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May 11, 2015

Memorandum:

To: Senator John Arthur Smith, Chairman, Jimmie Hall, Vice Chairman, and Members of the Legislative Finance Committee
From: Rachel Mercer-Smith, LFC Program Evaluator
Through: David Abbey, LFC Director, and Charles Sallee, LFC Deputy Director
Re: Health Notes

In 2012, the LFC produced the program evaluation titled *Adequacy of New Mexico's Healthcare Systems Workforce*. This evaluation addressed the adequacy of New Mexico's health system to meet the demands brought about by the implementation of the Affordable Care Act, explored current, near-term, and anticipated long-term demand for preventative services, and identified key areas where workforce strategies might be developed to meet demand. In particular, the report noted educational strategies may be used to address workforce shortages and highlighted the provider needs of certain regions. By connecting graduates who earned health care-related degrees to Workforce Solutions Department data, the LFC was able to conduct analysis to highlight workforce pipeline patterns and analyze where graduates in various health care-related fields ultimately work.

The attached Health Notes are provided as a follow-up to the initial report and are intended to highlight the state's capability to track where post-secondary graduates come from and where they ultimately work. The Notes include data about graduates from the following post-secondary institutions between 2009 and 2011:

- Central New Mexico Community College (CNM);
- Dona Ana Community College (DACC);
- Eastern New Mexico University (ENMU);
- Luna Community College (LCC);
- New Mexico Highlands (NMHU);

- New Mexico Junior College (NMJC);
- New Mexico State University- Main Campus (NMSU);
- Santa Fe Community College (SFCC);
- San Juan College (SJC);
- University of New Mexico- Main Campus (UNM); and
- Western New Mexico University (WNMU).

Statewide Findings. Between 2009 and 2011, 5,075 adults earned health-care related degrees from included institutions. These adults earned degrees in a variety of disciplines, including nursing, social work, technical fields, and counseling, and they earned degrees at all levels, from certificates to doctoral-level degrees. In FY13, 61 percent of these graduates were working in New Mexico, and 52 percent were working in health-related businesses.

New Mexico Healthcare Graduates 2009-2011

Total Health-Related Graduates	5,075	
Graduated from a High School in New Mexico	3,136	62%
Work in New Mexico, 2013	3,089	61%
Work in a Health-Related Business, 2013	2,623	52%

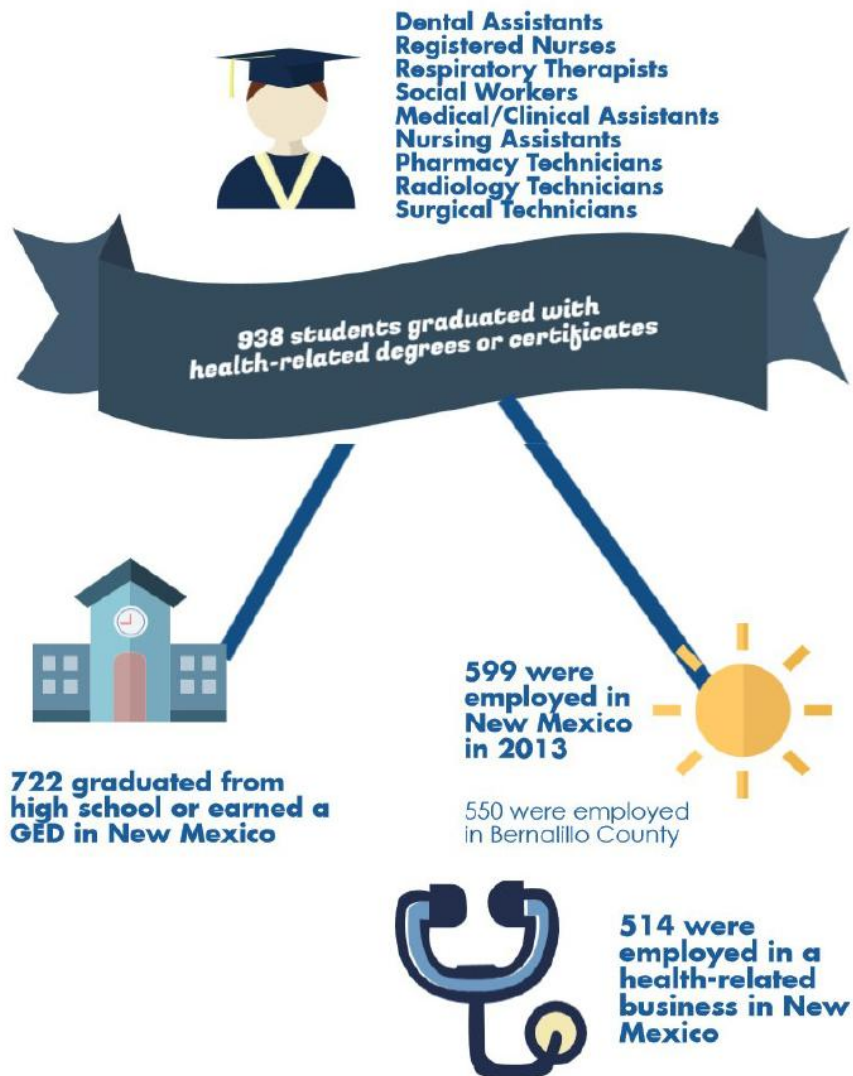
Source: LFC analysis

As the individual health notes demonstrate, many graduates attended high school in the county in which they received a post-secondary degree, and many graduates go on to work in the same county. Thus, the production of New Mexico's healthcare workforce appears to often be a local effort. Additionally, this analysis suggests if healthcare graduates engage in work in New Mexico, they do typically work in a health related field; 85 percent of the graduates working in New Mexico were employed by a health-related business.

Future Work. The attached Health Notes highlight the state's existing ability to track students from New Mexico's higher education system to the workforce. In the future, this sort of analysis may be used to analyze pipeline patterns to determine where high school students attend post-secondary training and where and in what profession they ultimately work. Such analysis may then be used to meet the state's workforce needs.

About the Data. The Higher Education Department is able to match graduates, using unique identifiers, to unemployment insurance (UI) data collected by the Workforce Solutions Department. All adults whose employers pay into the UI system may be linked to HED data. The UI data contains North American Industry Classification System (NAICS) codes, which define business establishments based on the primary activities in which they are engaged. As a result, employees are linked to businesses. While the individual person's role is not known, analysis can be performed to identify the type of business in which an employee works, and inferences can be made about whether or not the individual is employed in an industry related to their post-secondary education.

