

Investing in Impact: Workforce Training and Work-Based Learning

Presented to the Economic and Rural Development
and Policy Committee

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Monday, August 11, 2025



Economic Development Goals and Workforce Needs

Talent Pipeline for High-Demand Sectors

- Supports key sectors identified by Governor Lujan Grisham, WIOA 2024-2027 State Combined Plan, and Albuquerque Regional Economic Alliance (AREA), including aerospace, bioscience, cybersecurity, renewable energy, digital media, healthcare and manufacturing.
- Prepares a skilled workforce for local employers, and companies looking to relocate or expand in the Albuquerque region with industry-driven training solutions and short-term credentials.
- Addresses regional workforce shortages by **directly** connecting learners to in-demand career and employment opportunities with internships and apprenticeships.
- Compliments and aligns with other workforce funding sources, including employer and tax incentives, JTIP, Job Training Albuquerque (JTA), to meet local and statewide talent needs.

Historic Investment in CNM

\$11.8M in NM Higher Education Department (HED) Funding* FY24-FY26

- Significant and unprecedented state investment in higher education for workforce training and work-based learning
- Unlocks flexibility and responsiveness
- Direct impact on diverse learners and workforce needs

*CNM Ingenuity also received \$500,000 special appropriation from the state in June 2023. That funding supported three of Ingenuity's key short-term workforce programs: Deep Dive bootcamps, Electric Lineworker Training, and CDL.

CNM's \$11.8M HED Funding Allocation

Funding Streams for Workforce Training and Work-based Learning

Supplemental Work-Study Program Funds for High-Demand Fields (HED-1)

- Statewide appropriation - \$20M reauthorized for FY24-FY25
- CNM awarded \$5M in January 2024 through September 30, 2025

Government Results and Opportunity (GRO) Program Funds (HED-2)

- Statewide appropriation - \$60M over three-year period (FY25-FY27)
- CNM awarded \$6.8M in October 2024 for FY25 (through June 30, 2025)
- Awaiting notification of \$6.8M funding allocation for FY26 that begins July 1, 2025



Responsive Programming Expansion

CNM Ingenuity, Inc.

Adapting Quickly to Meet Evolving Workforce and Learner Needs

- Increased program options aligned to workforce trends
- Accelerated program development through College-wide Integrated Program Review (CIPR)
- Focus on adult learners and upskill/reskill opportunities – lifelong learning strategies
- **3,108 total learners*** received scholarships for workforce training programs and courses resulting in industry-recognized credentials or endorsements

*Duplicated headcount



CNM Ingenuity bootcamp trainer Edward (EJ) Ishman aligning a laser for a Quantum Cryptography experiment.

Top Workforce Training Programs

TECHNOLOGY

- Deep Dive Fullstack Web Development
- Deep Dive Java+Android Software Development
- Deep Dive Data Science
- Deep Dive Digital Media
- Deep Dive Internet of Things (IoT)
- Deep Dive UX/UI Design
- IT Professional Series (CompTIA A+ Hardware, A+ Software, Network+, Security+)
- Web 3/Digital Twin
- LPI Linux Essentials

QUANTUM TECHNOLOGY

- Quantum Technician Bootcamp

CONSTRUCTION, TRADES & UTILITIES

- Electric Lineworker
- OSHA 10 - Construction & General Industry

TRANSPORTATION

- CDL Class A and Class B
- Airframe & Powerplant Prep
- Electric Vehicle Safety Foundations

MANUFACTURING

- NM MEP Lean Essentials (Principles of Manufacturing)

