

NEW MEXICO HIGHER EDUCATION ALIGNING EDUCATION TO STATE WORKFORCE NEEDS



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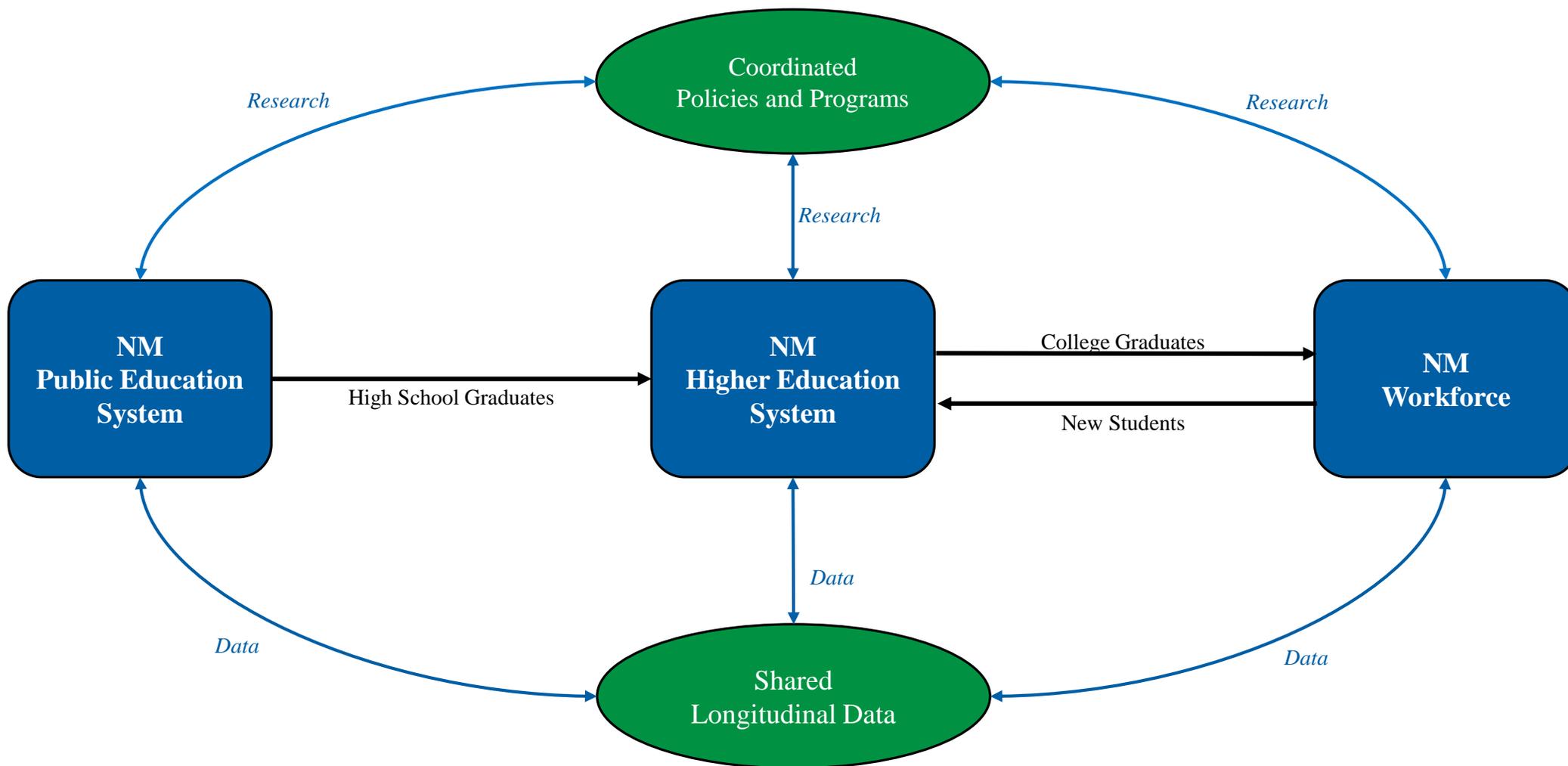
SECTION 1