Central New Mexico Community College 2009—2011 Healthcare Workforce Graduates



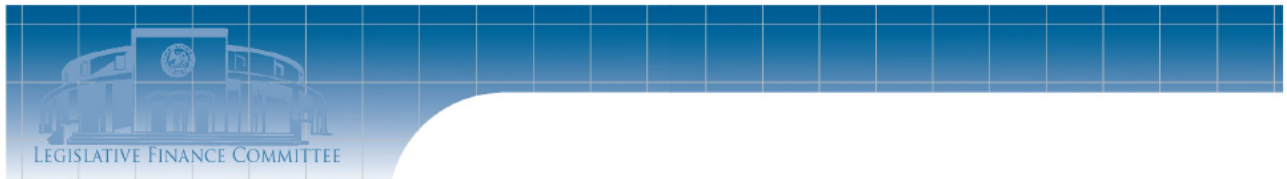
Source: LFC analysis of HED data

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CNM
2009- 2011 Healthcare Workforce Graduates

High School		Graduates		2013 New Mexico Employment Data			
				County		Type of Business	
Albuquerque High	23	Dental Assistant	54	Bernalillo	550	Continuing Care Retirement	10
Belen High	12	Licensed Practical Nurse	55	Sandoval	11	General Medical and Surgical Hospitals	252
Bernalillo High	14	Medical Radiologic Technology	41	Other County in New Mexico	38	HMO Medical Centers	73
Del Norte	29	Nursing Assistant	58	Total	599	Home Health Care Services	15
Freedom High	11	Registered Nurse	514			Skilled Nursing Facilities	64
GED in New Mexico	101	Pharmacy Technician	97			Office of Dentists	20
Highland High	31	Radiologic Technology Science	18			Office of Physicians	35
La Cueva	19	Respiratory Care Therapist	63			Services for the Elderly	11
Los Lunas	14	Surgical Technology	38			Other Health-Related Business	34
Rio Grande High	45	Total	938			Non-Health-Related Business	85
Rio Rancho High	26					Total	599
Sandia High	43						
Valley High	35						
West Mesa High	38						
Other New Mexico High School	281						
Out of State	247						
Total	938						

Source: LFC analysis of HED Data

Of the 938 students who graduated from CNM with healthcare workforce-related degrees or certificates between 2009 and 2011:

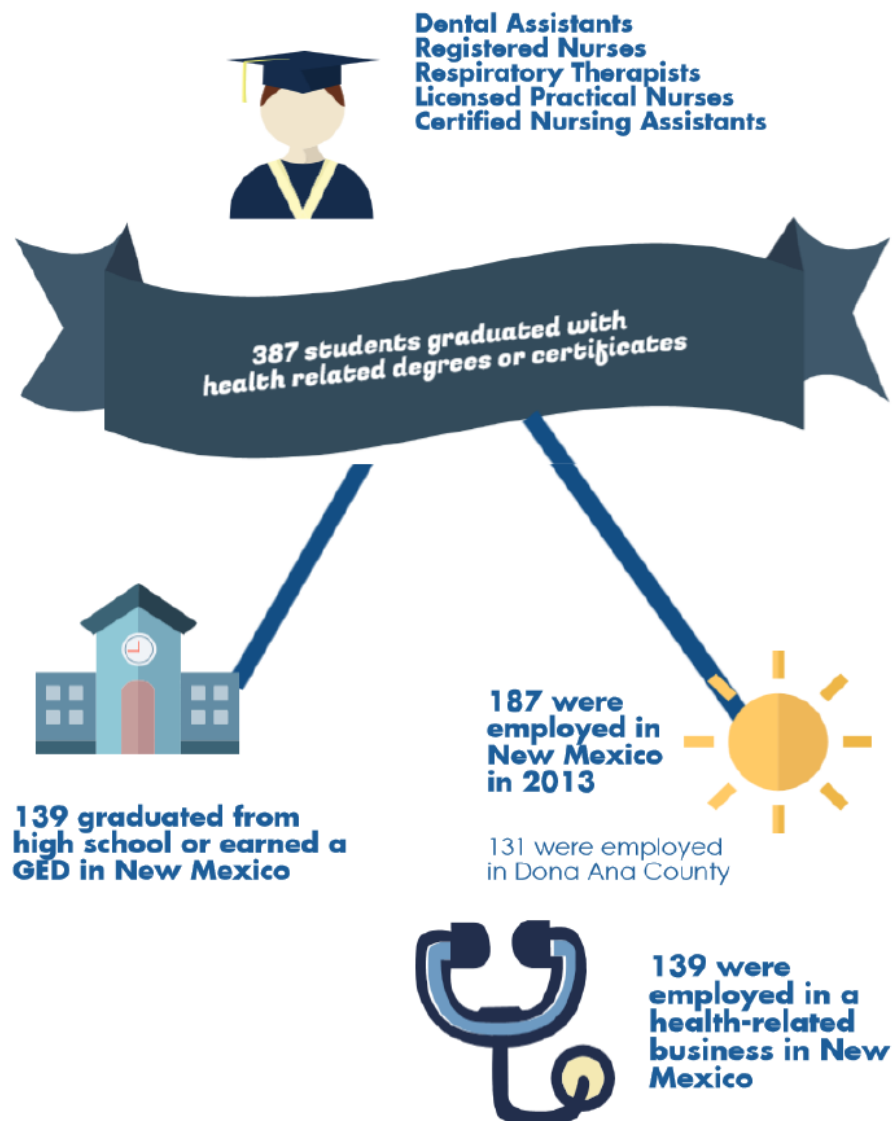
- 722 had graduated from high school in New Mexico;
- 599 were employed in New Mexico, and 514 were employed in health-related businesses.

Data for this LFC Health Note is provided as an addendum to the 2013 program evaluation, *Adequacy of New Mexico's Healthcare Systems Workforce*.

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May 1, 2015

New Mexico State University Dona Ana Branch 2010-2011 Healthcare Workforce Graduates



Source: LFC analysis of HED data

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**New Mexico State University Dona Ana Branch
Healthcare Workforce Graduates 2010-2011**

High School	
Alamogordo High	10
Gadsden High	30
GED in New Mexico	36
Hatch Valley High	10
Las Cruces High	38
Mayfield High	46
Onate High	45
Santa Teresa High	10
Other New Mexico High School	78
Out of State	84
Total	387

Healthcare Graduates	
Degree Level	
Dental Assisting	22
Dental Hygiene	24
Licensed Practical / Vocational Nursing	36
Medical Radiologic Technology	37
Nurse Assisting	220
Registered Nursing	40
Respiratory Care Therapy/Therapist	8
Total	387

2013 New Mexico Employment Data			
County		Type of Business	
Bernalillo	28	General Medical and Surgical Hospitals	53
Dona Ana	131	Home Health Care Services	12
Other New Mexico County	28	Nursing Care Facilities	14
Total	187	Offices of Dentists	16
		Offices of Physicians	14
		Services for the Elderly and Persons with Disabilities	11
		Other Health-Related Business	19
		Non-Health-Related Business	48
		Total	187

Source: LFC analysis of HED Data

Of the 387 students who graduated from New Mexico State University– Dona Ana with a healthcare workforce-related degrees or certificates between 2010 and 2011:

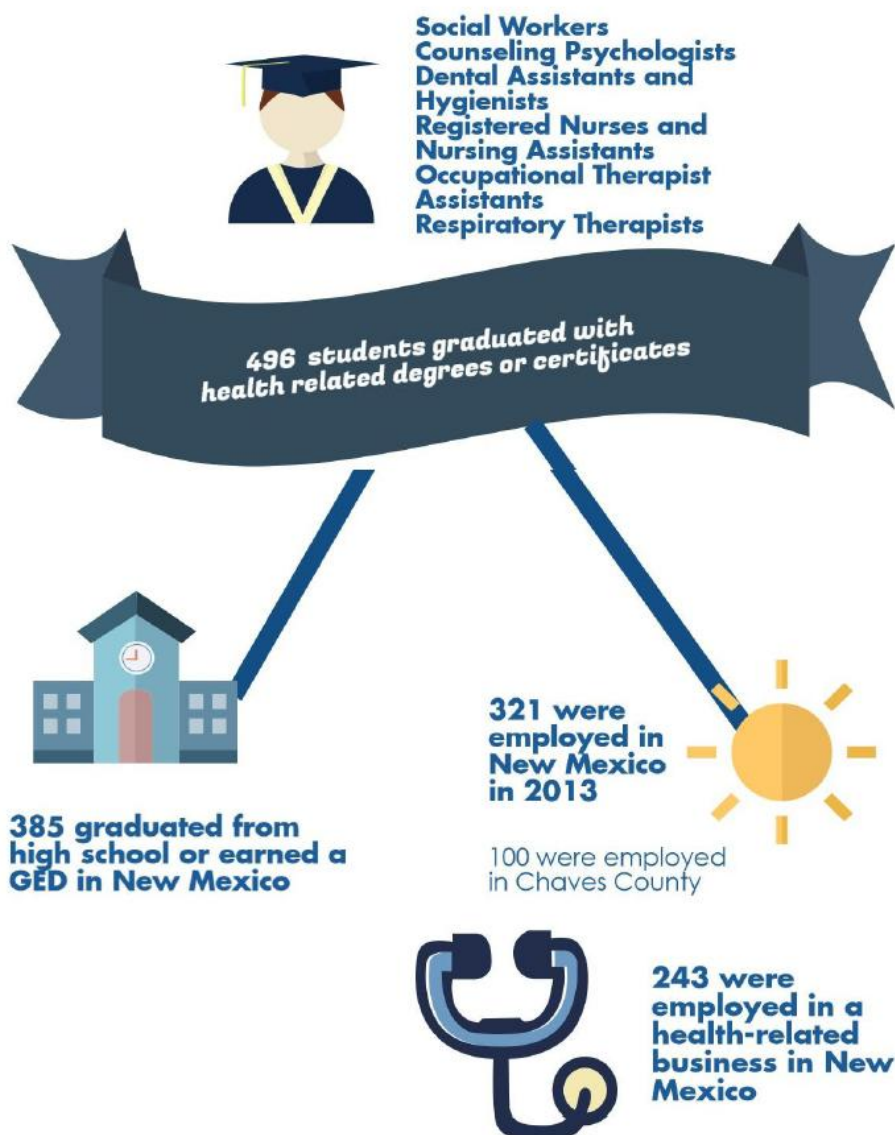
- 303 graduated from high school or earned GEDs in New Mexico;
- 187 were employed in New Mexico, and 139 were employed in health-related businesses in 2013.

Data for this LFC Health Note is provided as an addendum to the 2013 program evaluation, *Adequacy of New Mexico's Healthcare Systems Workforce*.

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May 1, 2015

Eastern New Mexico University 2009—2011 Healthcare Workforce Graduates



Source: LFC analysis of HED data

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**Eastern New Mexico University
Healthcare Workforce Graduates 2009-2011**

High School	
Carlsbad High	10
Clovis High School	16
Dexter High	22
GED in New Mexico	69
Goddard High	44
Roswell High School	72
Ruidoso High	10
University High	14
Other New Mexico High School	128
Out of State or Unknown	111
Total	496

Healthcare Graduates	
Degree	
Clinical/Medical Social Work	17
Counseling Psychology	26
Dental Assisting	*
Dental Hygiene	17
Medical/Clinical Assistant	47
Nurse Assisting	79
Registered Nursing	131
Occupational Therapist Assisting	45
Pharmacy Technician	21
Radiologic Technology	19
Respiratory Care Therapy	21
Social Work	67
Substance Abuse Counseling	*
Total	496

2013 New Mexico Employment Data			
County		Type of Business	
Bernalillo	74	Colleges, Universities, and Professional Schools	12
Chaves	100	Elementary and Secondary Schools	12
Curry	17	General Medical and Surgical Hospitals	58
Eddy	24	HMO Medical Centers	18
Lea	10	Nursing Care Facilities (Skilled Nursing Facilities)	17
Lincoln	13	Offices of Physicians (except Mental Health Specialists)	25
Otero	14	Other Individual and Family Services	12
Roosevelt	17	Outpatient Mental Health and Substance Abuse Centers	12
Other New Mexico County	52	Other Health-Related Businesses	77
Total	321	Non-Health-Related Business	78
		Total	321

* Fewer than 10

Source: LFC analysis of HED Data

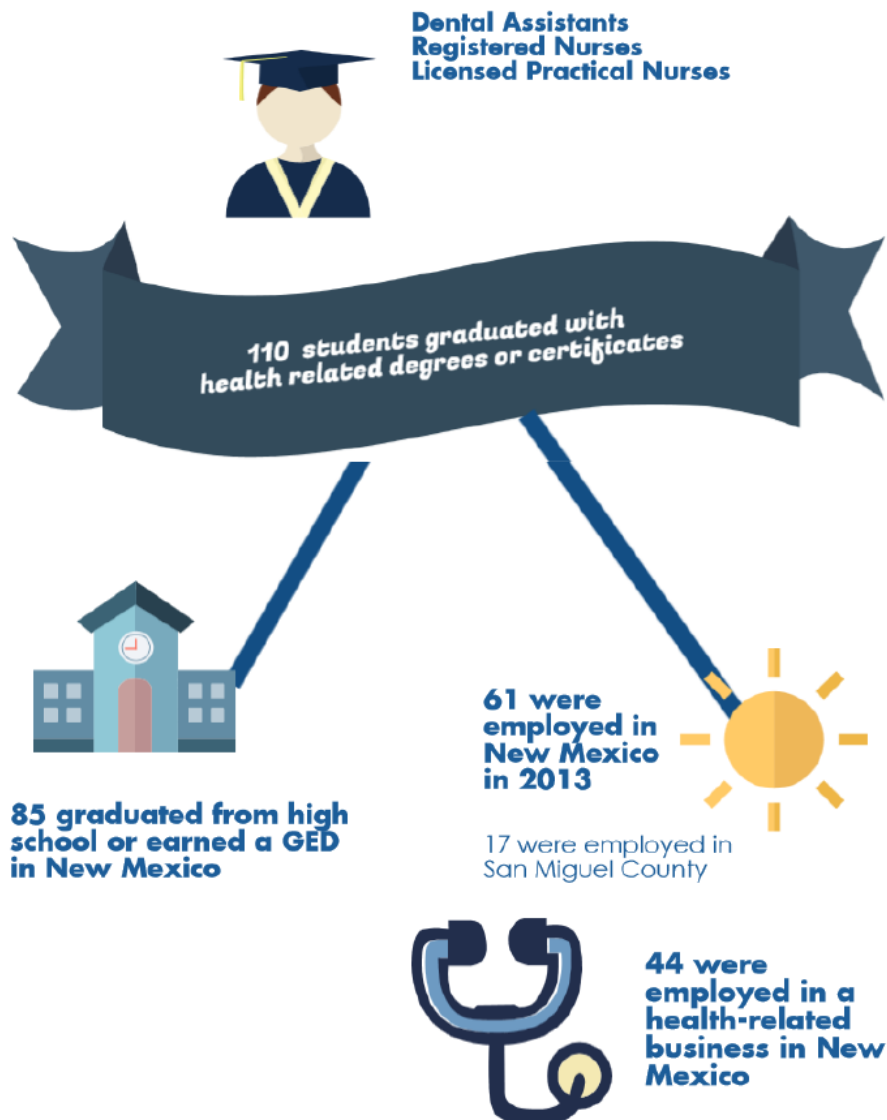
Of the 496 students who graduated from Eastern New Mexico University with a healthcare workforce-related degrees or certificates between 2009 and 2011:

- 385 graduated from high school or earned GEDs in New Mexico;
- 321 were employed in New Mexico, and 243 were employed in health-related businesses in 2013.