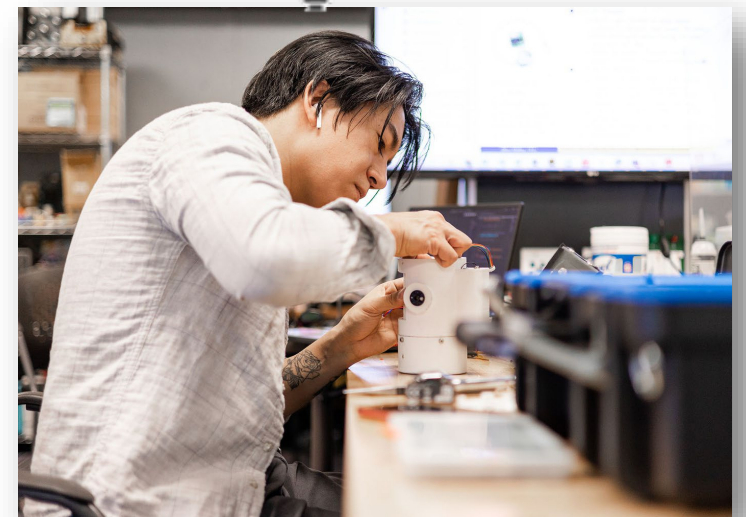
HEALTHCARE

- ENDT Board Exam Prep
- Flexible Endoscope Reprocessing
- AHA Basic Life Support (CPR) for Health Care Providers

LEADERSHIP & BUSINESS MANAGEMENT

- Leadership Academy
- Salesforce Administrator
- Service Now System Administrator

CNM In⁹enuity, Inc.



Mauricio Villa works on a smart parking sensor during the IoT bootcamp.

Learner Success – HED-1 \$5M Funding Stream

CNM In_genuity, Inc.

Learner's Status	# of Courses	%
Complete	877	86%
In Progress/ Pending	28	3%
Incomplete/ Withdrawn	111	11%
No Show	*	-
Total	1,017	100%

*Number too low to report.

**Surveys will continue for Q3 and Q4 cohorts through September 30, 2025.

HED 1 Completion Status (n=877)	Learners	%
Status Known (responded to survey) and Completed Training (50% response rate)**	435**	
Known Unemployed	126	29%
Known Unemployed - Not seeking employment and/or continuing education	27	21%
Known Unemployed – Seeking employment	99	79%
Known Employed	309	71%
• Employed with a company/organization	283	92%
• Contract Position	*	1%
• Self Employed	22	7%
Employment related to Class/Program (n=428)	339	79%



Learner Success – HED-1 \$5M Funding Stream

CNM In^genuity, Inc.

	Learners	Average Interval	% of Learners Reporting Wages At or Above Average Interval
Total Learners Reporting Status as Employed	435		
Total Number of Learners Reporting Wages	176		
• Learners Reporting Hourly Wages	107	\$20 to \$24.99	80% of those reporting hourly
• Learners Reporting Yearly Salary	69	\$60,000 to \$69,999	62% of those reporting salary

Learner Success – HED-2 \$6.8M Funding Stream (GRO)

CNM In^genuity, Inc.

Learner's Status	# of Courses	%
Complete	1,086*	52%
In Progress/ Pending	843	41%
Incomplete	94	4%
No Show/ Withdrawn	68	3%
Total	2,091	100%

*As of June 30, 2025. Surveys will continue for Q3 and Q4 cohorts through September 30, 2025.

HED 2 Completion Status	Learners	%
Status Known (responded to survey) and Completed Training (54% response rate)*	585*	
Known Unemployed	190	32%
<ul style="list-style-type: none"> Known Unemployed - Not seeking employment and/or continuing education 	57	30%
<ul style="list-style-type: none"> Known Unemployed – Seeking employment 	133	70%
Known Employed	395	68%
<ul style="list-style-type: none"> Employed with a company/organization 	353	89%
<ul style="list-style-type: none"> Contract Position 	*	*
<ul style="list-style-type: none"> Self Employed 	37	9%
Employment related to Class/Program (n=395)	286	72%



Learner Success – HED-2 \$6.8M Funding Stream (GRO)

CNM In^genuity, Inc.

	Learners	Average Interval	% of Learners Reporting Wages At or Above Average Interval
Total Learners Reporting Status as Employed	535		
Total Number of Learners Reporting Wages	205		
• Learners Reporting Hourly Wages	118	\$20 to \$24.99	72% of those reporting hourly
• Learners Reporting Yearly Salary	87	\$60,000 to \$69,999	70% of those reporting salary



