



A Look at New Mexico *Jobs Today*

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Celina Bussey, Cabinet Secretary
New Mexico Department of Workforce Solutions



● **Vision Statement:**

The New Mexico Department of Workforce Solutions will be a leader in and a facilitator of a competitive workforce for the benefit of all New Mexicans.

● **Mission Statement:**

Educate, Empower, and Employ.

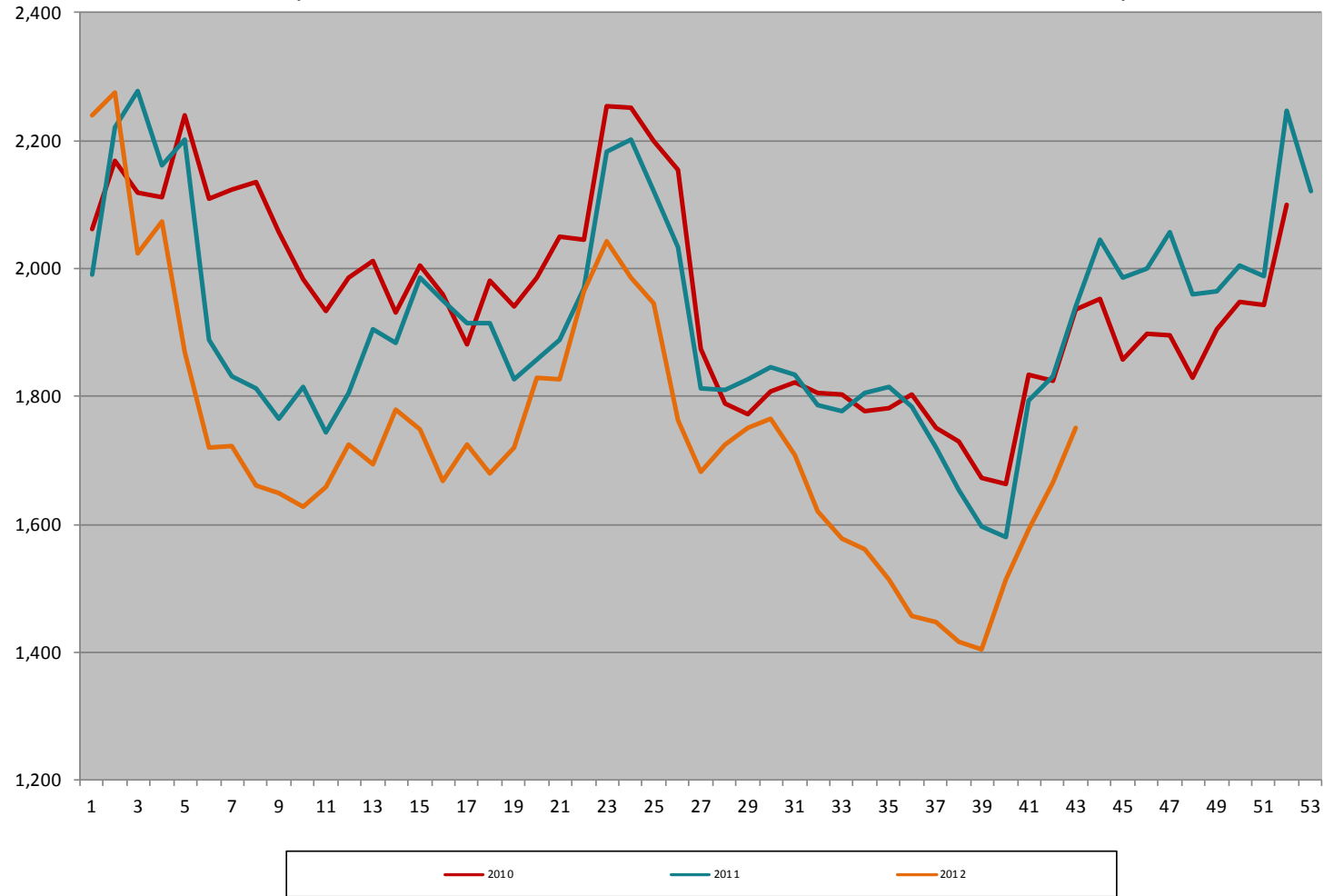
Effects of the Recession and Road Ahead

- **Recovery has been slow and longer than anyone expected.**
- **Recession officially ended in June 2009, but labor market still facing challenges.**
- **Spike in unemployment claims topped 60,000 certifying for benefits every week as compared to 12,000 prior to recession.**
- **Down full percentage point in unemployment (down to 6.3%), but job rate not growing fast enough.**
- **New Mexico labor force has shrunk 1-2%.**



Effects of the Recession and Road Ahead cont.

