



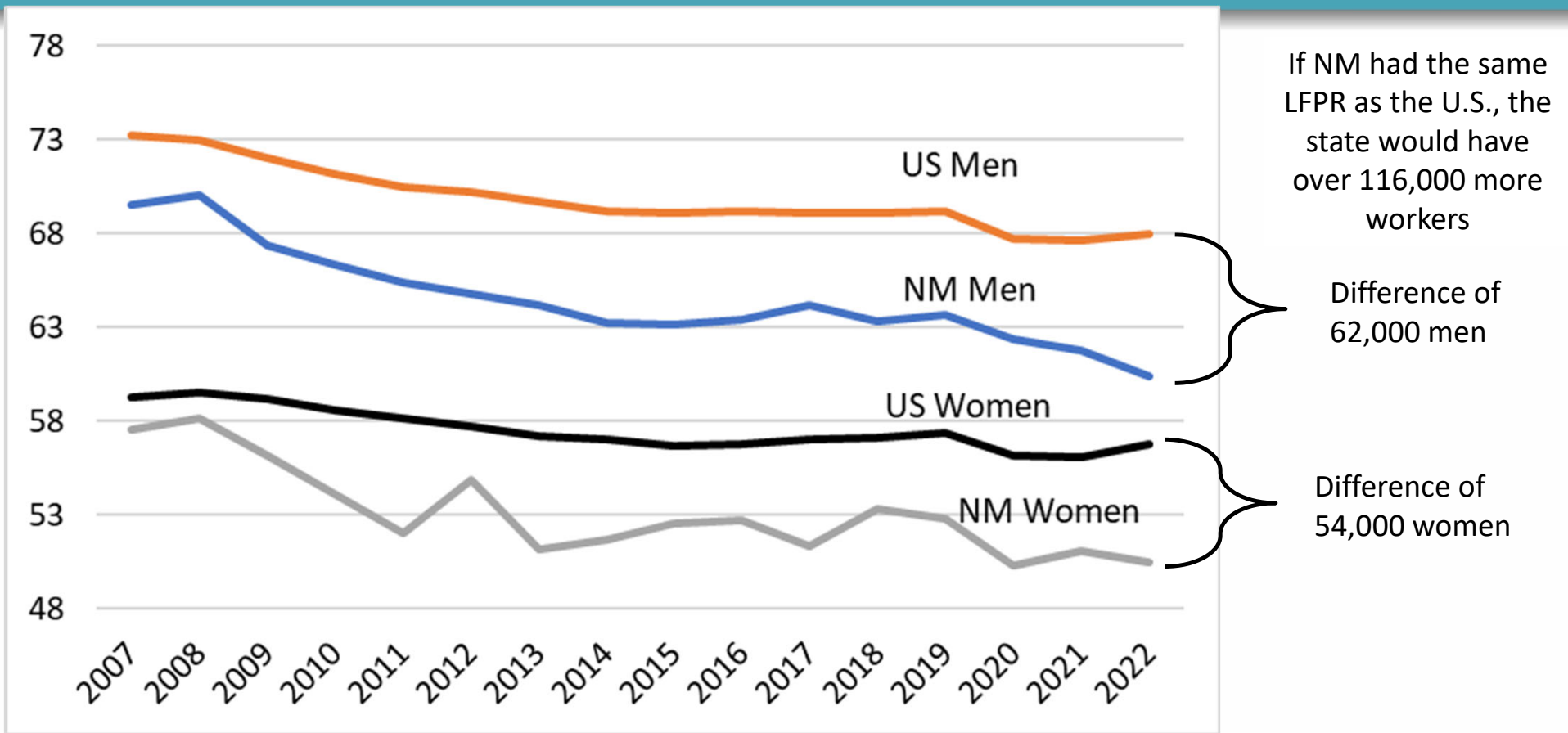
LFC Presentation

September 27, 2023

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NM's Labor Force Participation is Low Compared to the Nation