Learner Highlight - Julian Mathias

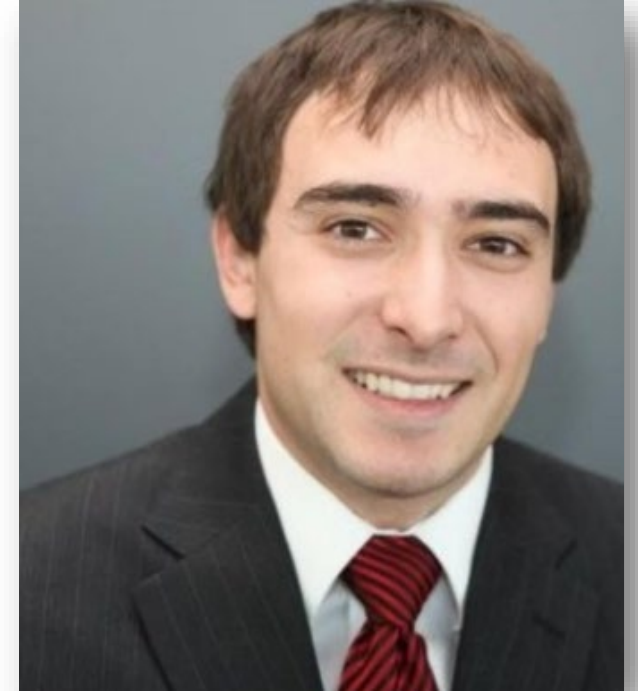
Workforce Training and Work-Based Learning Awardee

Internet of Things (IoT) Cohort - December 2024

I believe in the **success of this program**--not just to teach coding and rapid prototyping, but to change lives and learn to think critically.

I am working at GridFlow, thanks to a CNM scholarship. Without the Deep Dive program and the support of (CNM WCS) internship partnerships, I would not have been offered an internship at Gridflow.

The program not only provided a path for me to get there, but also **provided skills and training** I use on a daily basis--whether that's soldering pumps or measuring materials for a battery build. I owe everything to the amazing, and in my opinion unmatched instructors, in the Deep Dive course.



Paid Internships: A Game Changer

Internship Expansion

- Internships across schools, industries, and career paths – **Over 250 interns**
- Shifted away from unpaid internships – **Overall, 95% CNM's internships are paid**
- Alignment with National Association of Colleges & Employers (NACE) position statement - #UnpaidIsUnfair

“It has been a wonderful experience to use what I have learned while also expanding my knowledge and curiosity further. I now feel confident that I can use the skills that I have learned to work both independently and with the team around me.”
– Tanya, Biotech Intern

Internships – Completion and Employment

- **Over 250 Interns Total** – Both HED funding streams
- 50 Interns Added in July 2025 (Not included below)
- **NOTE:** 107 completed internships (Most in process of completing program/degree)

Intern's Status	HED 1 Interns	%	HED 2 Interns	%
Completed Internship	66	44%	41	63%
In Progress	72	45%	22	81%
Started and did not finish	16	10%	*	*
Total	153	11%	65	100%

Completion Status	HED 1 Interns	%	HED 2 Interns	%
Status Known (responded to survey) and Completed Internship and CNM Program	27		14	
Known Unemployed	*	26%	*	*
Known Employed	20	74%	*	21%
Total Number of Interns Reporting Wages (Average Wage = \$21.46)	16	80%	*	100%
Employment related to Class/Program	18	90%	*	100%