Data for this LFC Health Note is provided as an addendum to the 2013 program evaluation, *Adequacy of New Mexico's Healthcare Systems Workforce*.

<http://www.nmlegis.gov/lcs/lfc/lfcprogeval.aspx?Category=Social+Services>

Luna Community College 2009—2011 Healthcare Workforce Graduates



Source: LFC analysis of HED data

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**Luna Community College Healthcare Workforce Graduates 2009-2011
Healthcare Workforce Graduates**

High School	
Mora High	13
Robertson High	21
West Las Vegas High	32
Other New Mexico High School	19
Out of State	25
Total	110

Healthcare Graduates	
Degree Level	
Dental Assisting	22
Licensed Practical / Vocational Nurse Training (LPN)	69
Registered Nurse	19
Total	110

2013 New Mexico Employment Data			
County		Type of Business	
Bernalillo	12	Nursing Care Facilities	7
		Other Health-Related Business	
San Miguel	17		3
Other New Mexico County	32	Non-Health-Related Business	
Total	61	Total	10

Source: LFC analysis of HED Data

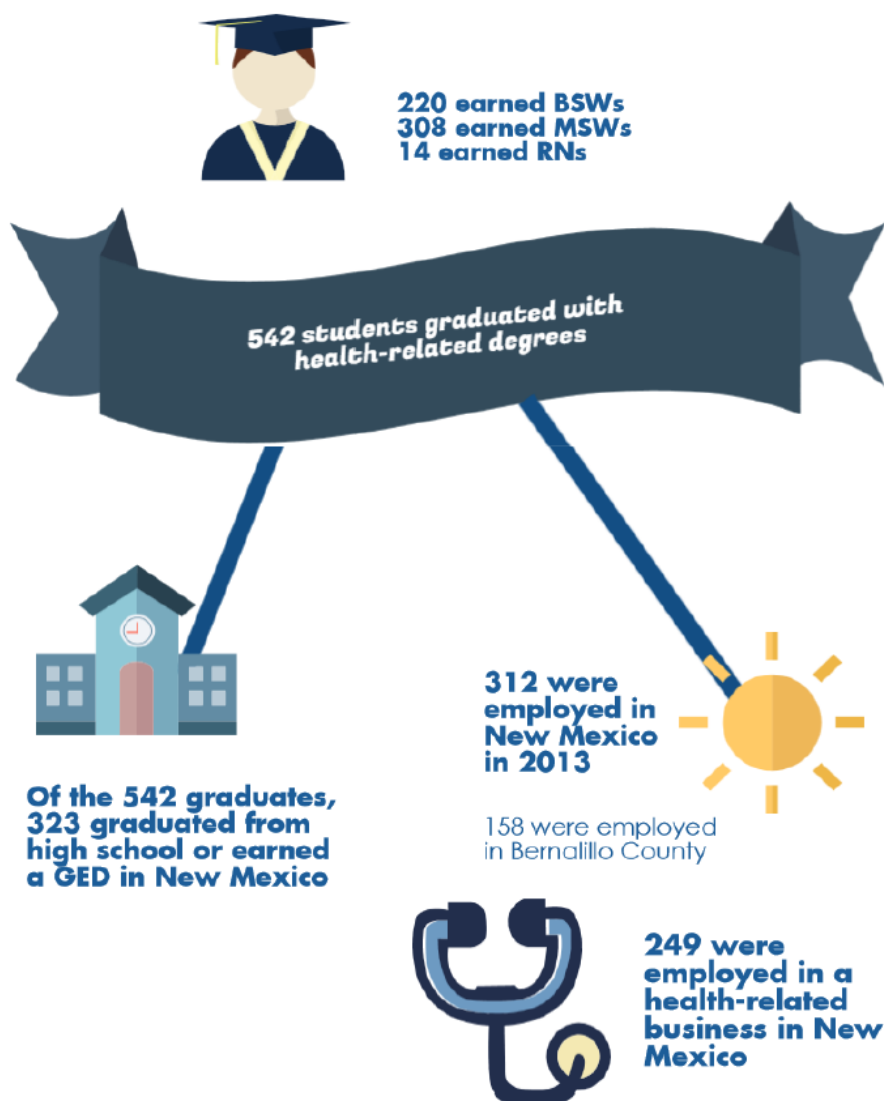
Of the 110 students who graduated from Luna Community College with a healthcare workforce-related degrees or certificates between 2009 and 2011:

- 85 graduated from high school or earned GEDs in New Mexico;
- 61 were employed in New Mexico, and 44 were employed in health-related businesses in 2013.

Data for this LFC Health Note is provided as an addendum to the 2013 program evaluation, *Adequacy of New Mexico's Healthcare Systems Workforce*.

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New Mexico Highlands University Healthcare Graduates 2009—2011



Source: LFC analysis of HED data

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**NMHU 2009-2011
Healthcare Workforce Graduates**

High School	
GED in New Mexico	33
Rio Rancho High	12
Robertson High	14
West Las Vegas High	16
Other New Mexico High School	248
Out of State or Unknown	219
Total	542

Healthcare Graduates	
Degree Level	
Bachelor's Degree in Social Work	220
Master's Degree in Social Work	308
Registered Nurses	14
Total	542

323

2013 New Mexico Employment Data			
County		Type of Business	
Bernalillo	158	Child and Youth Services	18
Quay	10	Elementary and Secondary Schools	25
San Juan	26	Offices of Physicians	12
San Miguel	16	Other Individual Family Services	76
Santa Fe	21	Outpatient Mental Health and Substance Abuse Centers	17
Other New Mexico County	81	Services for the Elderly and Persons with Disabilities	10
Total	312	Other Health-Related Businesses	91
		Non-Health-Related Business	63
		Total	312