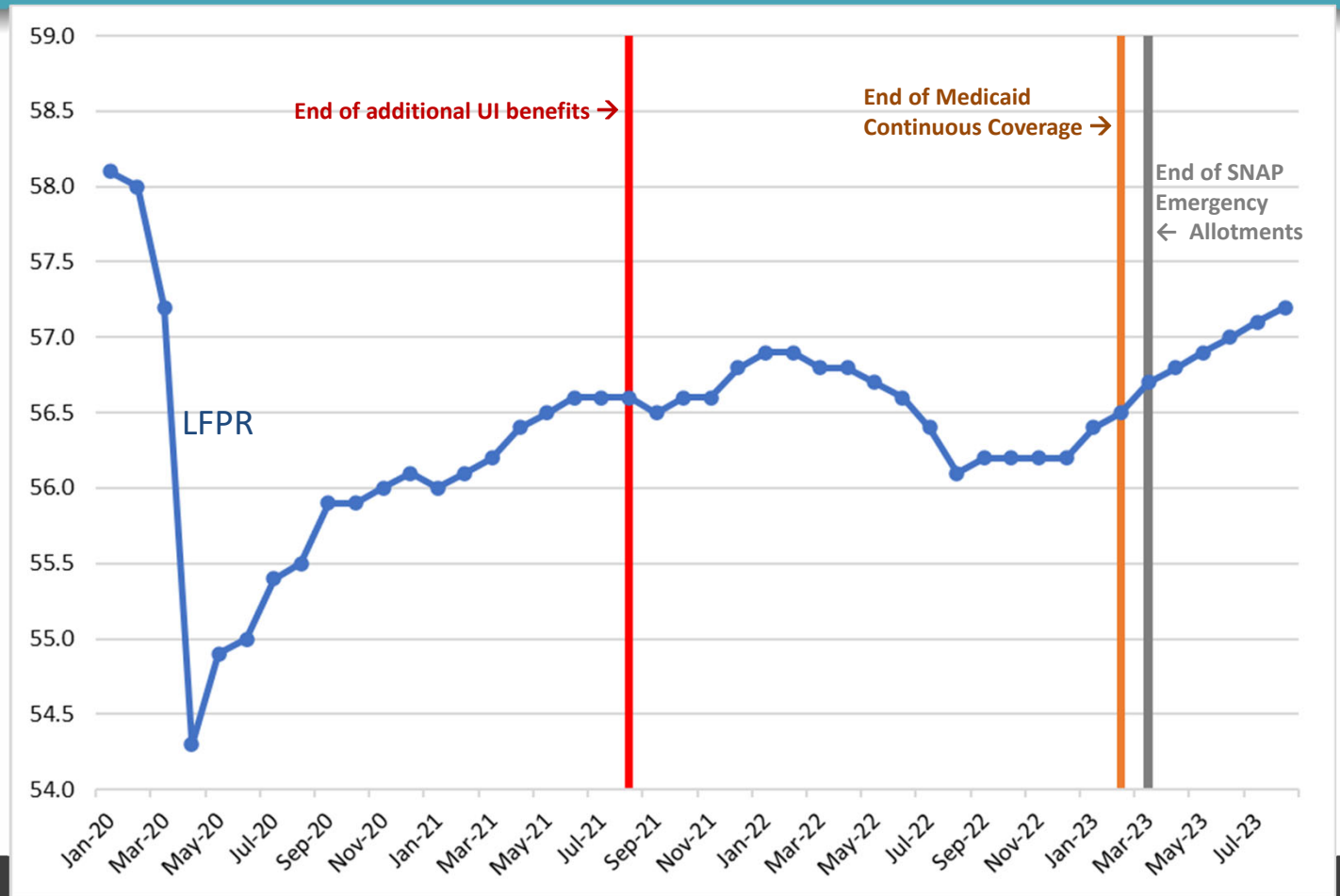
NM's Labor Force Participation Rate Since January 2020