Internships - Employer Partnerships

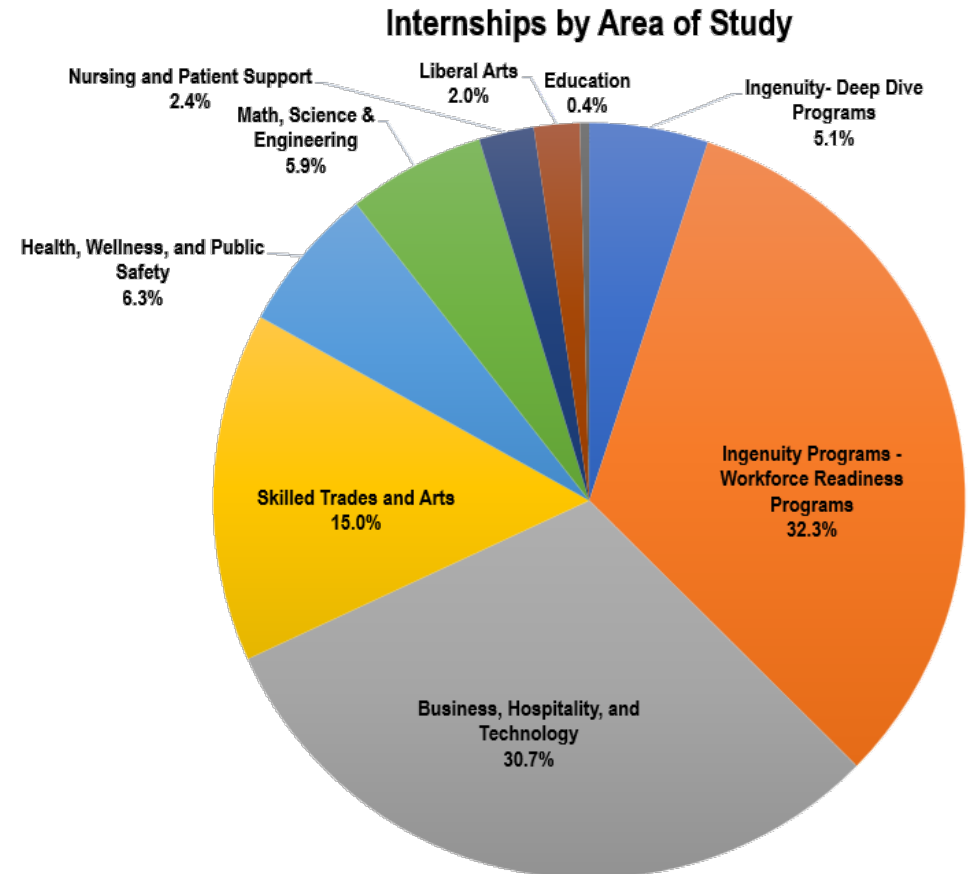
- **98 employer contracts** for HED funding with over **250** internship placements
- Increase in partnerships/contracts contributed to the rise of employers reporting participation in work-based learning opportunities in CNM annual employer survey – **increase to 38% in 2025** from 35% in 2024 and 24% in 2022.
- Feedback from survey:
 - "I am thankful for the program. It exceeded our needs and expectations by connecting us with a very strong, motivated professional."
 - "Process was smooth, easy to navigate. CNM was helpful and answered all questions in timely manner."

“SWI chose to work with CNM because we believe CNM provides ample opportunities for professional growth and development, supportive and collaborative environment, dedicated staff who truly care about student success, engaging curriculum, opportunities for professional development, and a strong sense of community.”

– Shawn Hughes
Southwest Ironwork, Inc.

Internships – Employer partnerships

- Internship placements with:
 - **44% private companies and non-profit organizations** (Majority small to medium sized businesses)
 - **56% government**, including partnerships with City of Albuquerque and Bernalillo County
 - Internships aligned with in-demand areas; business/tech, skilled trades, healthcare, and workforce readiness-building employer-requested durable skills.



Plans for \$6.8M in FY26 (July 1, 2025 – June 30, 2026)

Growth and Targets

Workforce Training and Work-Based Learning

- Workforce training goal – **2,880 learners** in **65 programs**
- New accelerated program creation for **manufacturing and health and wellness** – First learners completing by September 2025, STEP Center Q1 2026
- Expand internships by 30% – **325 internships**, including microinternships
 - Microinternships offer flexible, short-term opportunities (25-30 hours projects with local employers) for working students-ideal for those who cannot commit to 3-6 month internship
 - Experiences will focus on areas including business, tech, and similar fields that offer short-term, remote project-based work opportunities



Melissa Lux, Senior Editor and Former Intern at Katharsis Media

Funding Proposal for 2026 Legislative Session

- Funding for HED Workforce Training Funding ends in FY27.
- Successful outcomes in terms of job attainment, wages and ROI have been continuously demonstrated.
- NMICC seeks a permanent funding stream for Workforce Training.
- Would like to work with HED and LFC on legislation to create a new trust fund for workforce training or modify existing Opportunity Scholarship Fund to allow for workforce training.
- \$400 million for new workforce training fund could ultimately generate over \$20 million annually statewide.
- Funds can be diverted from funds otherwise going to STPF annually until fund reaches desired level.
- Alternatives includes new endowment fund at each college and university with matching funds by HEIs, or building on existing opportunity scholarship fund as noted above.