Source: LFC analysis of HED Data

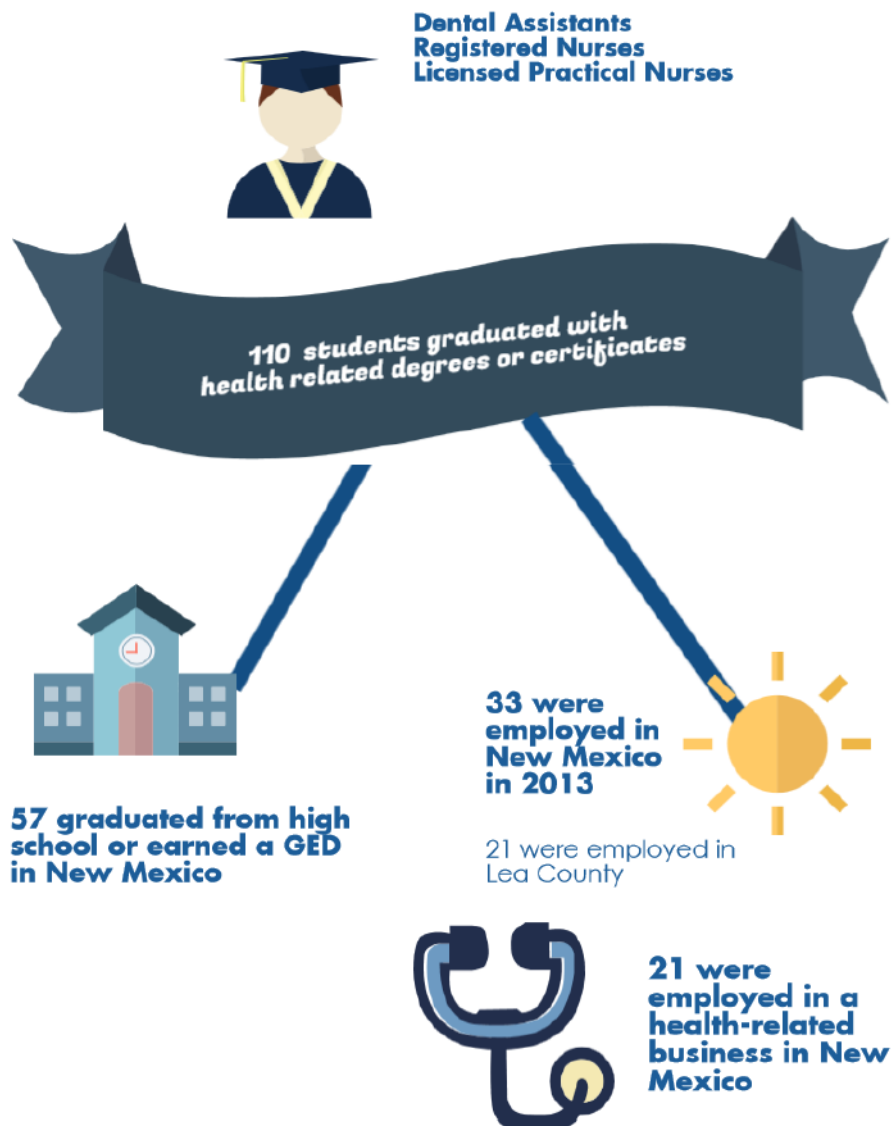
Of the healthcare workforce students who graduated from NMHU between 2009 and 2011:

- 220 earned bachelor's degrees, and 308 earned master's degrees in social work
- 323 graduated from high school or completed a GED in New Mexico;
- 312 were employed in New Mexico, and 249 were employed in health-related businesses in 2013.

Data for this LFC Health Note is provided as an addendum to the 2013 program evaluation, *Adequacy of New Mexico's Healthcare Systems Workforce*.

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New Mexico Junior College 2009—2011 Healthcare Workforce Graduates



Source: LFC analysis of HED data

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New Mexico Junior College Healthcare Workforce Graduates 2009-2011

High School	
Hobbs High	25
Other New Mexico High School	32
Out of State	21
Total	78

Healthcare Graduates	
Degree Level	
Licensed Practical / Vocational Nurse Training (LPN)	39
Nursing Assisting	8
Registered Nursing	31
Total	78

2013 New Mexico Employment Data			
County		Type of Business	
Lea	21	Health-Related Business	21
Other New Mexico County	12	Non-Health-Related Business	12
Total	33	Total	33

Source: LFC analysis of HED Data

Of the 78 students who graduated from New Mexico Junior College with a healthcare workforce-related degrees or certificates between 2009 and 2011:

- 57 graduated from high school or earned GEDs in New Mexico;
- 33 were employed in New Mexico, and 21 were employed in health-related businesses in 2013.

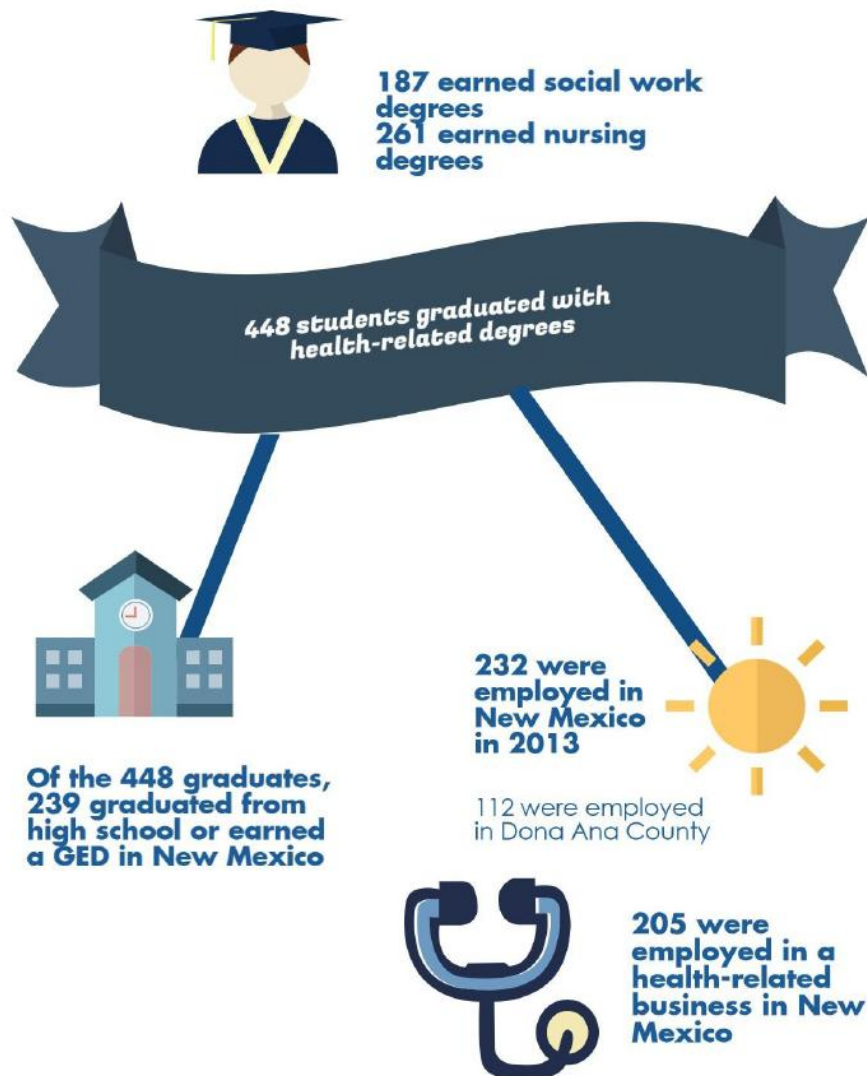
Data for this LFC Health Note is provided as an addendum to the 2013 program evaluation, *Adequacy of New Mexico's Healthcare Systems Workforce*.