ADVANCING THE WORKFORCE
THROUGH A COHESIVE EDUCATION SYSTEM



LONG-TERM VISION: A COHESIVE EDUCATION SYSTEM IN NEW MEXICO





VISION FOR A COHESIVE EDUCATION SYSTEM ACROSS THREE LEVELS

1

COHESION BETWEEN NEW MEXICO'S HIGHER EDUCATION INSTITUTIONS:

- Transfer & Articulation
- Consistent credit hour requirements for undergraduate degrees
- Aligned credit transfers from community colleges to universities

2

COHESION BETWEEN PUBLIC EDUCATION AND HIGHER EDUCATION:

- College preparedness programs in high school
- Longitudinal data collection
- Guiding high school students toward NM institutions and college completion

3

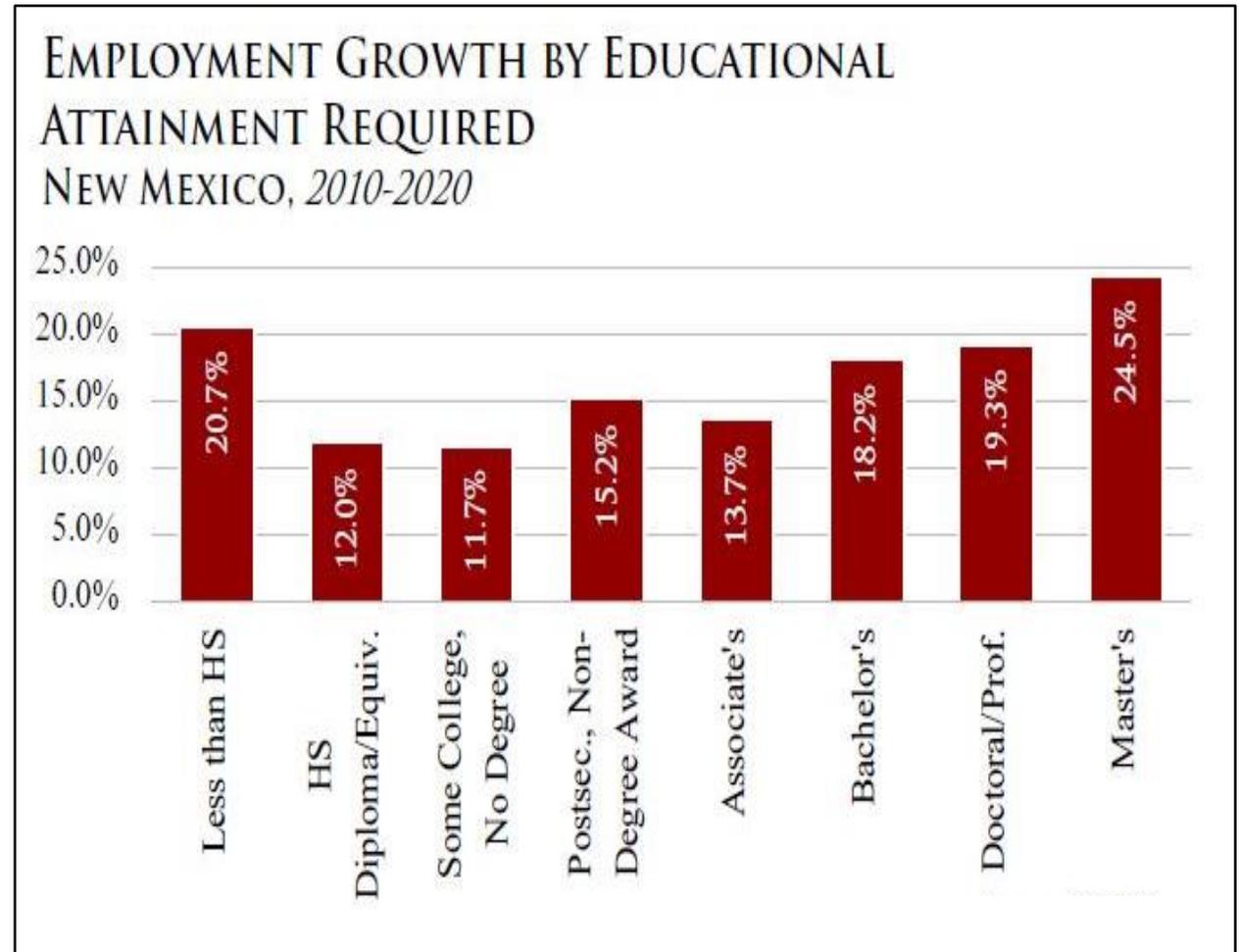
COHESION BETWEEN INSTITUTIONS AND THE WORKFORCE:

- Expand employment opportunities for students
- Expand loan repayment programs in needed fields
- Study the supply/demand for different credentials in NM



HIGHER EDUCATION'S ROLE IN ECONOMIC DEVELOPMENT

- Institutions will need to coordinate more with employers as higher education becomes increasingly important to the economy.
- The Higher Education Department (HED) is committed to working with institutions and employers to improve workforce outcomes.



NM Department of Workforce Solutions, 2014 State of the Workforce Report. p. 30-33

SECTION 2



EXISTING INITIATIVES
FOR ADVANCING WORKFORCE OPPORTUNITIES



LINKING EDUCATION AND THE ECONOMY

Higher education institutions are working with their local communities and employers so that students can find employment in New Mexico after graduation. For example:

- UNM has established a Innovation Academy and supports Innovate ABQ connecting researchers and entrepreneurs.
- Clovis Community College operates a Small Business Development Center.
- CNM provides job connections services to its students and graduates.
- Doña Ana Community College hosts free career readiness boot camps devoted to helping student prepare for job interviews in the region.



POSSIBLE LEGISLATION FOR A RAPID WORKFORCE DEVELOPMENT FUND

- The proposed Rapid Workforce Development Fund would be overseen by a Board consisting of the cabinet secretaries of EDD, DWS, and HED (or their designees).
- HED's Cabinet Secretary, with approval from the Board, would use funds to establish/support training programs at institutions for employment with specific prospective employers (identified by EDD)



THE NEED FOR MORE STATEWIDE ECONOMIC DEVELOPMENT STRATEGIES

- Governor Martinez recently tasked the Department of Workforce Solutions (DWS) and HED to develop an online Internship Portal (“Students Work”) linking college students to paid internships statewide.
- Aside from this, most efforts linking graduates to the workforce are locally based and not part of a statewide strategy for economic development and meeting job needs across the state.
- More data and research on the NM labor market is needed in order to link the state’s education system with the economy.

SECTION 3



LINKING HIGHER EDUCATION GRADUATES
TO THE WORKFORCE



DATA MATCHING TO STUDY WORKFORCE TRENDS

HED has been working for several years now on studying what happens to NM graduates from New Mexico higher education institutions in the workforce.

- College graduate data is matched to Department of Workforce Solutions (DWS) Unemployment Insurance (UI) data.
- Placement rates and median salaries can be examined by degree level, degree program, sector, institution, and industry.
- Data is currently available from all graduates in 2006-07 through 2012-13 and job placement from 2007-08 through 2013-14. With this data, employment outcomes for multiple years after graduation can be tracked.



SAMPLE FINDINGS FROM SUCH DATA MATCHES

Nursing baccalaureate recipients from NM institutions:

- 80% work full-time in New Mexico one year out,
- Earn a median salary of \$52,000 after one year,
- Earn a median salary of \$63,000 after five years.

Business baccalaureate recipients from NM institutions:

- 51% work full-time in New Mexico one year out,
- Earn a median salary of \$30,500 after one year,
- Earn a median salary of \$44,000 after five years.