Early September 2021: End of additional UI benefits

End of February 2023: End of Medicaid Continuous Coverage

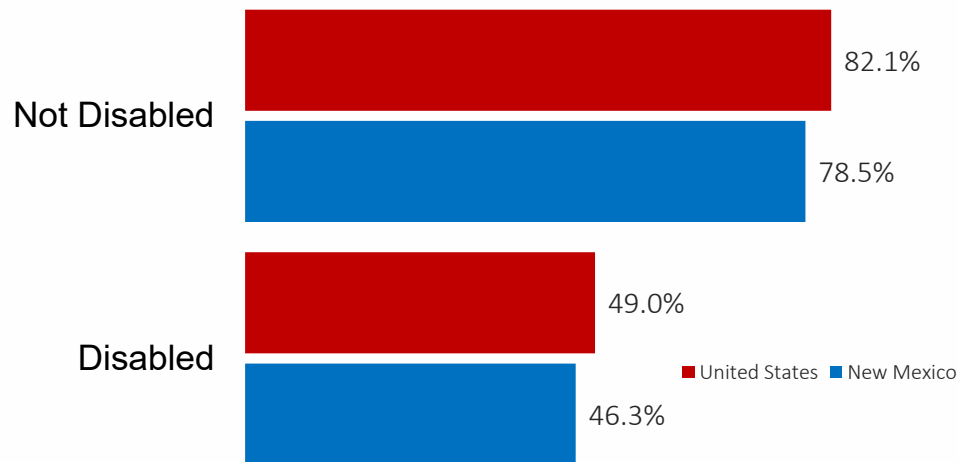
End of March 2023: End of SNAP Emergency Allotments

LFP is seasonally adjusted.
August 2023 data are preliminary. Source: BLS



Labor Force Participation for Select Demographic Groups

Labor Force Participation Rates For Those Living With A Disability, 2022



Labor Force Participation Rates For Those Living In Poverty, 2022

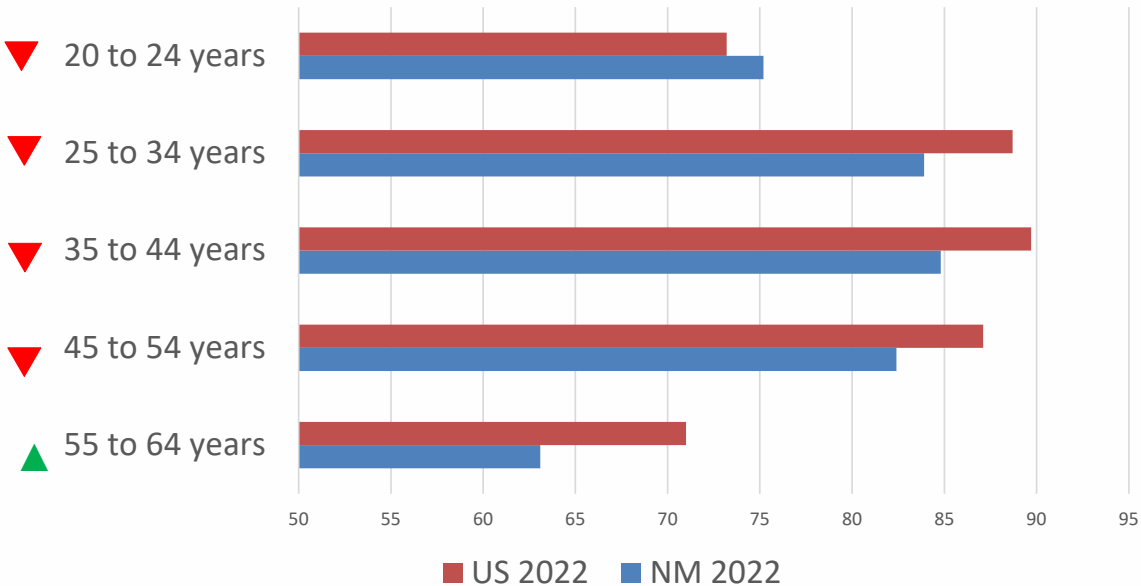
- NM has higher than US percentage of people working below poverty level (38% vs. 37.1%)
- NM has higher poverty rate than US as a whole (18.2% vs. 11.5%)

Labor Force Participation Rates For Youth Ages 16-19 not in school, not HS graduate, 2022

- NM has a significantly higher than US percentage of out-of-school youth in the labor force (56.9% vs. 50.3%)