**NEW MEXICO INITIAL CLAIMS COMPARISON BY YEAR BY WEEK
(FOUR-WEEK MOVING AVERAGE OF PROMIS COUNTS LESS REQUALIFYING CLAIMS)**



What has been one of the greatest impacts of Great Recession?

The labor market is a whole new ballgame...

Industries Have Changed

- **The likelihood of reaching pre-recession employment and productivity levels varies by industry:**
 - Construction reported a loss of 1,300 jobs over the year.
 - Professional and business services down 3,400 jobs.
 - Public sector accounts for majority of job loss with a 4,500 employment decrease since last year.
- **Gains continue in educational & health services industry.**



Jobs Have Changed

- **Economic downturn has forced many to expand their current job roles.**
 - Technology playing a larger role regardless of occupation.
 - Doing more with less.
 - Expanded job descriptions, more demands and duties.
 - Competition for jobs with benefits is heightened.
 - Education credentials and years of experience are no longer guaranteed indicator of a qualified applicant.



The Evolution of Welding Example

THEN

“Many years ago, people learned to weld in a high school shop class or in a family business or farm, and they came up through the ranks and capped out at a certain skill level.”

NOW

“Welding is now a STEM job — that is, a job that requires knowledge of science, technology, engineering and math.”



Employer Perspective Has Changed

- **Coming out of this recession has been unlike any other, and employers are, for the most part, risk-adverse.**
- **New ways of doing business; efficiency and effectiveness.**
- **Employers want to be able to predict job performance because turnover costs are higher.**
- **Employers are faced with continued risk and uncertainty:**
 - Increases in Unemployment Insurance liability
 - Rehiring at a slower pace
 - Utilizing temp services
 - Limiting technical advances and capital investments



Job Seeker Challenges Have Changed

- **Older workers staying in jobs longer who cannot afford to retire.**
- **Greater competition for even entry-level positions.**
- **No longer norm where people work for one company or employer their entire working life.**
- **People are changing employers and shifting industries many times in short periods of time.**



Job Seeker Challenges Have Changed cont.

- **Long-term unemployed face stigmas and resume gap issues.**
- **Soft skills carry more weight.**
- **Employability means coming to the table with the complete package: education, knowledge, and skills.**



Transferrable Skills

- **In industries that may or may not reach pre-recession employment levels, transferrable skills are key:**
 - Computer skills
 - Communication/writing skills
 - Management experience
 - Customer service
 - Locating information
 - Researching
 - Critical
- **Job seekers need to have an in-depth understanding of their skill set.**



Skills-Based Hiring

- **How can employers assess employability of candidates and if they possess skills needed for job?**
- **Skills-based hiring, and skills-based assessments becoming the new norm in hiring and training.**
 - Assess knowledge and skills gaps.
 - What training is needed to transition to a new industry or a new occupation.
 - WorkKeys-16,000 profiled jobs



Traditional Training

- **What are valuable training opportunities for employers in this changing labor market?**

- **On-the-job training**

- Acquisition of skills within the work environment generally under normal working conditions where a worker can acquire both general skills that they can transfer from one job to another and specific skills that are unique to a particular job.

- **Apprenticeship**

- Combination of OJT and related classroom instruction under the supervision of a journey-level craft person or trade professional in which workers learn the practical and theoretical aspects of a highly skilled occupation.