LABOR MARKET DATA DASHBOARDS

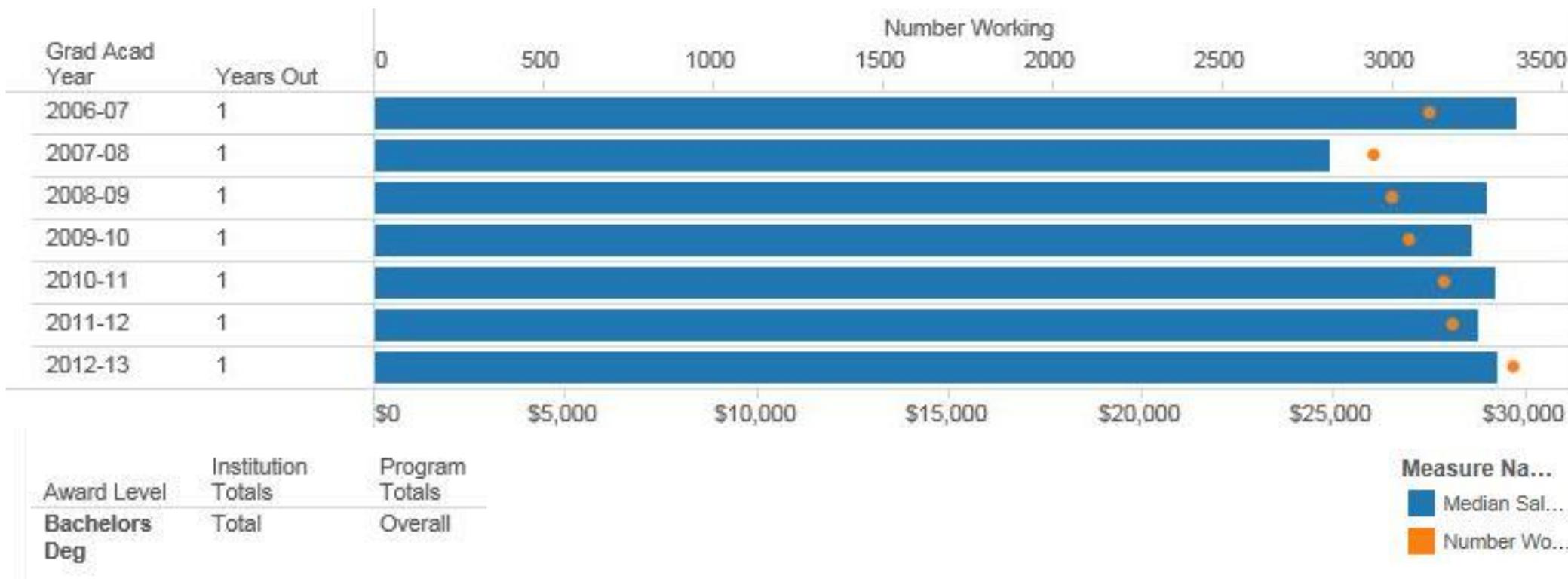
Several dashboards are being developed that focus in on specific degree programs, institutions, and industries. These dashboards can show the:

- Number of baccalaureate recipients employed full-time and median salary for up to seven years after graduation.
- Number of baccalaureate recipients employed full-time, part-time, or not found on the UI database, and median salaries, 1 and 5 years after graduation.
- Number of baccalaureate recipients employed full-time, by industry, with median salaries, 1 and 5 years after graduation.



EXAMPLE LABOR MARKET DATA DASHBOARD

Graph shows the median salary and number of graduates working full time. Select graduation year, number of years after graduation, award level, program detail, and institution(s).