Why State Funding Matters

Investing in What is Working

- Enables fast pivots and innovative programs that deliver measurable outcomes tied to learner progress and employment and wage data
- Provides strategy and support for short- and long-term talent needs in key industries
- State funding complements restrictive federal dollars (e.g., WIOA) and other funding sources for training
- Continued HED funding = scalable success



Questions?

Thank you!



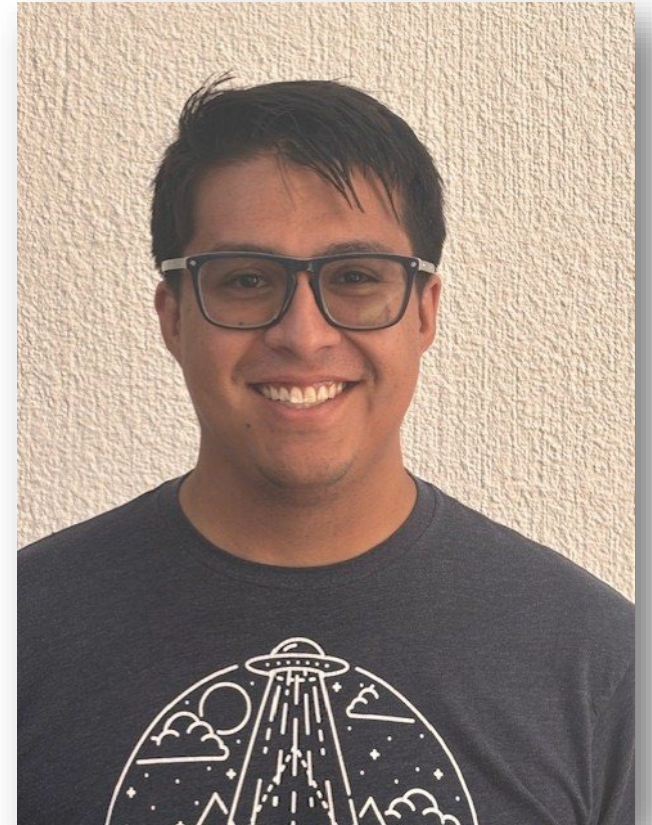
Appendix



CNM Ingenuity Learner Highlight - Andrew

Workforce Training – Digital Media Bootcamp, Sept. 25

During my time in the bootcamp I did a few projects providing some social media promotional videos for a local musician and another for a local artist, as well as a tv commercial for a guitar store. Since my graduation, I've come back to the bootcamp as a mentor for the newest cohort. I've utilized the skills I learned to promote my own projects, and I'm now launching my own media company to provide digital media services to local/up and coming artists, businesses, and events.



CNM Internship Highlight - Amber

CNM Human Services Student - Internship with City of Albuquerque, Albuquerque Community Safety (ACS)

As of right now, my goals are to earn my bachelor's in social work and to study public policy law in graduate school. I aspire to use my lived experience as a survivor of human trafficking and the knowledge I gain by studying social work and interning at ACS to help create systemic change through policy reform.

While my aspirations are to create reform federally, I am currently inspired to seek work with the City of Albuquerque while I continue my educational journey. I would also like to create my own non-profit organization that creates pathways for human trafficking survivors to become certified peer support workers, leaders, and educators for the cause.

CNM Employer Partner Highlight - Internships

Sergey A. Dryga, PhD, MBA, CEO/Founder of Q Biotech Corp.

Q Biotech Corp hosted two interns, Biotechnology students, in the Fall semester 2024.

“We found that the Biotechnology program provides a solid foundation for future employment of the students. Even early in the program, the students have learned basic laboratory skills and safety rules, and were ready to join our R&D team. While we hope that we have taught them additional skills in the practical biotech laboratory, the students are already contributing to our effort and performing experiments in the lab.

We are very happy with the quality of preparation and eagerness of the students to learn, and we have extended their internship for the Spring 2025 semester and hope they will continue working at Q Biotech Corp after that.”