

Government Results and Opportunity Hearing Brief



Higher Education Workforce Training

The Legislature appropriated \$60 million, \$20 million per year from FY25 through FY27, to pay tuition and student fees for noncredit workforce training courses, apprenticeships or internships. Workforce training courses are noncredit courses directly related to an industry credential or endorsement. These programs could be directly tied to a license or certification such as commercial driver's licenses, IT certifications in networking or cyber security, or business essentials such as Microsoft office suite. Internship and apprenticeship programs are developed through the individual colleges with local employers. The Higher Education Department (HED) developed a formula to distribute the funds to comprehensive and community colleges statewide and developed an annual tracking report to monitor expenditures and outcomes. See *attachment A* for the FY27 distribution by institution.

Amount:
\$60 Million

Purpose: For New Mexico community colleges and regional universities to pay up to the full cost of student tuition and fees for workforce training courses not eligible for other ~~state~~ financial aid and that result in an industry-recognized credential or endorsement. This funding may also be used to subsidize costs of students involved in apprenticeships or internships ~~and for program development~~. Higher education institutions shall submit an implementation plan to the higher education department prior to receipt of funding and include identification of the types of certificates or credentials offered and the employers and industries eligible for internship and apprenticeship support. ~~The higher education department shall distribute this funding to higher education institutions based on their proportional share of instruction and general funding no later than August 1st of each year.~~

AGENCY: Higher Education Department, San Juan College, Eastern New Mexico University

DATE: July 21, 2026

PURPOSE OF HEARING:
Review of 2024 GRO pilot projects

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EXPECTED OUTCOME:
Informational

Preliminary Outcomes from San Juan College (SJC)

- Participants in SJC's workforce training program experienced an **average wage increase of 16.5 percent**.
 - Wages were calculated for 58 program participants who were employed in the quarter prior to entering the training program and who reported a wage in the first quarter after program completion.
 - This suggests the training was directly linked to improved wages for participants.
- The participant sample is small, only 58 of 239 participants, because of the delays in measuring the data. For example, a Commercial Driver's License (CDL) program takes 8 weeks to complete and employers have 30 days to report wages to the Workforce Solutions Department (WSD) after the end of the quarter for which wages are

Appropriation Progress At-A-Glance	
Evaluation Plan Submitted	Yes
Percent Expended	
Year 1	70.4%
Year 2	95.2%
Outcomes Tracked and Reported	Yes

reported. This means that the *soonest wage information would be available for a CDL completer would be 6 months after program start time.*

- Additionally, the wage data does not include participants who are self-employed or employed by the federal government. Tribal employment is reported on a voluntary basis and wages earned by New Mexico residents out-of-state do not appear in the data set.
- San Juan College is the only institution in the state that collects social security numbers for workforce training program participants. SJC is able to use this data to identify all program participants in the wage data collected by WSD.
 - Other colleges have data sharing agreements with WSD, but will have to use other matching methods to compare wages because they do not have participant social security numbers. The other methods of tracking lead to imprecise data matching so that wage information is often only known for 50 percent to 75 percent of participants.

FY25 HED Monitoring Report Findings

- The Higher Education Department (HED) created an annual report tracking spending, participation, completion, and other data.
- For FY25, the department reports that 6,249 participants enrolled in 224 programs with an average participant age of 35 were served. Programs had a 94 percent completion rate.
- The most popular program was CDL, with 1,014 participants achieving a 93 percent completion rate.
- Colleges expended 70.4 percent of workforce GRO appropriations in FY25 and 94.8 percent in FY26.

Questions for Consideration:

- When will earnings data be available for the other colleges?
- Are participants in the workforce training programs more likely to be employed?
- Do we know which training programs are delivering the best employment and wage benefits?
- Are there statewide eligibility criteria for workforce apprenticeship and internship programs (e.g. eligible industries, intern/apprentice pay minimums, duration minimum or maximum)?
- Are all of these students new, or were they previously self-pay students?
- How do these participants differ from WIOA-eligible participants?

Workforce GRO Allocations and Reversions

FY25-FY27

Institution	FY25 Allocation	FY25 Reversion	Reversion %	FY26 Allocation	FY26 Reversion	Reversion %	FY27 Allocation
Eastern New Mexico University	\$1,303,000	\$0	0.0%	\$ 1,303,000	\$6,265	0.5%	\$ 1,303,000
New Mexico Highlands University	\$1,263,000	\$3,799	0.3%	\$ 1,263,000	\$7,480	0.6%	\$ 1,273,918
Northern New Mexico College	\$367,000	\$112,035	30.5%	\$ 367,000	\$56,079	15.3%	\$ 300,000
Western New Mexico University	\$1,191,000	\$445,105	37.4%	\$ 1,191,000	\$0	0.0%	\$ 1,000,000
Eastern New Mexico University - Roswell	\$748,000	\$385,222	51.5%	\$ 748,000	\$0	0.0%	\$ 748,000
Eastern New Mexico University - Ruidoso	\$200,000	\$0	0.0%	\$ 200,000	\$0	0.0%	\$ 200,000
New Mexico State University - Alamogordo	\$200,000	\$200,000	100.0%	\$ 200,000	\$0	0.0%	\$ 86,916
Doña Ana Community College	\$1,752,000	\$29,990	1.7%	\$ 1,752,000	\$29	0.0%	\$ 1,870,560
New Mexico State University - Grants	\$200,000	\$189,524	94.8%	\$ 200,000	\$100,586	50.3%	\$ 150,000
University of New Mexico - Gallup	\$465,000	\$137,575	29.6%	\$ 465,000	\$32,240	6.9%	\$ 436,760
University of New Mexico - Los Alamos	\$200,000	\$200,000	100.0%	\$ 200,000	\$200,000	100.0%	\$ 5,080
University of New Mexico - Taos	\$200,000	\$19,705	9.9%	\$ 200,000	\$1,100	0.6%	\$ 200,000
University of New Mexico - Valencia	\$268,000	\$258,198	96.3%	\$ 268,000	\$218,612	81.6%	\$ 11,380
Clovis Community College	\$742,000	\$120,745	16.3%	\$ 742,000	\$109,122	14.7%	\$ 791,858
Central New Mexico University	\$6,862,000	\$3,257,382	47.5%	\$ 6,862,000	\$85,206	1.2%	\$ 7,256,677
Luna Community College	\$242,000	\$0	0.0%	\$ 242,000	\$0	0.0%	\$ 242,227
Mesalands Community College	\$304,000	\$0	0.0%	\$ 304,000	\$118,660	39.0%	\$ 365,564
New Mexico Junior College	\$473,000	\$0	0.0%	\$ 473,000	\$0	0.0%	\$ 504,824
Southeast New Mexico College	\$217,000	\$0	0.0%	\$ 217,000	\$0	0.0%	\$ 261,874
Santa Fe Community College	\$1,058,000	\$0	0.0%	\$ 1,058,000	\$0	0.0%	\$ 1,129,074
San Juan College	\$1,745,000	\$561,267	32.2%	\$ 1,745,000	\$33,034	1.9%	\$ 1,862,288
	\$20,000,000	\$5,920,547	29.6%	\$ 20,000,000	\$968,413	4.8%	\$ 20,000,000

Source: HED