7.4%	8,845	2,271	2,905	3,670	12.1%
21	Mining, Quarrying, and Oil and Gas Extraction	13,648	\$81,113	25.82	-1,874	-6.2%	7,683	1,032	2,210	4,441	15.1%
23	Construction	11,486	\$53,263	1.38	280	1.2%	2,762	823	1,477	463	2.0%
61	Educational Services	11,276	\$47,642	0.98	-587	-2.5%	2,597	1,018	1,102	478	2.1%
92	Public Administration	8,073	\$59,368	1.15	422	2.7%	1,432	626	850	-43	-0.3%
11	Agriculture, Forestry, Fishing and Hunting	6,991	\$51,434	3.55	-147	-1.0%	1,807	680	890	237	1.7%
48	Transportation and Warehousing	6,516	\$63,654	0.95	-399	-2.9%	1,853	610	831	411	3.1%
56	Administrative and Support and Waste Management and Remediation Services	6,318	\$47,923	0.71	283	2.3%	1,875	636	872	366	2.9%
81	Other Services (except Public Administration)	5,758	\$29,341	0.95	-365	-3.0%	1,811	623	748	440	3.7%
54	Professional, Scientific, and Technical Services	4,310	\$60,221	0.43	243	3.0%	851	278	470	103	1.2%
31	Manufacturing	4,023	\$59,851	0.35	-42	-0.5%	965	314	539	112	1.4%
42	Wholesale Trade	3,109	\$53,728	0.57	-136	-2.1%	770	249	414	106	1.7%
52	Finance and Insurance	2,985	\$53,370	0.50	-116	-1.9%	569	211	347	11	0.2%
53	Real Estate and Rental and Leasing	2,066	\$52,577	0.84	80	2.0%	590	196	239	155	3.7%
71	Arts, Entertainment, and Recreation	1,831	\$27,675	0.80	-155	-4.0%	1,135	258	327	550	14.0%
22	Utilities	1,506	\$73,146	1.98	56	1.9%	268	98	173	-4	-0.1%
51	Information	1,087	\$45,218	0.39	-284	-11.0%	270	79	140	52	2.3%
55	Management of Companies and Enterprises	738	\$66,603	0.34	28	2.0%	164	50	85	28	1.9%
	Total - All Industries	141,083	\$47,912	1.00	-5,162	-1.8%	45,760	13,780	18,652	13,327	4.6%

Source: JobsEQ®

Data as of 2020Q4

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

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# Long- Term Pandemic Recovery

EAWDB eastern area - COVID, 2020Q4 <sup>1</sup>											
NAICS	Industry	Current			3-Year History		3-Year Forecast				
		Empl	Avg Ann Wages	LQ	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
62	Health Care and Social Assistance	18,127	\$43,460	0.87	49	0.1%	6,461	2,599	2,697	1,165	2.1%
44	Retail Trade	16,938	\$30,525	1.16	-8	0.0%	7,690	3,092	3,938	661	1.3%
72	Accommodation and Food Services	14,297	\$19,264	1.33	-1,553	-3.4%	11,824	3,532	4,540	3,751	8.1%
21	Mining, Quarrying, and Oil and Gas Extraction	13,648	\$81,113	25.82	654	1.6%	10,019	1,629	3,527	4,863	10.7%
23	Construction	11,486	\$53,263	1.38	1,411	4.5%	3,996	1,242	2,233	522	1.5%
61	Educational Services	11,276	\$47,642	0.98	-800	-2.3%	3,618	1,538	1,668	413	1.2%
92	Public Administration	8,073	\$59,368	1.15	463	2.0%	2,155	938	1,273	-56	-0.2%
11	Agriculture, Forestry, Fishing and Hunting	6,991	\$51,434	3.55	-248	-1.2%	2,493	1,016	1,329	148	0.7%
48	Transportation and Warehousing	6,516	\$63,654	0.95	391	2.1%	2,614	925	1,259	430	2.2%
56	Administrative and Support and Waste Management and Remediation Services	6,318	\$47,923	0.71	104	0.6%	2,657	961	1,319	377	2.0%
81	Other Services (except Public Administration)	5,758	\$29,341	0.95	-257	-1.4%	2,546	945	1,138	463	2.6%
54	Professional, Scientific, and Technical Services	4,310	\$60,221	0.43	631	5.4%	1,252	418	707	126	1.0%
31	Manufacturing	4,023	\$59,851	0.35	71	0.6%	1,382	472	811	99	0.8%
42	Wholesale Trade	3,109	\$53,728	0.57	-110	-1.1%	1,091	376	625	90	1.0%
52	Finance and Insurance	2,985	\$53,370	0.50	-142	-1.5%	844	317	520	7	0.1%
53	Real Estate and Rental and Leasing	2,066	\$52,577	0.84	237	4.1%	810	297	363	149	2.3%
71	Arts, Entertainment, and Recreation	1,831	\$27,675	0.80	-210	-3.6%	1,485	405	517	563	9.3%
22	Utilities	1,506	\$73,146	1.98	73	1.7%	395	147	260	-12	-0.3%
51	Information	1,087	\$45,218	0.39	-318	-8.2%	370	120	211	39	1.2%
55	Management of Companies and Enterprises	738	\$66,603	0.34	38	1.8%	236	75	129	32	1.4%
	Total - All Industries	141,083	\$47,912	1.00	476	0.1%	63,476	20,989	28,533	13,954	3.2%

