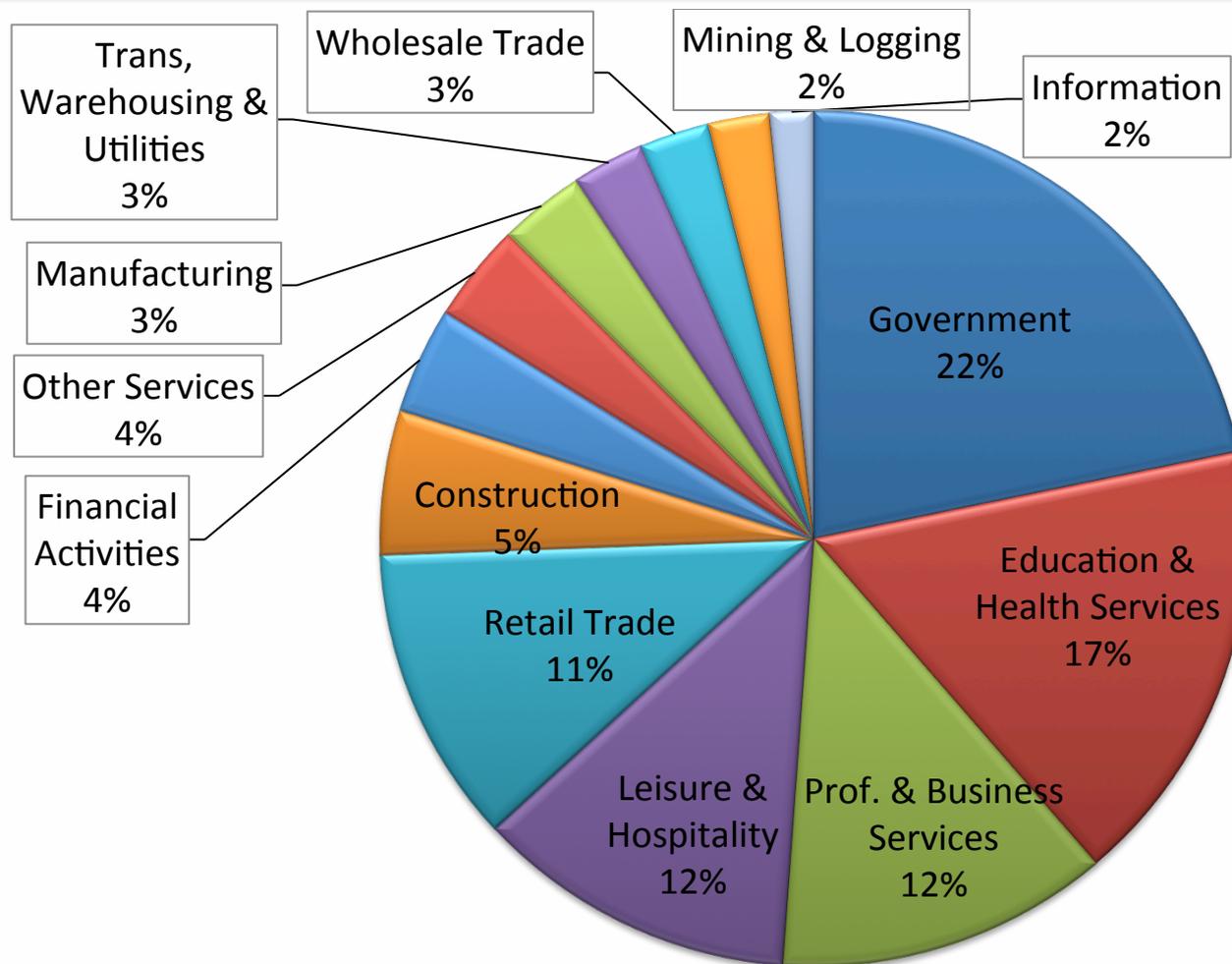




# NM Jobs Council

*Celina Bussey*  
*Cabinet Secretary*  
September 13, 2016

# Snapshot of New Mexico's Industry Mix



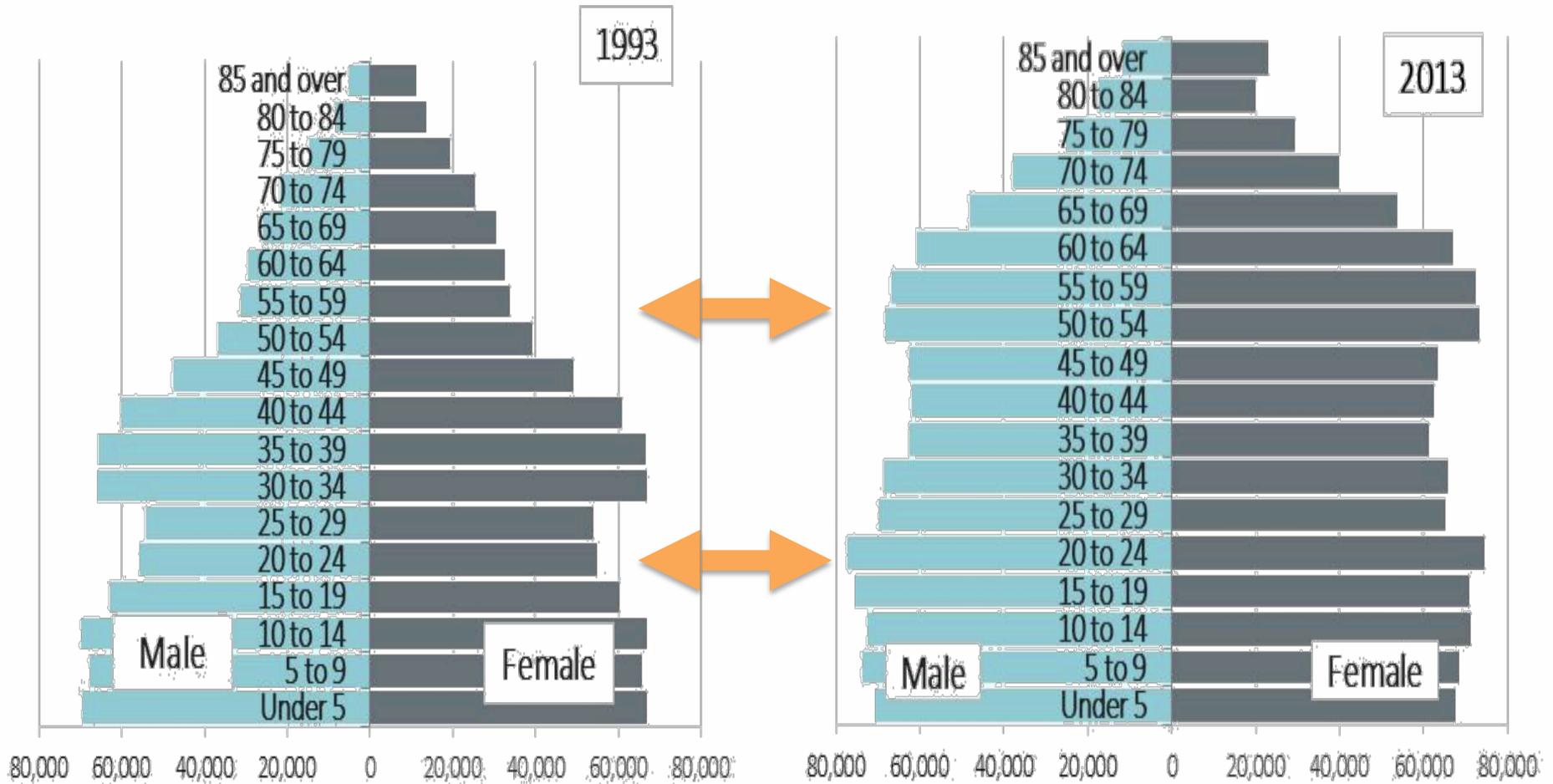
# Some of the Fastest Growing Occupations

## New Mexico's STAR Occupations

Occupation	Annual Openings	Median Annual Wage	Education Required for Entry
5-STAR ★ 25-2021 Elementary School Teachers ∞	440	\$49,000	Bachelor's Degree
★ 25-2022 Middle School Teachers ∞	180	\$47,130	Bachelor's Degree
★ 29-1123 Physical Therapists	60	\$84,610	Doctorate/Prof. Degree
★ 11-9111 Medical & Health Services Mgrs	90	\$88,560	Bachelor's Degree
★ 25-2031 Secondary School Teachers ∞	270	\$49,200	Bachelor's Degree
29-1141 Registered Nurses	540	\$64,070	Associate's Degree
11-1021 General & Operations Mgrs	500	\$79,140	Bachelor's Degree
13-1111 Management Analysts	140	\$60,890	Bachelor's Degree
25-2012 Kindergarten Teachers ∞	80	\$44,850	Bachelor's Degree
49-9041 Industrial Machinery Mechanics	70	\$46,450	High School Diploma/Equiv.

