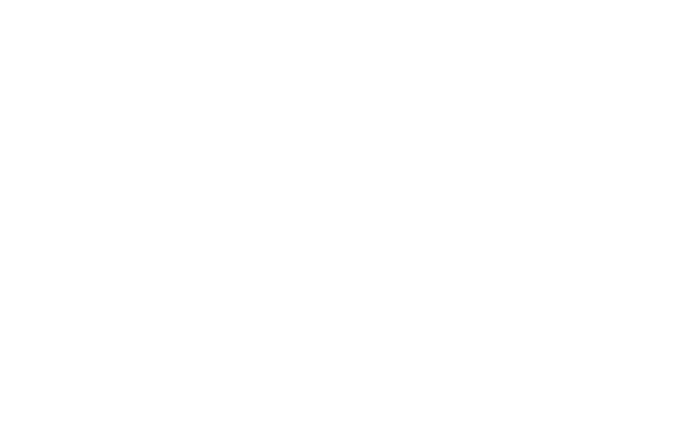
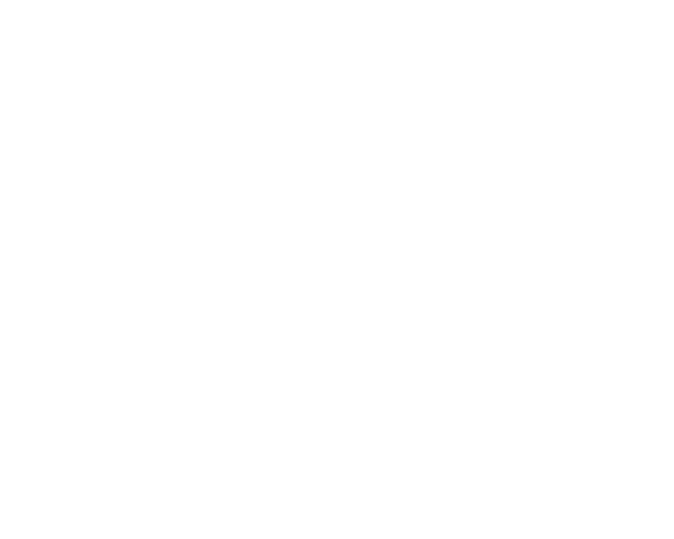
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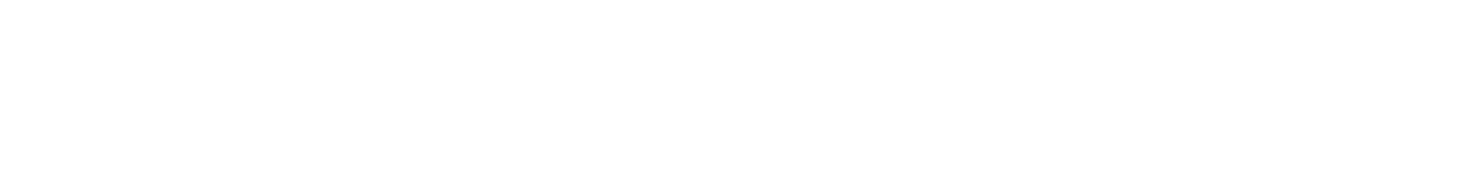
**Trevor Stokes**

**NS4ED**

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**1/2020**



Labor Markets in New Mexico’s

Career and

Technical Education

Region A

Region A

# Introduction

Career Technical Education (CTE) provides students of all ages with the academic and technical skills necessary to succeed in future careers and to become lifelong learners. In total, about 12.5 million high school and college students are enrolled in CTE across the nation. Funded by the Carl D. Perkins Career and Technical Education Act (Perkins), CTE prepares these learners for the world of work by introducing them to workplace competencies, and makes academic content accessible to students by providing hands-on experiences in various industry sectors.1

More than 62,000 New Mexico students are enrolled in CTE programs, and more than 17,000 are “concentrators,” who take two or more CTE courses. CTE Concentrators graduate high school at a rate more than 23 percentage points higher than the general student body. More than half of the state’s community college students are enrolled in CTE programs, with more than 33,000 concentrating in CTE fields.