Top Projected Jobs by Education Level

High School and Limited Training

Occupational Title	Employment 2010	Projected 2020	Number Change	Percent Change	Total Annual Openings	Average Wage
Bookkeeping, Accounting & Auditing Clerks	13,690	14,840	1,150	8.4%	330	\$23,900
Cashiers	20,680	22,600	1,910	9.2%	1,110	\$20,000
Combined Food Preparation & Servers	17,190	20,360	3,170	18.4%	810	\$18,300
Construction Laborers	14,850	17,020	2,160	14.5%	210	\$26,700
Customer Service Representatives	13,200	15,420	2,220	16.8%	500	\$29,900
General Maintenance & Repair Workers	8,750	9,770	1,030	11.8%	260	\$33,500
Home Health Aides	9,140	13,470	4,330	47.4%	600	\$20,100
Medical Assistants	3,740	4,860	1,120	29.9%	160	\$27,700
Office Clerks, General	12,590	13,790	1,200	9.5%	390	\$24,500
Personal & Home Care Aides	14,440	21,150	6,710	46.5%	1,080	\$19,200
Retail Salespersons	29,520	32,960	3,440	11.7%	1,440	\$24,500
Stock Clerks & Order Fillers	11,110	12,590	1,480	13.3%	330	\$19,800
Supervisors of Office & Admin Support Workers	10,040	11,110	1,070	10.7%	410	\$44,600
Supervisors of Retail Sales Workers	13,170	14,460	1,280	9.7%	120	\$36,600
Teacher Assistants	10,460	11,530	1,060	10.1%	480	\$21,100
Tractor-Trailer Truck Drivers	8,780	9,750	970	11.0%	340	\$38,200



Top Projected Jobs by Education Level

Vocational, Technical or Apprenticeship

Occupational Title	Employment 2010	Projected 2020	Number Change	Percent Change	Total Annual Openings	Average Wage
Automotive Service Technicians	5,030	5,690	660	13.1%	180	\$35,600
Bus, Truck & Diesel Engine Mechanics	2,140	2,250	110	5.1%	80	\$44,100
Computer Support Specialists	3,130	3,380	250	8.0%	140	\$48,800
Dental Hygienists	890	1,150	260	29.2%	40	\$75,000
Diagnostic Medical Sonographers	500	620	120	24.0%	30	\$67,200
Electro-Mechanical Technicians	1,450	1,580	130	9.0%	40	\$60,200
Insurance Sales Agents	1,960	2,250	290	14.8%	70	\$48,300
Licensed Practical Nurses	5,370	6,220	840	15.6%	200	\$45,900
Medical & Clinical Laboratory Technicians	960	1,100	140	14.6%	30	\$36,600
Medical Records & Health Information Technicians	1,050	1,220	170	16.2%	50	\$32,200
Nursing Aides, Orderlies & Attendants	8,240	9,720	1,480	18.0%	260	\$25,100
Paralegals & Legal Assistants	1,530	1,730	200	13.1%	30	\$42,100
Powerhouse, Substation & Relay Technicians	490	600	110	22.4%	20	\$52,000
Preschool Teachers	2,010	2,190	180	9.0%	50	\$31,400
Radiologic Technologists & Technicians	800	930	130	16.3%	30	\$55,800
Surgical Technologists	540	690	150	27.8%	20	\$37,000



Top Projected Jobs by Education Level

Bachelor's Degree or Higher

Occupational Title	Employment 2010	Projected 2020	Number Change	Percent Change	Total Annual Openings	Average Wage
Accountants & Auditors	6,180	7,110	920	14.9%	200	\$61,800
Administrative Services Managers	3,540	3,920	380	10.7%	110	\$72,700
Applications Software Engineers	1,370	1,690	320	23.4%	40	\$82,700
Construction Managers	4,180	4,630	450	10.8%	70	\$80,800
Elementary School Teachers	9,400	10,940	1,550	16.5%	500	\$52,000
Family & General Practitioners	1,610	1,910	300	18.6%	60	>\$187,200
Graduate Teaching Assistants	2,240	2,600	360	16.1%	100	\$30,800
Management Analysts	3,370	3,820	450	13.4%	130	\$71,100
Medical & Clinical Laboratory Technologists	1,260	1,580	320	25.4%	40	\$49,800
Middle School Teachers	4,980	5,780	800	16.1%	240	\$51,500
Network & Computer Systems Administrators	1,750	2,090	350	20.0%	60	\$71,600
Pharmacists	1,570	1,890	320	20.4%	30	\$116,800
Registered Nurses	13,520	16,550	3,030	22.4%	670	\$66,700
Secondary School Teachers	5,930	6,500	570	9.6%	270	\$52,400
Special Education Teachers, P-K & Elem	1,680	2,010	330	19.6%	100	\$51,100
Systems Software Engineers	2,000	2,460	460	23.0%	80	\$96,100



Employability

The education levels, skills sets, and overall employability of our workforce remains the focus of New Mexico's evolving industries, recovery, and economic future.



Thank you.

Questions or comments?

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Cabinet Secretary

New Mexico Department of Workforce Solutions

www.dws.state.nm.us