Source: JobsEQ®

Data as of 2020Q4

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

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## Soft Skills needed in Today's Workforce

## Required Soft Skills

Soft Skills		
Skill Name	Total Ads	
Communication (Verbal and written skills)	1,741	
Customer Service	1,025	
Self-Motivated/Ability to Work Independently/Self Leadership	865	
Cooperative/Team Player	812	
Adaptability/Flexibility/Tolerance of Change and Uncertainty	703	
Organization	542	
Accountable/Responsible/Reliable/Dependable/Trustworthy	362	
Supervision/Management	360	
Coachable/Willingness to Learn	326	
Interpersonal Relationships/Maintain Relationships	324	

**Potential Occupational Gaps based on 2030 projections (demand is higher than supply)**

Three year projections indicate the potential for shortages in Healthcare practitioners and technical occupations, management, & Business and Financial operations and excess labor in Food preparation, Sales and Related Occupations, and office and administrative support.

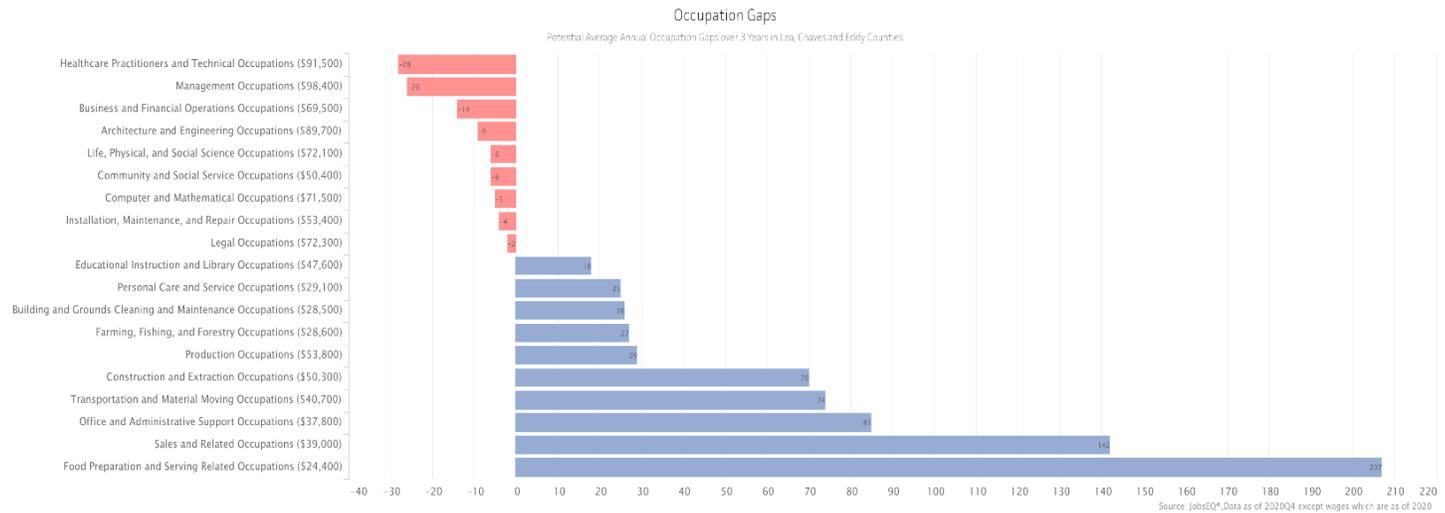
The five-year projections show the largest demand gap in Management Occupations, followed by Healthcare Practitioners, Business and Financial Operations, Installation Maintenance and Repair and the same three labor excess areas.

The ten-year projections reflect the highest labor shortages in Construction and Extraction Occupations, Management occupations, Healthcare practitioners and Installation, maintenance and Repair with continued labor surpluses, though smaller, in Food Preparation and Serving, Sales and related and Office and administrative support occupations. This information is reflected in the three charts below.