∞ Excludes preschool through kindergarten special education teachers and middle through postsecondary school special, career, and technical education teachers.

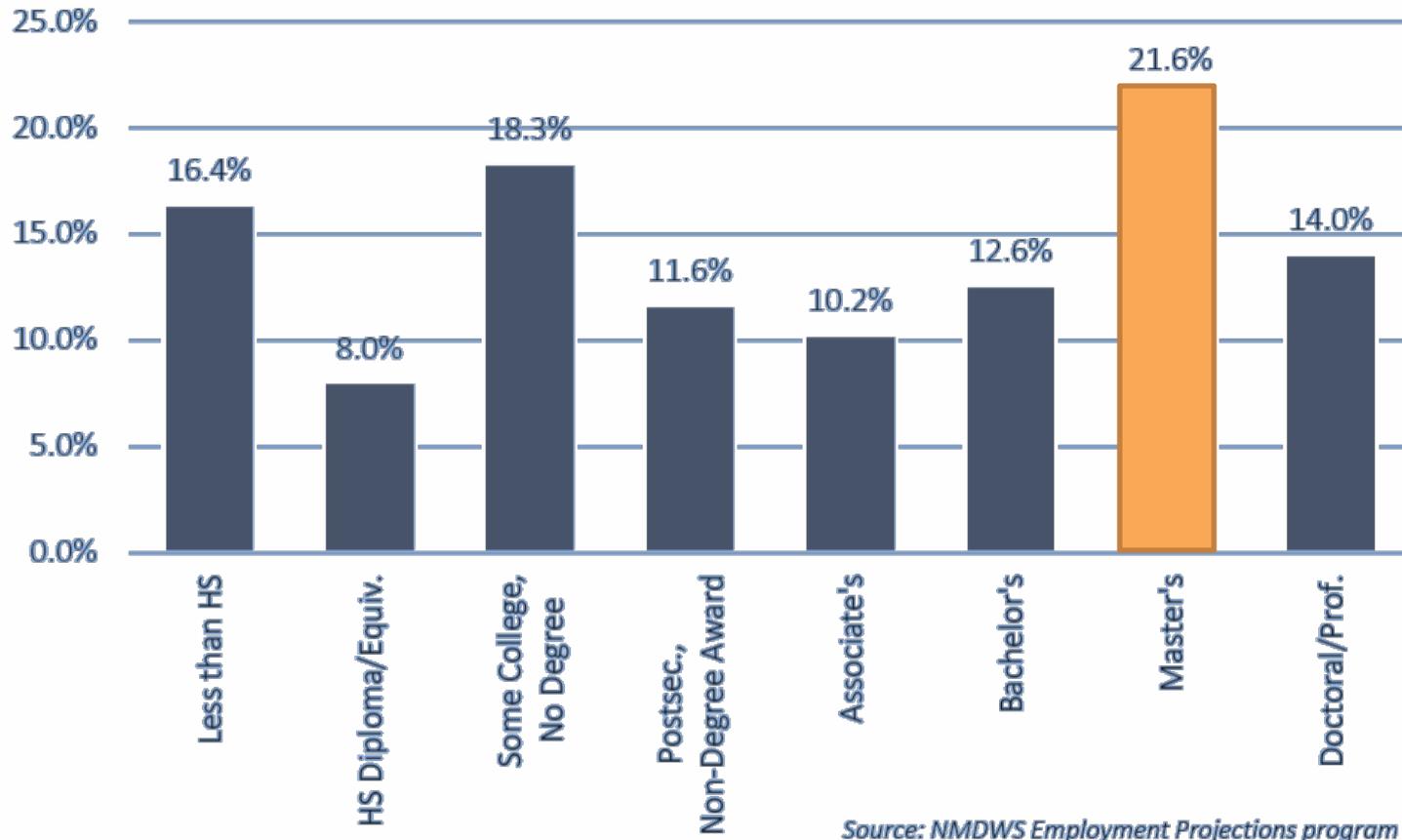
# Human Capital Pipeline



Source: U.S. Census Bureau, American Community Survey, 2013 1-Year Estimates, Table B01001: Sex by Age and State Population Estimates and Demographic Components of Population Change: 1990 to 1999

