



# Presentation to LESC

June 28, 2019

Secretary Bill McCamley

# Introduction

- New Mexico needs to expand and diversify our economy to be healthy.
- We need to give our people options to stay in the state.
- Businesses need three things to succeed: Infrastructure, financing, and a skilled workforce.
- Biggest workforce skills gaps are health care, education, and STEM jobs.
- Gov Lujan Grisham wants all state departments working together to build better communities. That means DWS has to work closely with PED and HED.
- Seven goals for the next year.

# Sector Specific Strategies

- Targets a specific industry or cluster of occupations.
- Intervenes through a credible organization, or set of organizations, crafting workforce solutions tailored to that industry and its region.
- Supports workers in improving their range of employment-related skills, improving their ability to compete for work opportunities of higher quality.
- Meets the needs of employers, improving their ability to compete within the marketplace.
- Creates lasting change to the benefit of both workers and employers.

Get businesses in a room. Surround them with education, workforce, infrastructure, and finance people that can help. Get to work.

## Sector Specific Strategies (2)

Federal Perkins Act calls for collaboration among middle/high schools, higher education, employers, and other partners for an integrated approach to delivering robust CTE programs through statewide sector or industry partnerships.

In drafting its plan for implementing Perkins V, a state must describe how it will “support effective and meaningful collaboration between secondary schools, postsecondary institutions, and employers to provide students with expertise in, and understanding of, all aspects of an industry.”

NM DWS will be requiring each one of its regional workforce boards to perform two sector partnership plans.

# Soft Skills

Businesses everywhere have talked about young people's lack of "soft skills" in today's workforce. Defined as "personal attributes that enable someone to interact effectively and harmoniously with other people."

- Time management.
- Write in non-text message language.
- Work ethic.
- Teamwork.
- Problem Solving.
- Communication.

# Soft Skills (2)

DWS will be looking to address this in two ways.

1. Plan to have every high school junior in the state participate in a mock interview, using Valencia County formula.
2. Work with community schools to provide more in depth training, based on “Career Solutions” and “Why We Work” programs offered on DWS website.

<https://www.nmcareersolutions.com/vosnet/Default.aspx>

<https://www.dws.state.nm.us/whyiwork/>

# Governor's STEM Challenge

- How can STEM students and teachers be encouraged to incorporate Next Generation Science Standards to their everyday classroom activities?
- How can students who shine in STEM be recognized statewide?
- How can the job potential of STEM employers in the state be emphasized to students?
- How can these issues be accomplished while encouraging more minorities and girls to participate?

# Governor's STEM Challenge

- LANL will come up with a question. Governor Lujan Grisham will issue challenge in July.
- Participating schools will agree to use it in their NGSS classes.
- Will receive professional development, supplies, and help from a mentor.
- Schools will choose 10 students to submit an answer to PED & DWS in Dec.
- All chosen students will receive STEM letters. Approved by NMAA.
- NM employers will choose answer that best fits their job needs, reward all ten students with \$500 academic awards.
- Commitments from Air Force Research Labs, Sandia National Laboratories, Virgin Galactic, Presbyterian, RS21, Intel, Chevron, N3B, Pattern Energy, Facebook, and Deloitte.



# Teacher Apprenticeships

Workforce Boards have On The Job Training fund available from the Federal government. Can pay for education portion of workforce training.

Las Cruces school district has expressed interest in engaging funds to help with their alternative licensure program. Will pay for higher ed programs, and for mentors to help teachers during their first year.

# Nursing

3800 nurses needed as of April.

Most colleges and universities have waiting lists for their programs, and many turning to expensive for-profit colleges.

Need to get more instructors, more clinical opportunities, and more efficiency in licensing process.

DWS is convening a task force with employers, government agencies, and representatives from higher education to come up with hard solutions by end of July.

# Division of Vocational Rehabilitation

- NM DVR is supposed to provide vocational counseling, job search/placement assistance, technology help, training, and post-employment services to our neighbors with disabilities.
- Currently sits under the Public Education Department, but received little attention on the last administration (not mentioned in transition document).
- Since August 2018, they have only been able to provide services to individuals meeting priority 1 criteria (there are 3 levels).
- Currently experiencing a high employee vacancy rate.

# DVR to Workforce Solutions Plan

- Long term plan is to transfer DVR to the Dept of Workforce Solutions during 2021 session. Most other states have gone in this direction (mission, community outreach, etc).
- A new Director (Diane Mourning Brown) started June 3, and will be meeting regularly with DWS executive team.
- Memorandum Of Understanding signed allowing DWS to start overseeing financial services.
- Planning will begin to align facilities, IT, and HR services in July.