

LFC Requester:	Carlie Malone
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AGENCY BILL ANALYSIS - 2026 REGULAR SESSION

WITHIN 24 HOURS OF BILL POSTING, UPLOAD ANALYSIS TO
AgencyAnalysis.nmlegis.gov and email to billanalysis@dfa.nm.gov
(Analysis must be uploaded as a PDF)

SECTION I: GENERAL INFORMATION

{Indicate if analysis is on an original bill, amendment, substitute or a correction of a previous bill}

Date Prepared: 2/3/26 *Check all that apply:*
Bill Number: HB280 Original Correction
 Amendment Substitute

Sponsor: Cristina Parajon, Yanira Gurrola, Anita Gonzales **Agency Name and Code** Dept. of Workforce Solutions-631
Short Youth Internship Pilot Project **Number:** _____
Person Writing Sarita Nair
Phone: 505-263-3187 **Email** Evan.Sanchez@dws.nm.gov

SECTION II: FISCAL IMPACT

APPROPRIATION (dollars in thousands)

Appropriation		Recurring or Nonrecurring	Fund Affected
FY27	FY28		
\$250	0	Nonrecurring	General Fund

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY27	FY28	FY29		
n/a	n/a	n/a	n/a	n/a

(Parenthesis () indicate revenue decreases)

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY27	FY28	FY29	3 Year Total Cost	Recurring or Nonrecurring	Fund Affected
Total				No fiscal impact		

(Parenthesis () Indicate Expenditure Decreases)

Duplicates/Conflicts with/Companion to/Relates to: n/a
 Duplicates/Relates to Appropriation in the General Appropriation Act: n/a

SECTION III: NARRATIVE

BILL SUMMARY

Synopsis:

The bill creates the Youth Internship Pilot Project for paid internships in New Mexico to be administered by the Department of Workforce Solutions (DWS) and appropriates \$250,000 over three years to DWS for this purpose. The pilot is intended to demonstrate that paid internships for youth will improve workforce development in the state. Under the bill, DWS must award grants, monitor the use of grant funds, and collect and analyze data to measure outcomes.

Grants are one year in duration, and may be renewed if the internship program was successful in its initial term, and can be made only to internship programs (nonprofit organizations, school districts, charter schools, or a recognized Indian tribe or nation) that facilitate youth internships with public or private entities. Internship programs must pay for internships, intern support services, and DWS-approved administrative program expenses. They are eligible for grant awards if they can receive state funds, vet entities that host interns, have systems to submit complaints and cover interns' pay (including with an entity's contribution), provide support services to interns, agree to collect specific data for grant evaluation, coordinate with the Public Education Department regarding graduation credits for the internship, and meet other conditions or criteria imposed by DWS.

DWS must determine the form and manner of grant applications, determine metrics to measure the effectiveness of a grant award, adopt a uniform system to evaluate the grant award's effectiveness, provide annual legislative reports on grant awards, and provide a final report on the project's effectiveness to the Governor and legislature.

FISCAL IMPLICATIONS

Because the bill specifies that the \$250,000 must be used to carry out the purposes of the youth internship project and that one of the purposes of this pilot project is intended to include DWS administration of the project, including monitoring grant awards and collecting and analyzing data to measure outcomes, it is assumed that some of the \$250,000 appropriation may be used for DWS administration to carry out these activities, as well as the department's other required responsibilities under the bill: annual and final reports and evaluation of each grant award's effectiveness. DWS would require a .33 FTE per year to conduct these administrative responsibilities, which would total approximately \$33,000 per year in salaries and benefits, or approximately \$100,000 per year. This would leave approximately \$150,000 over three years for the pilot project's grant awards, or \$50,000 per year for this activity.

The approximately \$50,000 annual amount for paid internship grant awards would support about 9-10 youth internships per year, assuming about 20 hours per week per intern for 16 weeks at approximately \$15 per hour plus support services and 10% administrative costs for the internship organization.

SIGNIFICANT ISSUES

This bill could help inform policymakers and administrators on the workforce development effects of paid youth internships

PERFORMANCE IMPLICATIONS

As part of the department's responsibility to measure outcomes, it will be important to analyze how paid youth internships align with existing DWS youth work-based learning programs, such as Registered Apprenticeship Programs and pre-apprenticeship programs.

ADMINISTRATIVE IMPLICATIONS

The use of some of the bill's appropriation for DWS administration, as described above, will be essential to effectively comply with the bill's required provisions.

CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP

n/a

TECHNICAL ISSUES

n/a

OTHER SUBSTANTIVE ISSUES

n/a

ALTERNATIVES

n/a

WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL

n/a

AMENDMENTS

n/a