# The Growing Education Gap

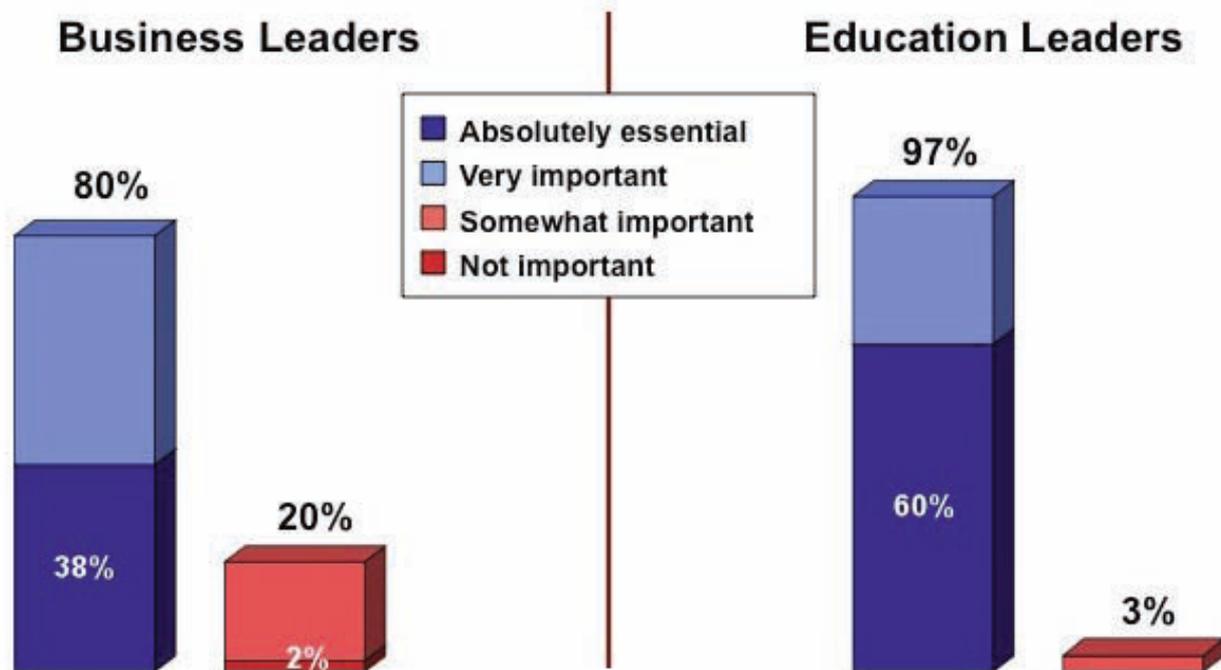
**Employment Growth by Educational Attainment Required  
New Mexico, 2012–2022**



# Education is Critical to the Equation

**Business and education leaders feel post-secondary degree/credential is important for individual workplace success.**

Importance of Degree/Credentials for Individual Workplace Success



“Across the Great Divide: Perspectives of CEOs and College Presidents on America’s Higher Education and Skills Gap,” CIVIC ENTERPRISECORPORATE VOICES FOR WORKING FAMILIES. March 2011.

# The Skills Gap is Widening

## 98%

of CEOs report that finding candidates with the competencies and training to fill open positions is a problem, affecting all skill levels needed – from entry level to the highly technical.

(According to a Business Roundtable/Change the Equation survey)

## 1 in 3

U.S. employers experiencing difficulty filling positions, skilled trades remains the hardest to fill for six consecutive years.

(According to a ManpowerGroup's annual Talent Shortage Survey)

## 86%

of contractors can't find the skilled tradespeople they need, including carpenters, sheet metal installers, engineers, architects, managers and supervisors.

(According to a survey of more than 1,300 firms conducted by the Associated General Contractors)

# Bridging the Divide

## Innovation is a Priority

- **95%** of employers say give hiring preference to college graduates with skills that enable them to contribute to innovation in workplace

## It Takes More than a Major

- **93%** of employers say demonstrated capacity to think critically, communicate clearly, and solve complex problems is more important than a candidate's undergraduate major
- **More than 75%** want higher education to place more emphasis on critical thinking, complex problem solving, written & oral communication, & applied knowledge.