<http://www.nmlegis.gov/lcs/lfc/lfcprogeval.aspx?Category=Social+Services>

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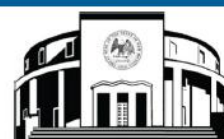
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May 1, 2015

New Mexico State University Main Campus 2010—2011 Healthcare Workforce Graduates



Source: LFC analysis of HED data

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**NMSU 2010-2011
Healthcare Workforce Graduates**

High School	
Alamogordo High	19
Gadsden High	16
Las Cruces High	24
Mayfield High	23
Ocate High	21
Santa Teresa High	11
Other New Mexico High School	125
Out of State or Unknown	209
Total	448

Healthcare Graduates	
Degree Level	
Bachelor's Degree in Social Work	87
Master's Degree in Social Work	100
Bachelor's Degree in Nursing	207
Master's Degree in Nursing	52
Doctorate in Nursing	2
Total	448

2013 New Mexico Employment Data			
County		Type of Business	
Bernalillo	71	Child and Youth Services	10
Dona Ana	112	Colleges, Universities, and Professional Schools	10
Other New Mexico County	49	General Medical and Surgical Hospitals	78
Total	232	Other Individual and Family Services	30
		Psychiatric and Substance Abuse Hospitals	10
		Other Health-Related Business	67
		Non-Health-Related Business	27
		Total	232

Source: LFC analysis of HED Data

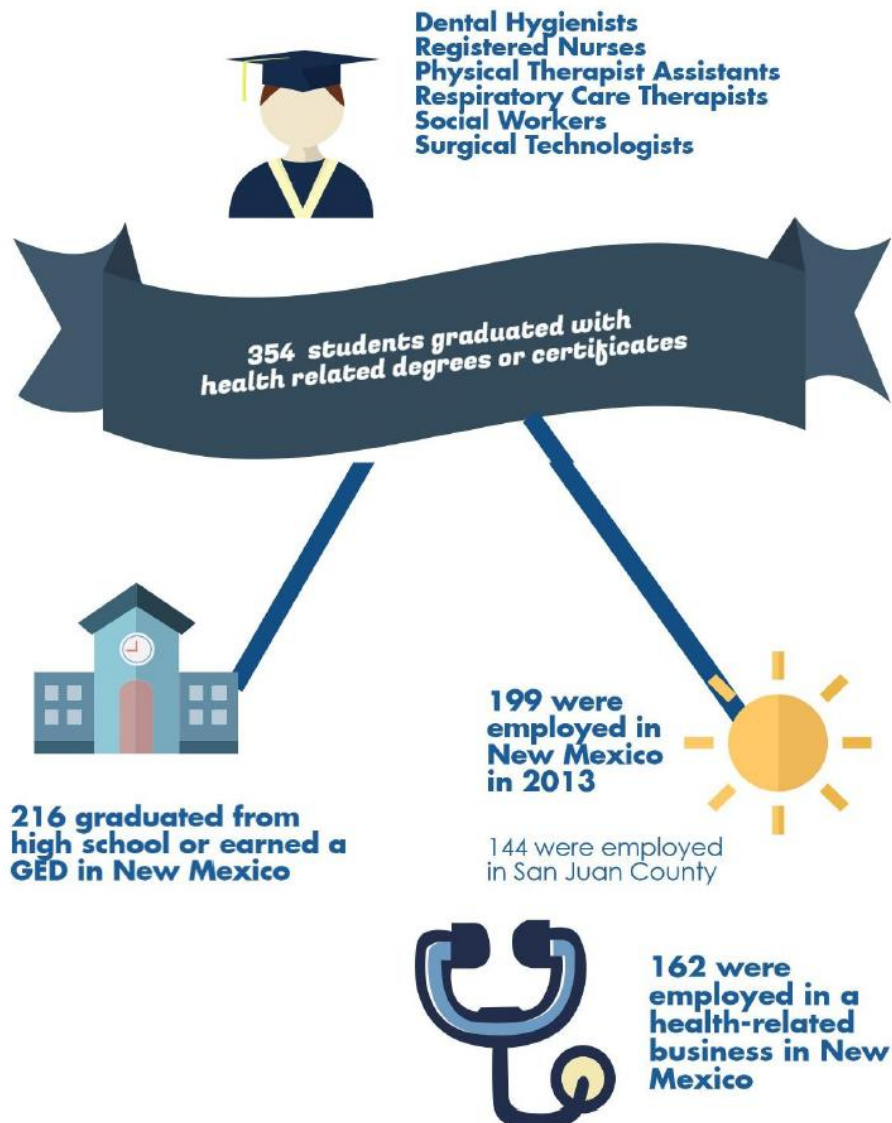
Of the 448 students who graduated from NMSU Main Campus with healthcare workforce-related degrees or certificates between 2010 and 2011:

- 187 graduated with social work degrees, and 261 graduated with nursing degrees;
- 239 had graduated from high school in New Mexico;
- 232 were employed in New Mexico, and 205 were employed in health-related businesses.

Data for this LFC Health Note is provided as an addendum to the 2013 program evaluation, *Adequacy of New Mexico's Healthcare Systems Workforce*.

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San Juan College 2009—2011 Healthcare Workforce Graduates



Source: LFC analysis of HED data

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**San Juan College
Healthcare Workforce Graduates 2009-2011**

High School	
Aztec High	21
Bloomfield High	22
Central High	29
Farmington High	51
Ged, Other New Mexico	27
Piedra Vista High	19
Other New Mexico High School	47
Out of State or Unknown	138
Total	354

Healthcare Graduates	
Degree	
Dental Hygiene	35
Registered Nursing	137
Physical Therapist Assisting	77
Respiratory Care Therapy	13
Social Work	56
Surgical Technology	36
Total	354

2013 New Mexico Employment Data			
County		Type of Business	
Bernalillo	29	General Medical and Surgical Hospitals	85
San Juan	144	Nursing Care Facilities	13
Other New Mexico County	26	Offices of Dentists	16
Total	199	Offices of Physical, Occupational and Speech Therapists, and Audiologists	11
		Other Health-Related Business	37
		Non-Health-Related Business	37
		Total	199

Source: LFC analysis of HED Data

Of the 354 students who graduated from San Juan Community College with a healthcare workforce-related degrees or certificates between 2009 and 2011:

- 216 graduated from high school or earned GEDs in New Mexico;
- 199 were employed in New Mexico, and 162 were employed in health-related businesses in 2013.

