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# Workforce Training Programs



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**Celina Bussey**  
**Cabinet Secretary**

**June 13, 2013**

# Employment Services & Training

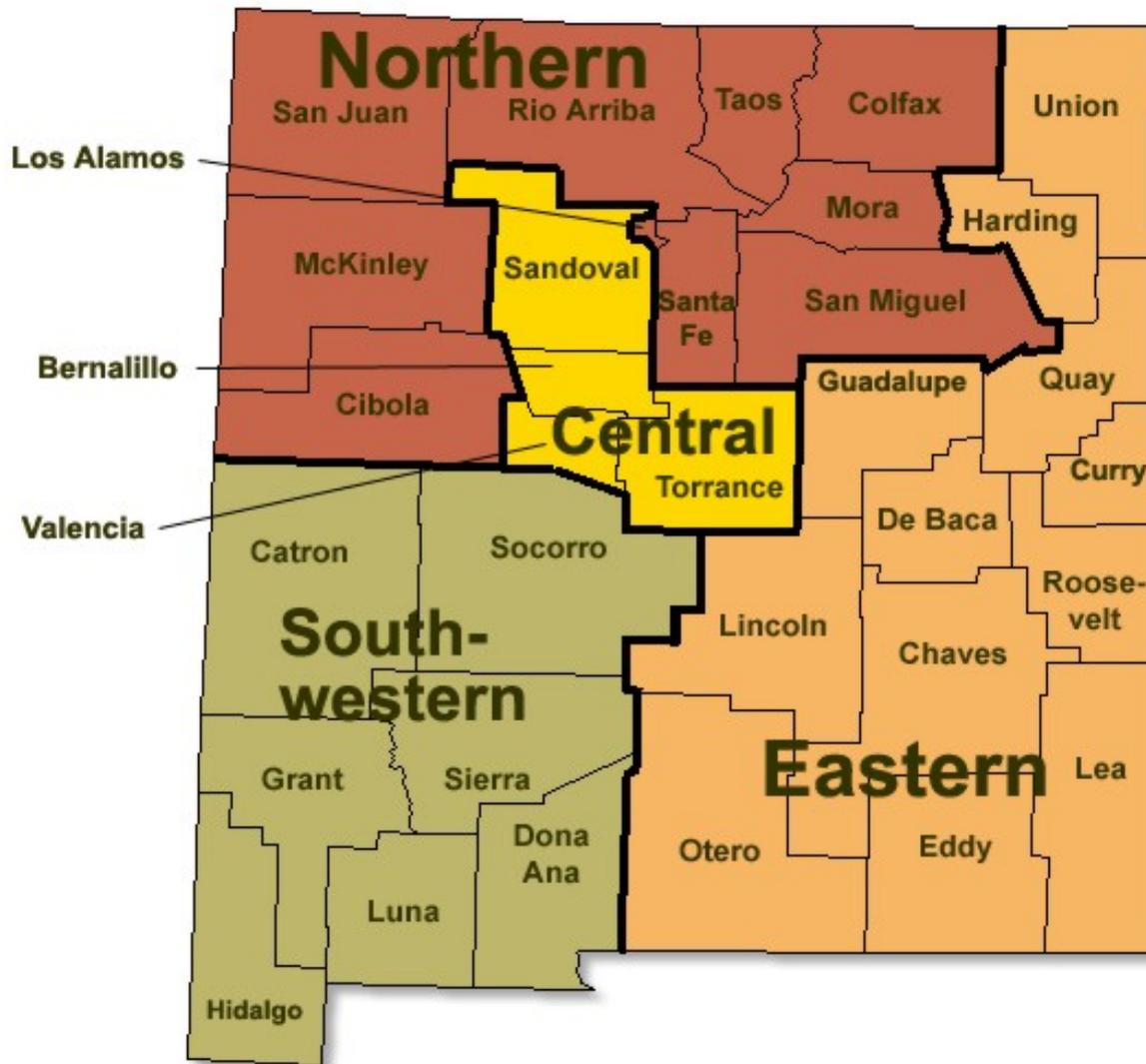
## ■ Employment Services

- Available through the New Mexico Workforce Connection Centers and online at [www.jobs.state.nm.us](http://www.jobs.state.nm.us)
- Resume and job search/referral assistance
- Regional labor market information
- Career and skills assessments

## ■ Training

- NMDWS is the “State Administrative Entity” responsible for oversight of Workforce Investment Act (WIA) activities.
- The WIA program provides workforce development activities designed to enhance the employability, occupational attainment, retention and earnings of adults, dislocated workers and youth.
- WIA funds support statewide employment training programs via the local workforce development boards and through the New Mexico Workforce Connection Centers, including: on-the-job training; customized training; and supportive services.