Labor Force Participation is Still Low for Men

2022 New Mexico Men LFPR Compared to US Men & Direction of Change Since 2019

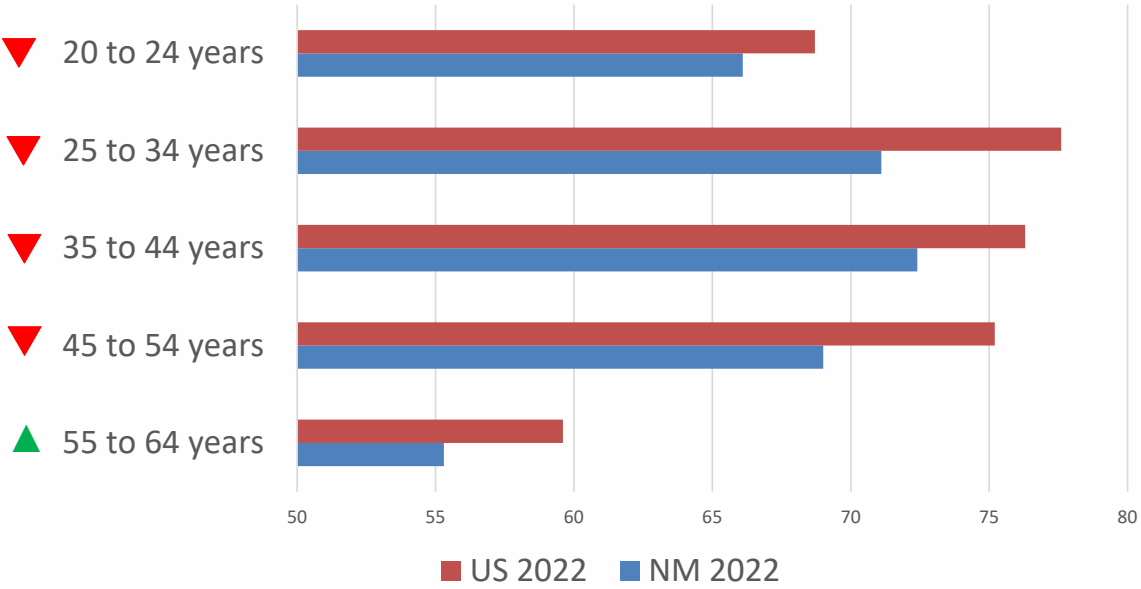


**Steepest decline in LFPR:
NM Men 20-24 years old (-12.1%)**

- Pre-Apprenticeship and Apprenticeship
- Be Pro Be Proud
- WIOA Youth, Adult & Dislocated Worker programs
- Re-Entry initiatives
- Jobs for Veterans

Labor Force Participation is Still Low for Women

2022 New Mexico Women LFPR Compared to US Women & Direction of Change Since 2019



Biggest gaps between NM and US women:
NM Women 25-34 years old (-6.5%)
NM Women 45-54 years old (-6.2%)

- Pre-Apprenticeship and Apprenticeship
- Women in the Trades initiatives
- WIOA Adult & Dislocated Worker programs
- Free childcare
- TANF Employment & Training



Data are from the CPS and LAUS programs. Source: BLS

LFPR Is Not The Best Indicator

- Draws on Multiple Sources with different numbers
 - Current Population Survey (CPS) - Based on a very small sample size and has high margins of error.
 - American Community Survey – Lag time of 18 months, also small sample size
- All survey based – you don't “check in” and “check out” of the labor force
- Denominator is also based on projections
- We have better and more current data to measure what is happening with workers in our state