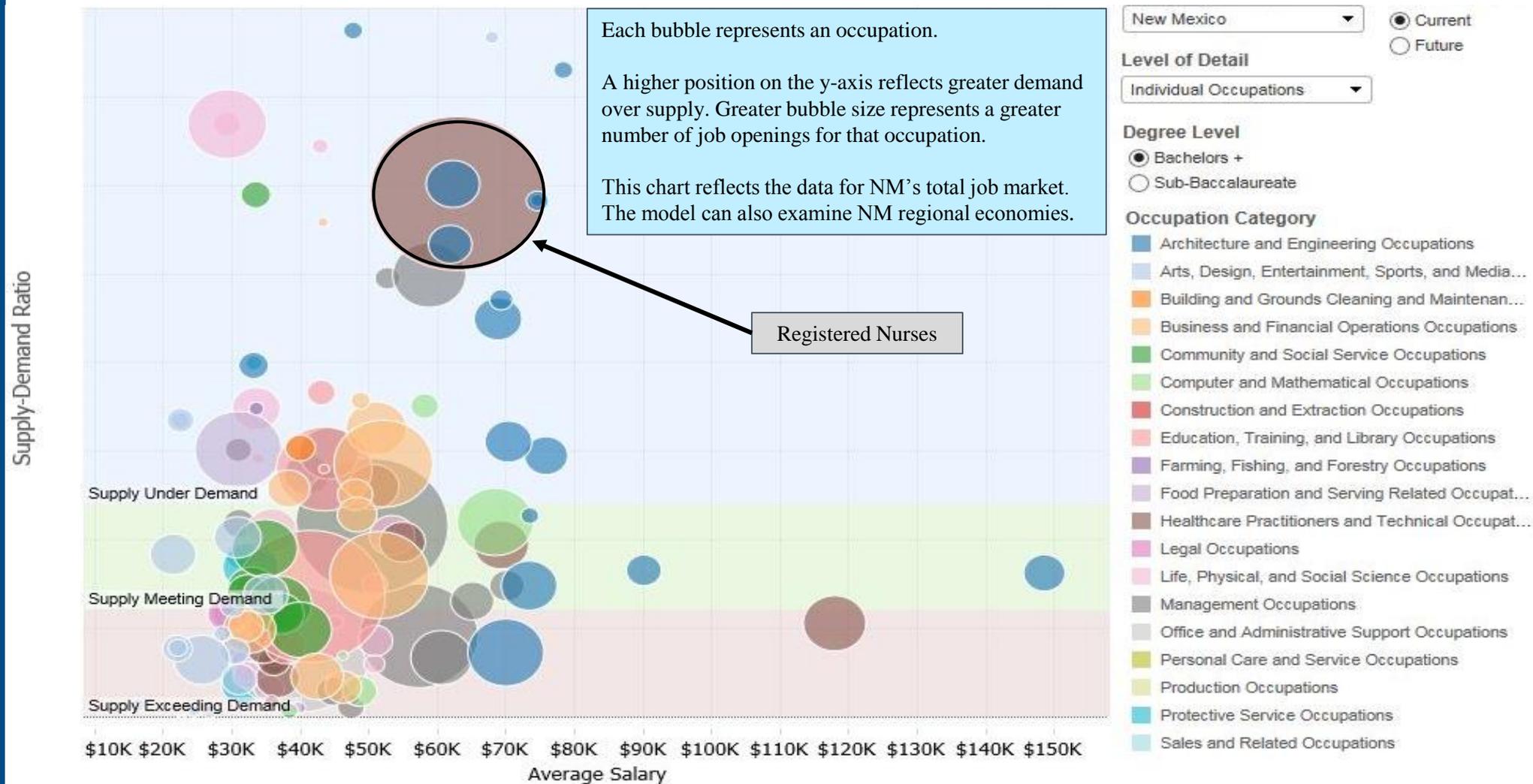


IDENTIFYING WORKFORCE NEEDS

- The placement of graduates is only a part of what needs to be studied. It is critical to determine if NM public higher education institutions are meeting the workforce needs of New Mexico.
- In other words, is the state under or over producing degrees and/or certificates in fields needed by employers.
- HED, in collaboration with the National Center for Higher Education Management Systems (NCHEMS), developed a prototype workforce supply-demand model.



HIGHER EDUCATION DEPARTMENT WORKFORCE GAP MODEL – PROTOTYPE





USA FUND GRANT: EXPANDING THE PROTOTYPE MODEL

HED was selected to participate in a new multistate project from USA Funds entitled *“More Effectively Linking Higher Education to the Workforce and Economic Development.”*

HED’s part in this project will be to refine, update, and expand the New Mexico workforce gap model.

HED will be collaborating with NCHEMS on this project.