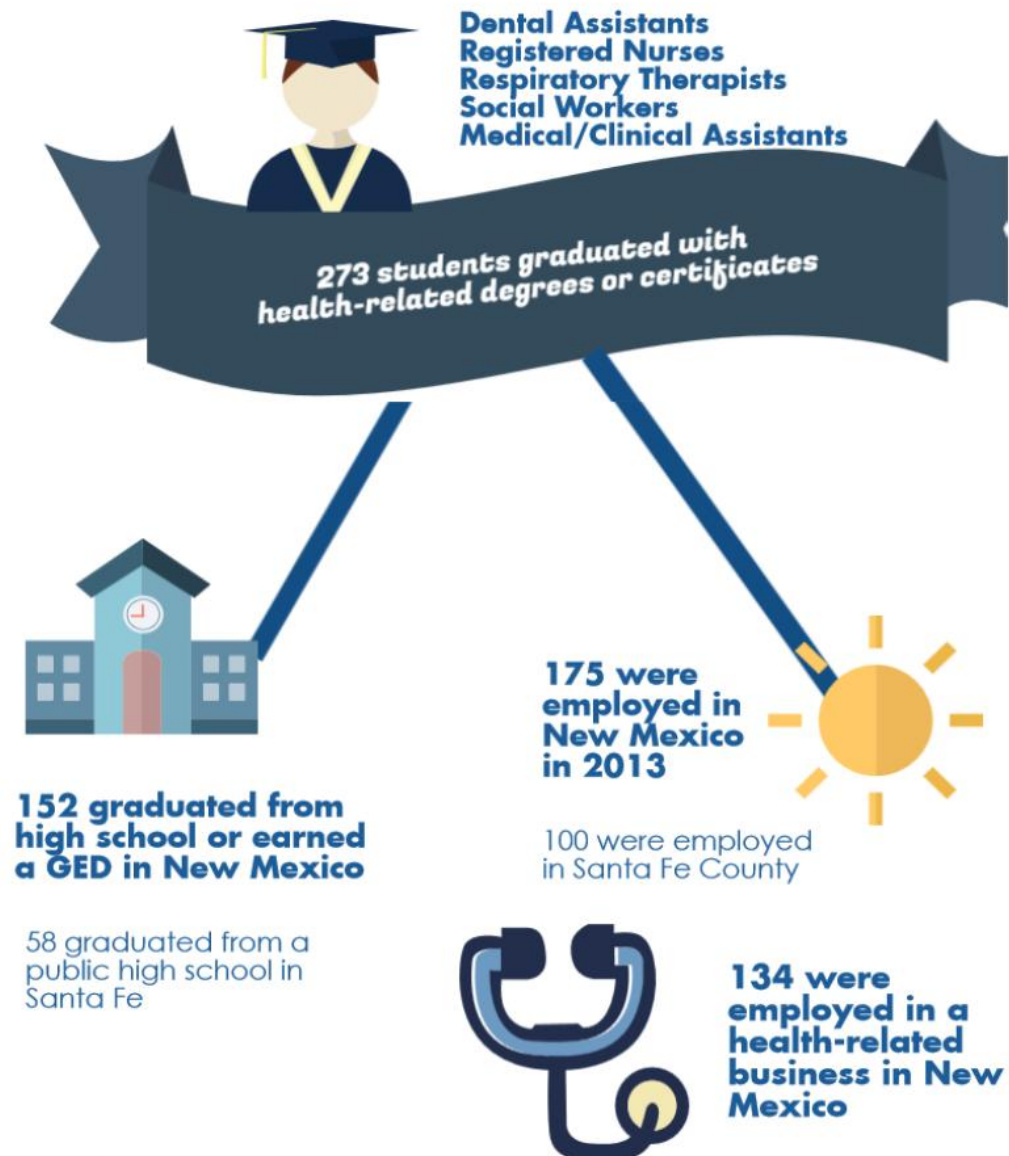
Data for this LFC Health Note is provided as an addendum to the 2013 program evaluation, *Adequacy of New Mexico's Healthcare Systems Workforce*.

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Health Notes

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Legislative Finance Committee
May 1, 2015

Santa Fe Community College 2009—2011 Healthcare Workforce Graduates



Source: LFC analysis of HED data

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**Santa Fe Community College
2009- 2011 Workforce Graduates**

High School		Graduates		2013 New Mexico Employment Data			
				County		Type of Business	
Capital High	22	Dental Assisting/Assistant	36	Bernalillo	59	General Medical and Surgical Hospitals	77
Santa Fe High School	36	Nursing - Registered Nurse Training (RN, ASN, BSN,	162	Santa Fe	100	Office of Dentist	10
Other New Mexico High School	68	Respiratory Care Therapy/Therapist Certificate	13	Other New Mexico County	16	Nursing Care Facilities	11
GED in New Mexico	26	Social Work	47	Total	175	Office of Physician	14
Out of State	121	Medical/Clinical Assistant Certificate	15			Other Health-Related Business	22
Total	273	Total	273			Non-health-related business	41
						Total	175

Source: LFC analysis of HED Data

Of the 273 students who graduated from Santa Fe Community College with healthcare workforce-related degrees or certificates between 2009 and 2011:

- all received associate or certificate-level degrees as dental assistants, nurses, respiratory care therapists, medical or clinical assistants, or social workers;
- 152 had graduated from high school in New Mexico;
- 175 were employed in New Mexico, and 134 were employed in health-related businesses.

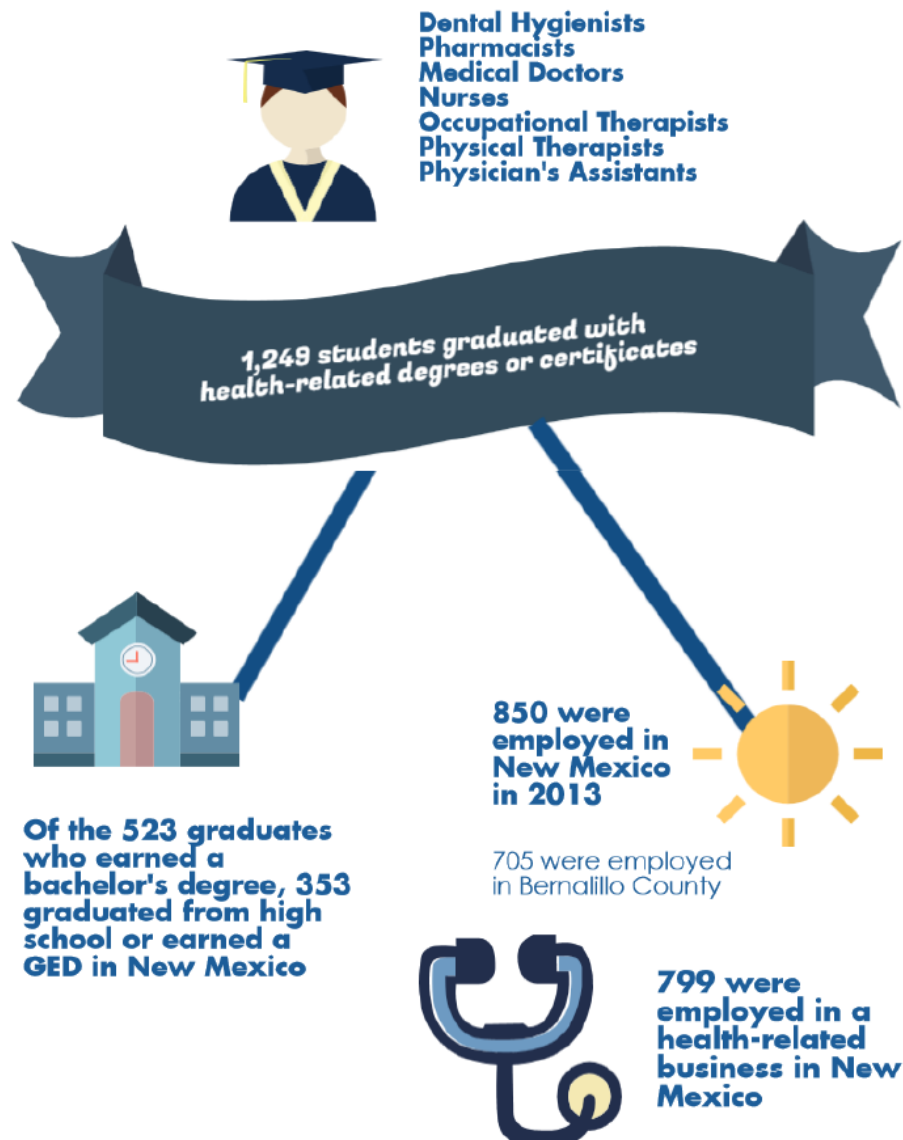
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Legislative Finance Committee
May 1, 2015