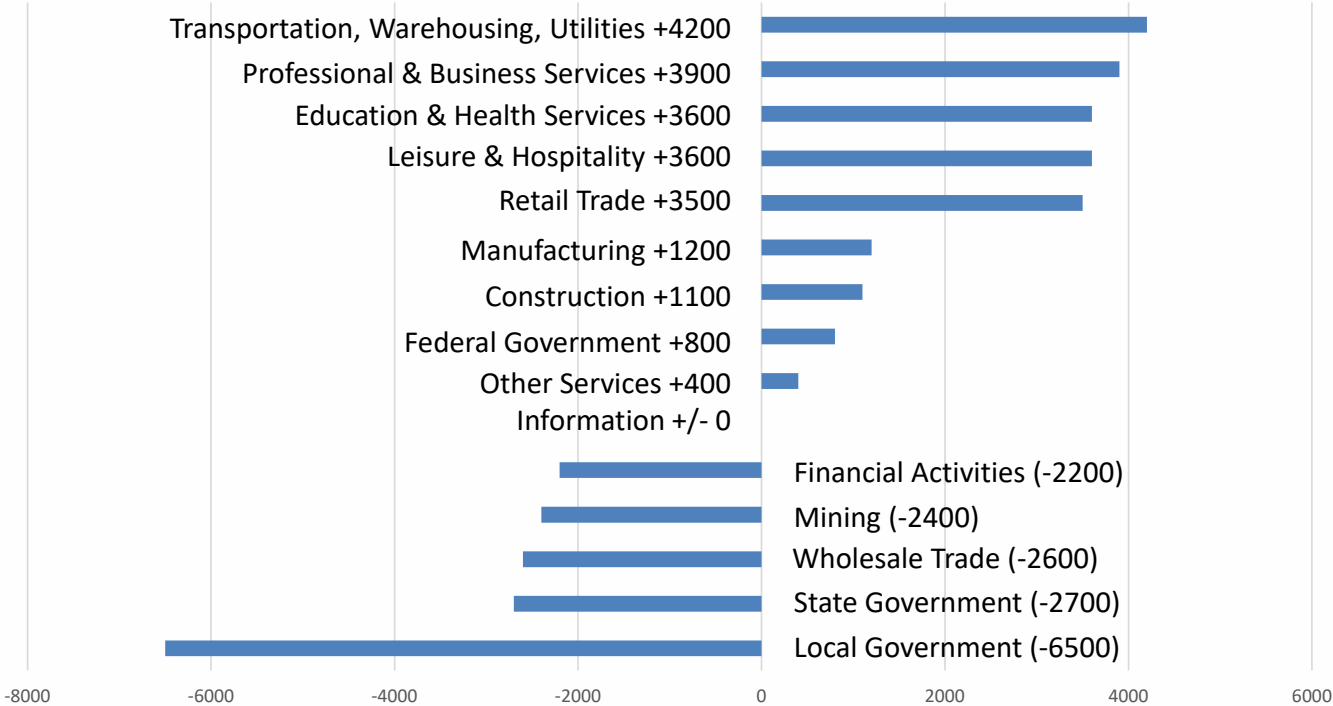
Employment Gains

Jobs Gained or (Lost) By Industry: February 2020 compared