# Workforce Regions



# State Specific Plan for Workforce Development

1. Governor's Active Involvement -Strong leadership is essential for successful workforce development and workforce system transformation (Executive Order – Employability Partnership)
2. Key agencies must be part of a unified workforce development system that focuses direct attention on EMPLOYABILITY
3. Workforce development must be recognized as a vital economic growth strategy

# State Workforce Development Board

1. Strong Convening Entity
2. Comprehensive Statewide Vision for Workforce Development – Employability
3. Commitment to Moving the Vision Forward
4. Holding Systems Accountable
5. Driven By Private Sector and Business Community Involvement

# Collective Accountability & Transparency Through Data

- Data collection and sharing - Set priorities, goals and benchmarks across agencies based on solid data
- Collection and evaluation of state data systems housed at DWS, PED, and HED to look at the ROI on workforce and education initiatives
- Focused on eliminating the restrictions and limitations of data sharing between state agencies and institutions

# Leverage and Maximize Resources

1. Focus resources and maximize benefit and outcomes.  
(Local, Community-Based, State and Federal resources, private funding, discretionary and competitive funding)
  2. Resources must be integrated and coordinated to improve completion rates; increase attainment of skills; and result in meaningful credentials (Adult Basic Education, Occupational Skills Training and secondary and postsecondary education)
  3. Strong partnerships must exist between community colleges and the workforce development system - Community colleges are critical source of remediation, occupational skills training and credentials; huge opportunity to leverage resources and eliminate duplication
  4. Target resources to support and sustain successful projects/initiatives with demonstrated effectiveness.  
(I-BEST/Early College High Schools)
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# Skill-Based Workforce Development –

## *Awareness is the 1st step to improvement*

New Mexico is utilizing the WorkKeys assessment as a tool to measure the skill level of the workforce. Listed below are the important elements of this or any assessment /credentialing tool:

- Common language –skills credentialing system which permits common language to be used so that everyone knows how to interpret competencies associated with job requirements.
- Portability –skills credentialing system that permits credential holders the mobility to take their credential wherever they go, no matter the location or employer.
- Employer-driven –skills credential that is driven by business and industry where the system relies on employer information to connect the skills and competencies needed for a position.
- Industry standards – skills credentialing system that is driven by employer requirements and industry standards that are grounded in real work.
- Data on skill assessments will be recorded and maintained in the NM management information system; developing a comprehensive database for all WorkKeys assessments given in New Mexico resulting in a powerful planning and economic development resource.

# Engage Business as a Workforce Partner to Shape and Deliver Workforce Solutions

## STATEWIDE BUSINESS SURVEY

- Engage an experienced research and surveying contractor
- Collect data and information from private and public employers
- Assess the data and present findings
- Use the data to assist public and private organizations/agencies in understanding the needs of business
- Use data to understand the skills and competencies that are lacking in the workforce
- Develop a comprehensive action plan to guide public policy

## Who Benefits?

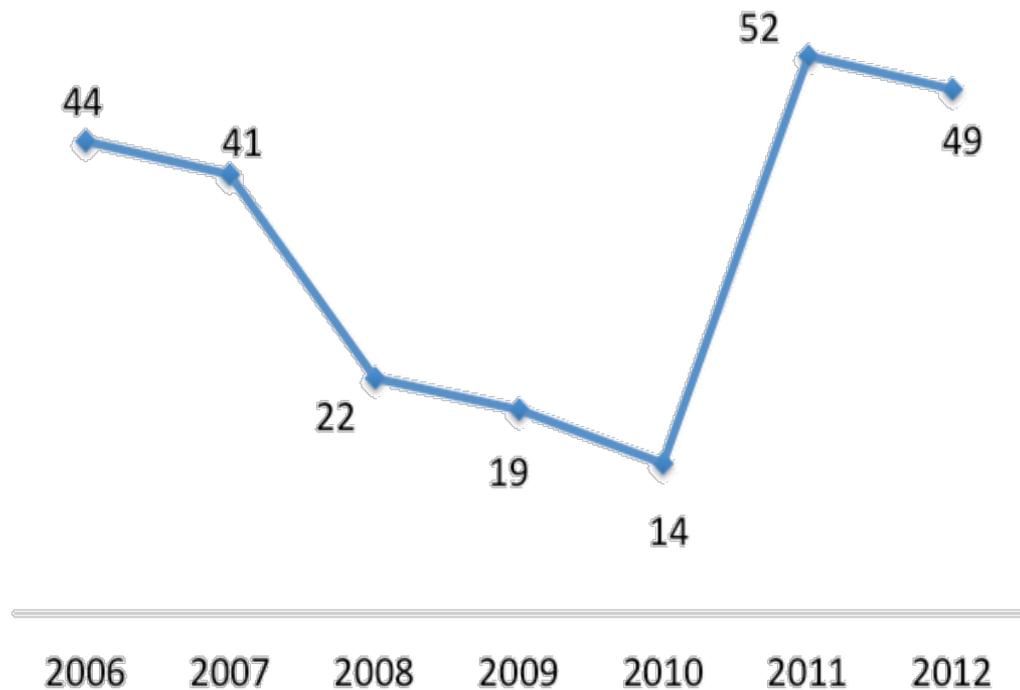
EVERYONE - Economic Development, Public Education, Higher Education, Human Services, BUSINESS, Job Seekers, investors