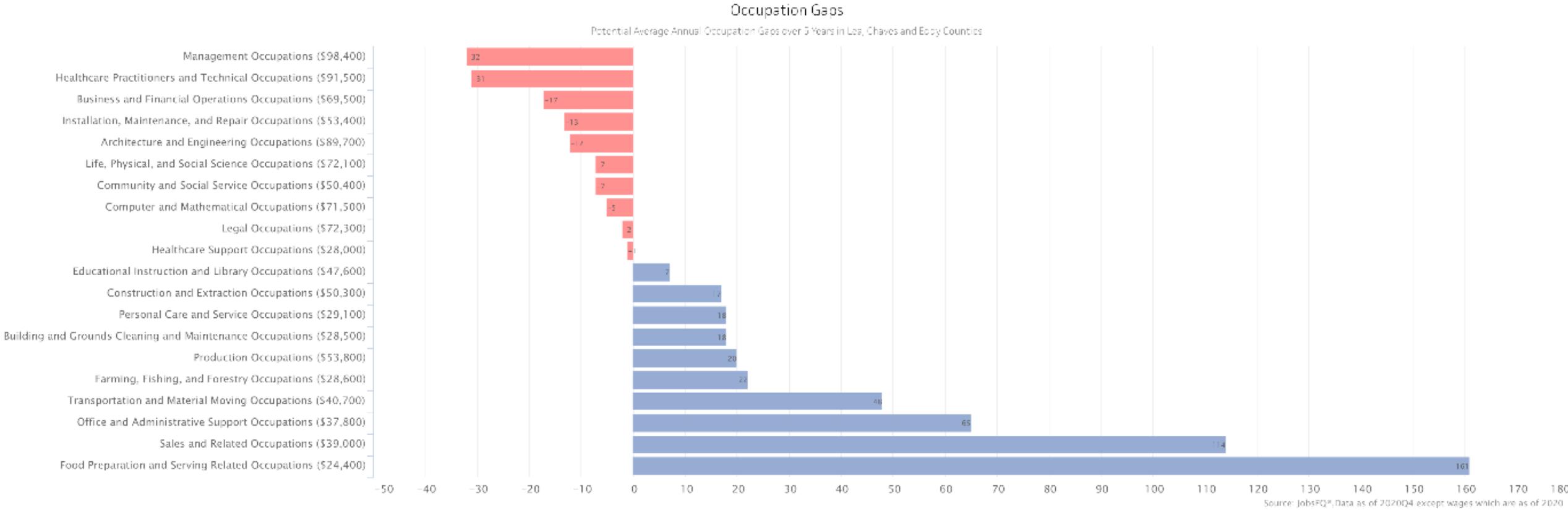


. Red Bars represents occupations where expected demand exceeds supply.

Potential Occupational Gaps over 3 years



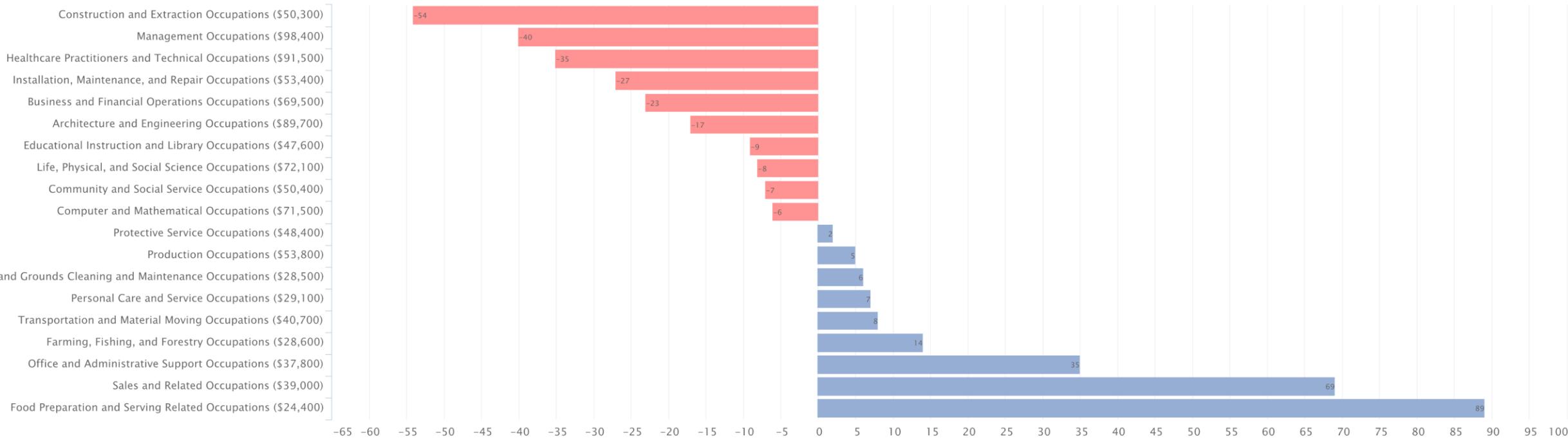
# Potential Occupational Gaps over 5 years



# Potential Occupational Gaps over 10 years

## Occupation Gaps

Potential Average Annual Occupation Gaps over 10 Years in Lea, Chaves and Eddy Counties



Source: JobsEQ®, Data as of 2020Q4 except wages which are as of 2020