## Broad Learning is Expected

- **80%** of employers agree that, regardless of their major, all college students should acquire broad knowledge in the liberal arts and sciences.

## Students Need Liberal and Applied Learning

- Employers strongly endorse educational practices that involve students in active, effortful work—practices including collaborative problem solving, research, internships, senior projects, and community engagements.

# Education & Workforce Initiatives Underway

- SUN PATH is designed to introduce cross-system collaboration and to establish new capacity that improves access to health careers through enhanced education and training designed to assist adults with gaining industry-recognized credentials.
- The goals of this partnership are to:
  - ❖ Expand capacity and systematic improvements in the delivery of healthcare career pathways that align with industry needs;
  - ❖ Increase the attainment of degrees, certifications, and industry-recognized credentials; and
  - ❖ Create strategic alignment between education and workforce systems, resulting in improved employment outcomes, retention, and average earnings.

# SUN PATH – Job Development Career Coaches

- The role of the Job Development Career Coach (JDCC) is to work with students throughout their educational experience and prepare them for a career upon graduation.
- The JDCCs are located and working with students at:
  - ❖ Central New Mexico Community College (2 JDCC)
  - ❖ Eastern New Mexico University – Roswell
  - ❖ Eastern New Mexico University – Ruidoso
  - ❖ Mesalands Community College
  - ❖ New Mexico State University - Alamogordo
  - ❖ University of New Mexico - Taos/Los Alamos
  - ❖ University of New Mexico - Gallup
  - ❖ University of New Mexico - Valencia
  - ❖ San Juan College
  - ❖ Santa Fe Community College

# Initiatives on the Horizon

The screenshot shows the homepage of the New Mexico Department of Workforce Solutions. At the top, there is a navigation bar with the logo and the text "CAREER SOLUTIONS". Below this, there are four main menu items: "BUILD YOUR PATH", "CAREER EXPLORATION", "THE JOB SEARCH", and "EDUCATION & TRAINING". The main content area is divided into several sections. On the left, there is a large image of a diverse group of young people. Below this image, there are two green buttons: "Your Occupation Library" and "Career Solutions Toolbox". To the right of the image, there is a "Quick Links" section with links for "For Parents and Educators", "Job Fairs", "Spotting and Reporting Job Scams", "New Mexico Career Guide", "Work Permit Information", "Labor Laws", and "Contact Us". Further right, there is a "Jobs, Occupations & Careers" section with a description and a "Learn the Difference Now" button. At the bottom right, there is a "Quick Search" section with a search bar and a "SEARCH" button. The footer contains copyright information: "Copyright © 1998-2016, Geographic Solutions, Inc. All Rights Reserved. Powered by Virtual OneStop® Text Theme. This site is best viewed using these settings for your system and software."

The screenshot shows the "Internships New Mexico" page. At the top, there is a navigation bar with the logo and the text "INTERNSHIPS NEW MEXICO". Below this, there are four main menu items: "Students", "Experienced Professionals", "Employers", and "Educators". The main content area features a large image of a smiling young woman. Below the image, there is a headline "A Hub for Career Experiences" and a sub-headline "You need experience to get a job. Working gives you experience. What's the solution?". There are two blue buttons: "BROWSE OPPORTUNITIES" and "POST AN OPPORTUNITY". Below the buttons, there is a paragraph of text: "Internships are increasingly important for students, employers, and experienced professionals in career pathway planning and workforce development. They allow for employers to connect with high quality talent in an ever more competitive labor market and utilize skills their incumbent workforce may be lacking. They also provide great opportunities for students to apply their classroom learning to invaluable real-world career experiences, and for experienced professionals to explore new career paths or reenter the workforce." At the bottom right, there are three blue buttons: "TOP 5 REASONS TO INTERN", "TOOLS FOR GETTING HIRED", and "GETTING STARTED".

# Contact Information

## The New Mexico Department of Workforce Solutions

[www.dws.state.nm.us](http://www.dws.state.nm.us)

Twitter ([twitter.com/NMDWS](https://twitter.com/NMDWS))

Instagram ([instagram.com/NMDWS](https://www.instagram.com/NMDWS))

NMDWS official YouTube channel  
([youtube.com/user/nmdws](https://www.youtube.com/user/nmdws))