to August 2023 (prelim)

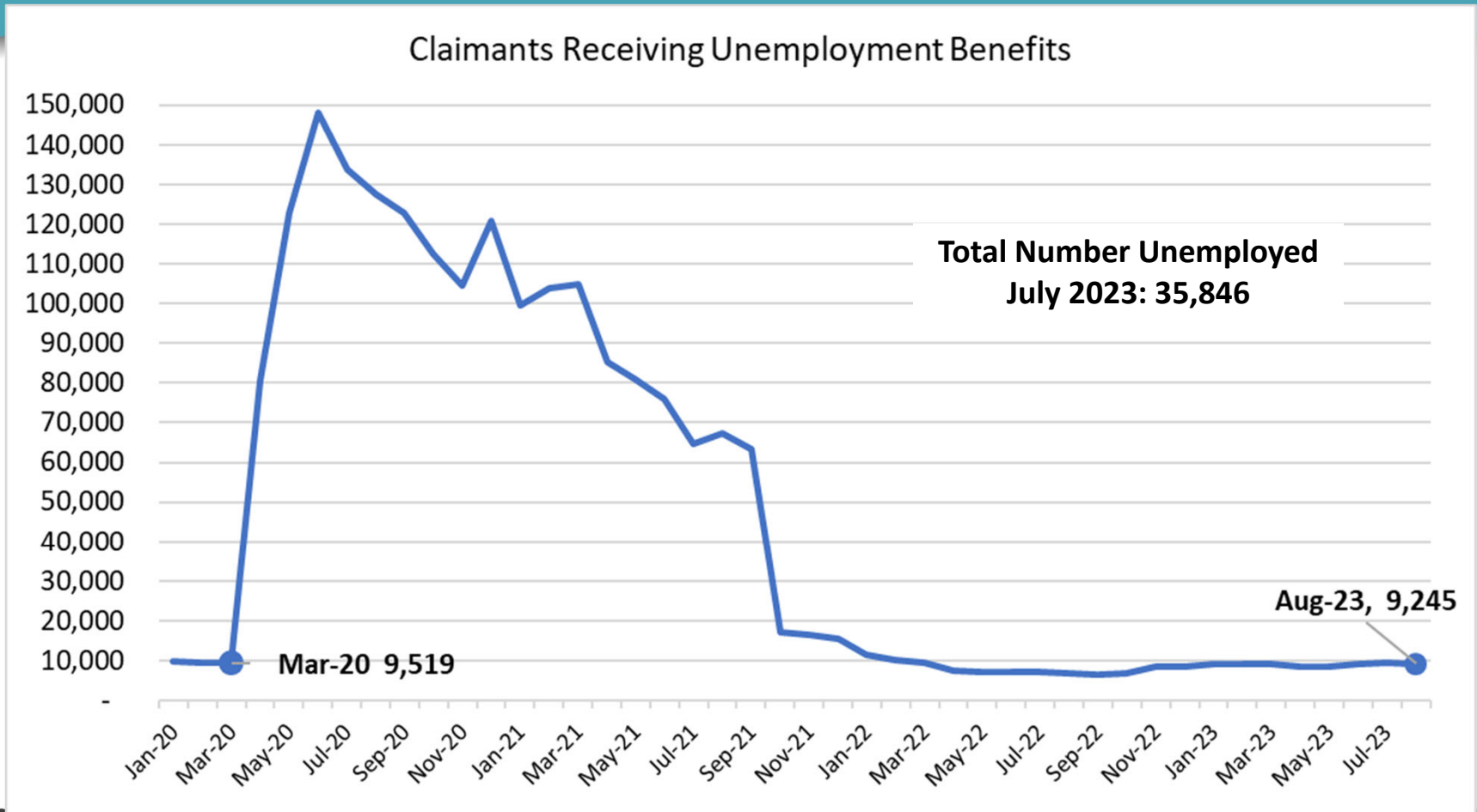
Total Non-Farm Employment
February 2020
861,800