University of New Mexico Main Campus 2009—2011 Healthcare Workforce Graduates



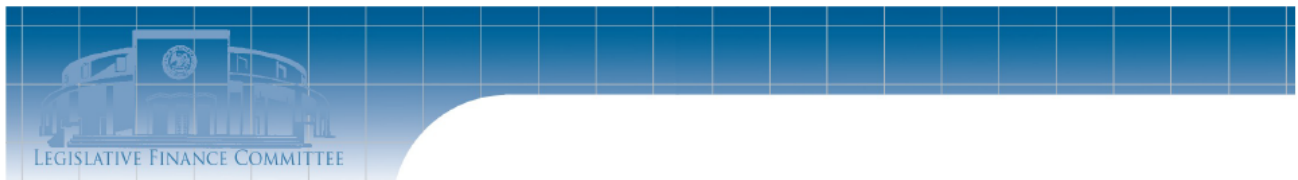
Source: LFC analysis of HED data

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**UNM Main Campus
2009- 2011 Healthcare Workforce Graduates**

High School (of Students who Received Bachelor De-		Graduates				2013 New Mexico Employment Data			
		Degree Level		Major (All Levels)		County		Type of Business	
Belen High	16	Bachelor's Degree	523	Dental Hygiene	81	Bernalillo	705	Colleges, Universities, and Professional Schools	94
Cibola High	14	Doctorate Degree	8	Medical Pharmacology Sciences	10	San Juan	10	General Medical and Surgical Hospitals	361
Eldorado High	18	Master's Degree	284	Medical Radio-graphic Technology	24	Santa Fe	24	HMO Medical Centers	53
GED in New Mexico	14	Post-Master's Certificate	4	Medicine	154	Valencia	11	Home Health Care Services	15
La Cueva High	12	Doctorate of Medicine	430	Nursing	546	Other New Mexico County	100	Junior Colleges	23
Los Lunas High	16	Total	1249	Occupational Therapy	66	Total	850	Nursing Care Facilities (Skilled Nursing Facilities)	24
Manzano High	19			Pharmacy	252			Offices of Dentists	41
								Offices of Physical, Occupational and Speech Therapists, and Audiologists	22
Rio Rancho High	11			Physical Therapy	69			Offices of Physicians (except Mental Health Specialists)	29
Sandía High	12			Physician Assistant	47			Pharmacies and Drug Stores	82
Santa Fe High	11			Total	1249			Other Health-Related Businesses	55
Other New Mexico High School	210							Non-Health-Related Business	51
Out of State	170							Total	850
Total	523								

Source: LFC analysis of HED Data

Of the 1,249 students who graduated from UNM Main Campus with a healthcare workforce-related degrees or certificates between 2009 and 2011:

- 850 were employed in New Mexico, and 799 were employed in health-related businesses in 2013.

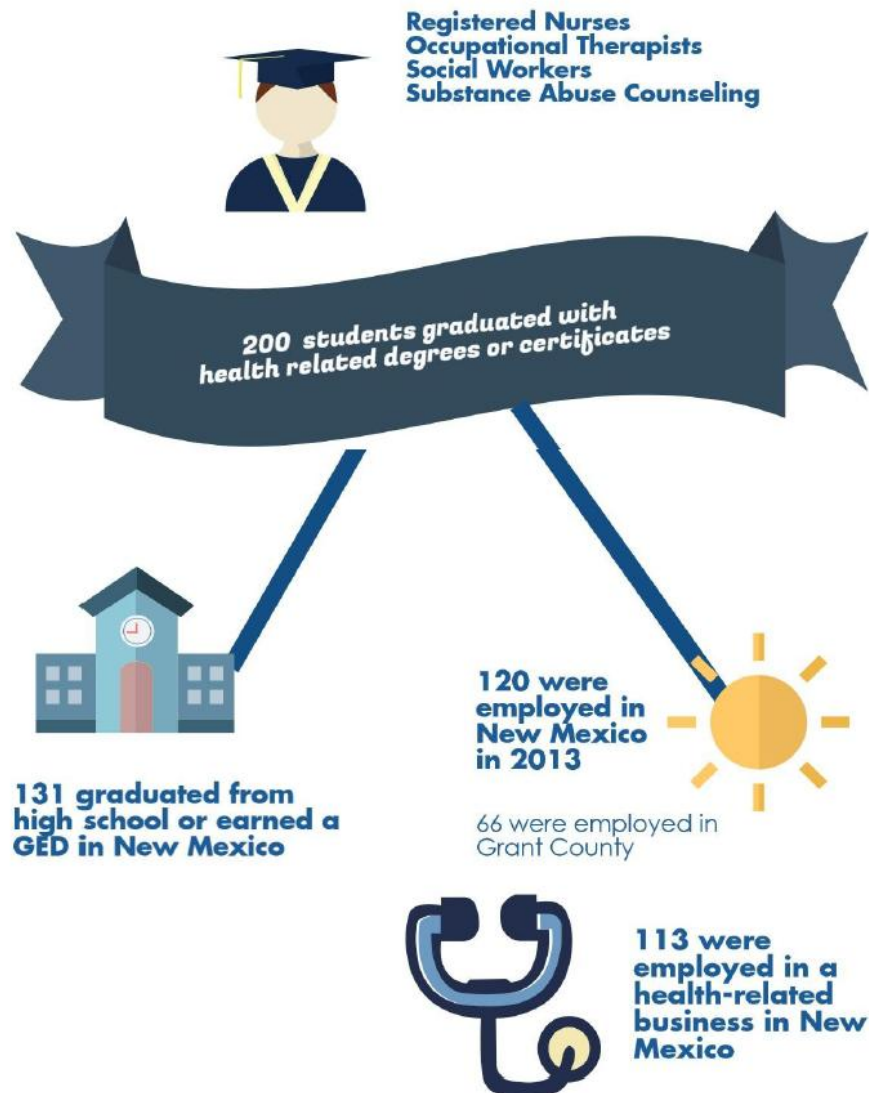
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Health Notes

Program Evaluation Unit
Legislative Finance Committee
May 1, 2015

Western New Mexico University 2009—2011 Healthcare Workforce Graduates



Source: LFC analysis of HED data

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**Western New Mexico University
Healthcare Workforce Graduates 2009-2011**

High School		Healthcare Graduates		2013 New Mexico Employment Data			
		Degree		County		Type of Business	
Cobre High	29	Registered Nursing	72	Bernalillo	16	Elementary and Secondary Schools	10
Deming High	16	Occupational Therapy	58	Grant	66	General Medical and Surgical Hospitals	52
Ged, Other New Mexico	10	Rehabilitation and Therapeutic Professions, Other	*	Luna	10	Nursing Care Facilities (Skilled Nursing Facilities)	11
Silver High	45	Social Work	47	Other New Mexico County	28	Offices of Physical, Occupational and Speech Therapists, and Audiologists	12
Other New Mexico High School	31	Substance Abuse Counseling	16	Total	120	Other Health-Related Business	28
Out of State or Unknown	69	Total	200			Non-Health-Related Business	7
Total	200					Total	120

Source: LFC analysis of HED Data

Of the 200 students who graduated from Western New Mexico University with a healthcare workforce-related degrees or certificates between 2009 and 2011:

- 131 graduated from high school or earned GEDs in New Mexico;
- 120 were employed in New Mexico, and 113 were employed in health-related businesses in 2013.

Data for this LFC Health Note is provided as an addendum to the 2013 program evaluation, *Adequacy of New Mexico's Healthcare Systems Workforce*.

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