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# The Workforce Challenge

- 13 million Americans looking for work
- 8 million more settling for part-time work
- 49% of employers continue to face hiring challenges\*

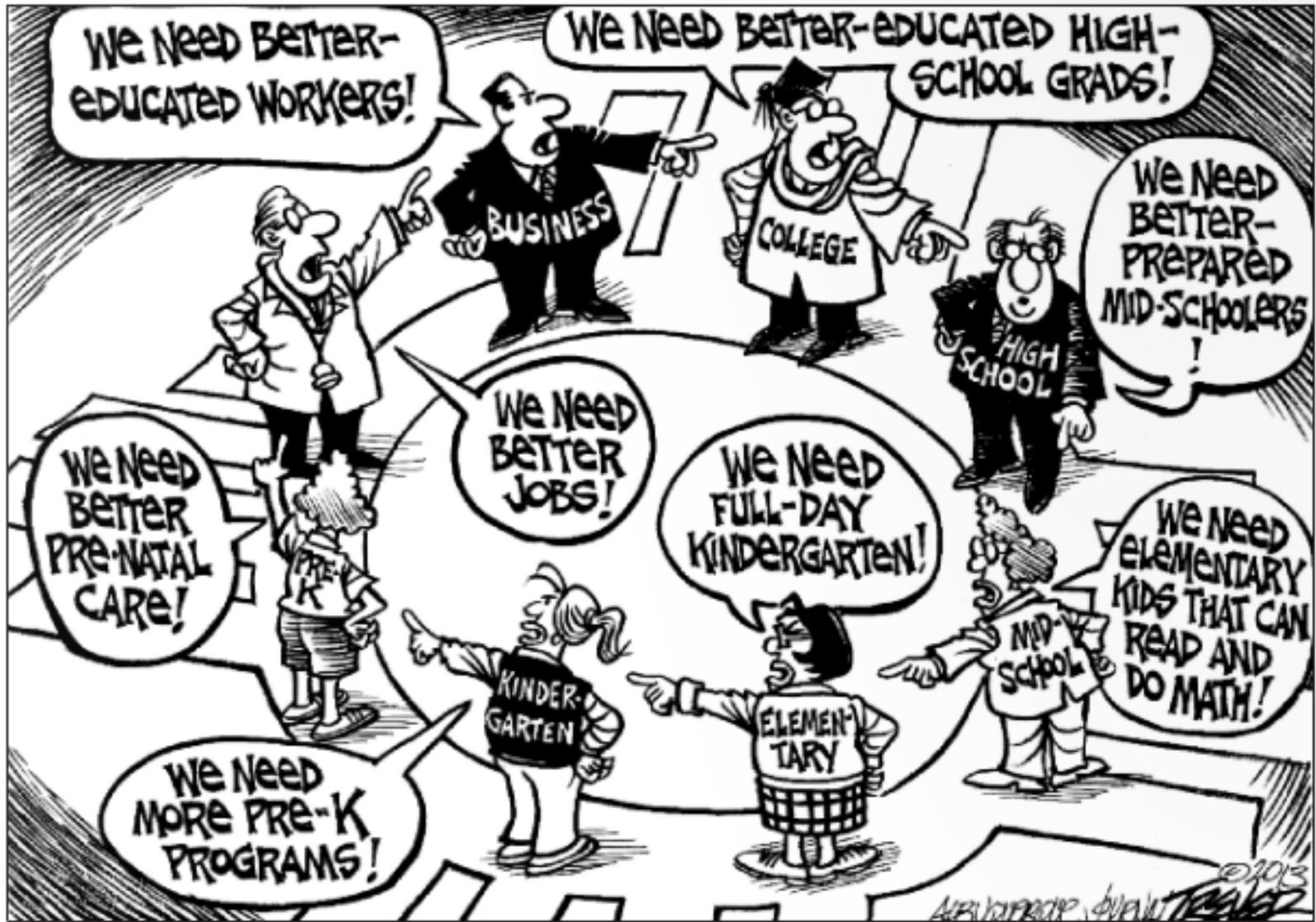
## U.S.: % Employers Having Difficulty Filling Jobs



\*Source: ManpowerGroup

# More Challenges...

- **6.5 million adults** between 16-24 not in school and not working in the United States
- **39%** of all college students across the nation require remediation
- **58%** of employers in the U.S. report that graduates are not adequately prepared for work
- **53%** of college grads are unemployed or underemployed



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