August 2023 (prelim)
867,800

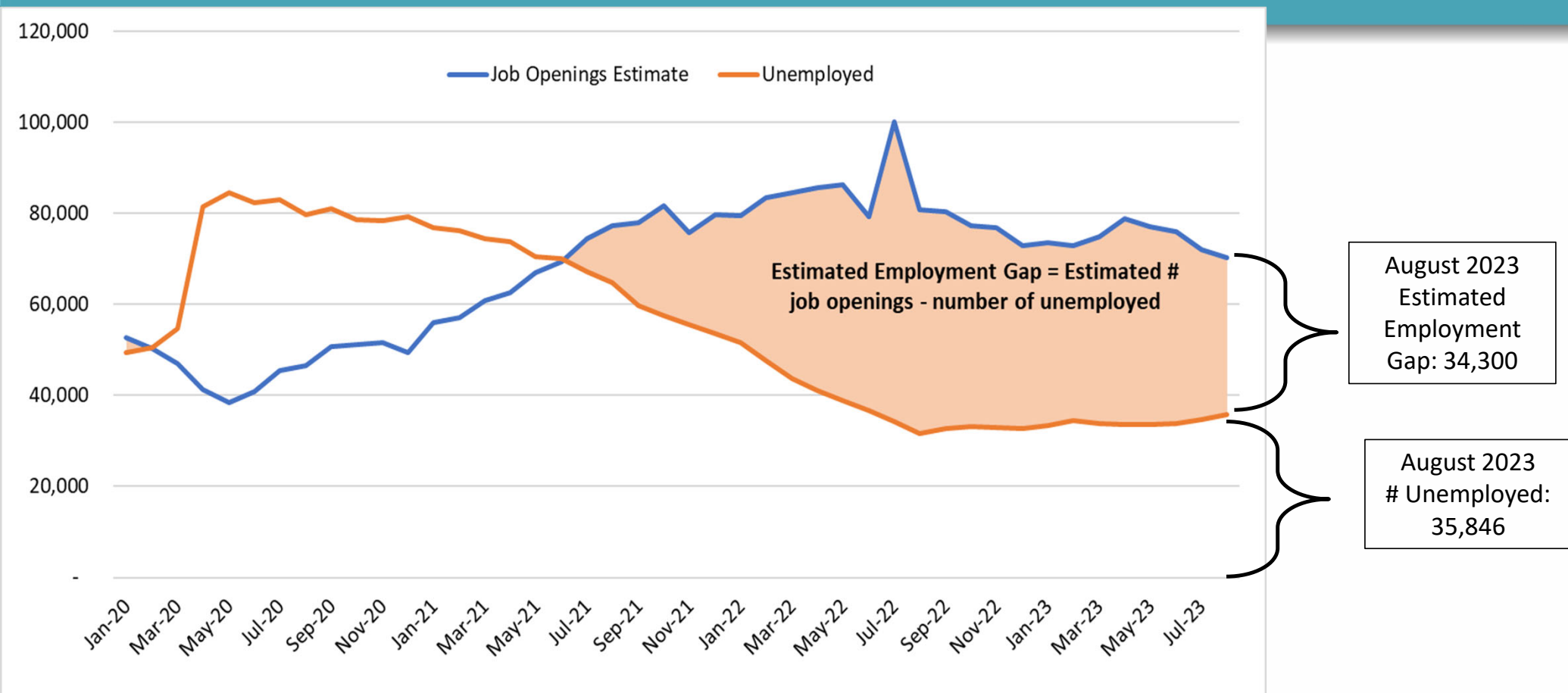
+6,000 jobs



Unemployment Claims



Estimated Employment Gap



Sources: Estimated employment gap uses U.S. BLS Job Opening & Labor Turnover (JOLTS) seasonally adjusted job openings data and advertised job openings from WCOS. Unemployed data are seasonally adjusted and comes from the LAUS program. August 2023 data are preliminary.

The Impact of Population Loss

| Components of Population Change for New Mexico, 2010 - 2022 | | | | | | | |
|---|------|------------------|---------|---------|---------------|---------------|----------|
| Total Change 2010 - 2022 | | Natural Increase | | | Net Migration | | |
| # | % | Total | Births | Deaths | Total | International | Domestic |
| 33,154 | 2.4% | 75,443 | 280,984 | 205,541 | (30,085) | 33,904 | (63,989) |

Source: U.S. Census Annual Population Estimates & Estimated Components of Resident Population Change

Since 2010, nearly 20,000 more workers left New Mexico than arrived.

| For the Population Moving Into and Out of New Mexico | LFPR | Unemployment | Fill Gap? |
|--|------|--------------|-----------|
| Stops working in NM, moves to another state to work | ▼ | ▲ | No |
| Was actively looking for work in New Mexico, then moves to another state to work | ▼ | ▼ | No |
| Stops working in another state, moves to NM to start a job | ▲ | ▼ | Yes |
| Stops working in another state, moves to NM and is actively looking for work | ▲ | ▲ | Yes |
| Stops working in another state, moves to NM to retire | ▼ | No change | No |
| Was working in another state, moves to NM to remote work for same company | ▲ | ▼ | No |

2022 Special Appropriations

\$5 million for pre-apprenticeship and apprenticeship

- (1) Be Pro Be Proud - Introduce youths to technical careers through virtual reality experiences
- (2) Pre-Apprenticeship - Stipends and pathways for youth to engage in meaningful work experiences

| Category | Amount |
|---|-----------------------|
| Expended as of 9/25/23 | \$1,640,063.55 |
| Encumbered as of 9/25/23 | \$1,206,280.72 |
| Projected Expense: 240 additional pre-apprentices | \$1,680,000.00 |
| Projected Expense: Additional costs for Be Pro Be Proud | \$450,200.00 |
| Total | \$4,976,544.27 |

238 Pre-Apprentices enrolled (90 completed)

Partners include:
 Level Up!
 US Forest Service
 UA Local 412

Interested partners include:
 NM Hospital Association
 CNM iTAP
 Behavior Change Institute

2022 Special Appropriations

\$5 million for case management

- (1) Upgrades to case management technology for referrals and unified entry
- (2) Youth case management – Embedded high school career specialists

| Category | Amount |
|---|-----------------------|
| Expended as of 9/25/23 | \$1,301,961.43 |
| Encumbered as of 9/25/23 | \$345,200.00 |
| Pre-Encumbrance as of 9/25/23 | \$8,821.96 |
| Projected Expense: High School Career Counselors | \$2,151,231.00 |
| Projected Expense: Aligned Case Management System | \$1,154,741.00 |
| Total | \$4,961,955.39 |