Federal legislation requires a Comprehensive Local Needs Assessment for proposed CTE programs, and the New Mexico Public Education Department commissioned this initiative to provide parameters and guidance to CTE program applicants. Our intention is to provide intelligence on regional labor markets and economic trends to inform CTE strategies that make high-quality career opportunities more available to the students we serve.

# The Region

Region A comprises a number of school districts and charter schools:

* Aztec Municipal
* Bloomfield
* Central Consolidated
* Farmington Municipal
* Gallup-McKinley County
* Grants-Cibola County
* Zuni Public
* State Charter-Middle College Charter HS

Regional Education Cooperatives (REC) REC exists to provide educational services to students, staff, and families of the member districts and communities. REC’s provide ancillary support and technical assistance in implementing federal and state statutes and regulations; professional development; and support for members in meeting the Public Education Department's requirements The region is served by Regional Education Cooperative #1.

Four postsecondary institutions serve the area: San Juan College, the University of New Mexico-Gallup, Navajo Technical University, Dine College and NMSU-Grants. The districts lie primarily in San Juan, McKinley and Cibola Counties, all of which are within the Northern Workforce Region.

*1*

*https://webnew.ped.state.nm.us/bureaus/college*

*-*

*career*

*-*

*readiness/career*

*-*

*technical*

*-*

*education/*

# The Key Findings

## The People

* Population in the region has declined slightly in recent years, and the decline is most pronounced in the school age and prime working age bands. Pronounced growth of more than 30% has occurred in those 65 years and older.
* More than 57% of the population in the region has either a high school diploma and no college experience or some college experience and no degree.
* The percentage of the population in the region who hold a bachelor’s degree or higher (12.6%) is significantly lower than the national average of 30.9%.

## The Employers

The largest industries in the region include:

1. Government and Government Enterprises
2. Health Care and Social Assistance
3. Retail Trade
4. Mining, Quarrying, and Oil and Gas Extraction
5. Accommodation and Food Service
6. Construction

One of the unique characteristics of this region is the concentration of the *Mining & Oil/Gas Extraction* industry and the services that support it. For example, workers in this region are concentrated in the *Natural Gas Extraction* industry at a rate more than 50 times the national average.

According to the New Mexico Department of Workforce Solutions, there are nine organizations in the region who employ more than 500 workers.

* City of Farmington
* Aztec Well Servicing Company
* North American Coal
* Northern Navajo Medical Center
* Westmoreland Coal Company
* San Juan Regional Medical Center
* Navajo Agricultural Products
* Gallup Indian Medical Center
* RMCHCS Red Rock Clinic

## The Jobs

The occupation families with the largest projected growth include:

1. Personal Care and Service Occupations (930 new jobs)
2. Health Care Practitioners and Technical (357)
3. Health Care Support (213)
4. Farming, Fishing and Forestry (88)
5. Management (64)

This report also sought to identify “quality careers,” which are projected to grow significantly in coming years in this region and which typically pay higher-than-average wages.

Several of these Quality Careers were from the Health Sciences cluster, including Registered Nurses ($65,900, 137 new jobs), Truck Drivers ($43,798, 122 new jobs), Inudstrial Machinery Mechanics ($59,037, 122 new jobs) and Occupational Health and Safety Specialists ($74,834, 44 new jobs).

## The Observations

This report identifies three segments of the regional economy which can serve as a starting point for conversations about the region’s economic priorities.

Health Care

Ten of the region’s largest-growth occupations are from the Health Care Practitioners and Technical Occupations family or the Health Care Support Occupations family. Health Care businesses employ more than 12,000 people, and many of these jobs pay higher-than-average wages. Five different pathways provide a spectrum of career opportunities:

* Therapeutic Services
* Health Informatics
* Diagnostic Services
* Biotechnology Research and Development
* Support Services

Another career, Medical and Health Services Managers is one of the region’s highest-paying fields and is projected to grow by 21% in the coming years.

Business Management

A number of business and financial careers were profiled in this report, including Financial Managers, Construction Managers and Medical, Marketing Research Analysts, Human Resources Specialists and Health Services Managers. These careers are crucial to many of the region’s most critical industries. Professional, Scientific and Technical Services, Hospitals and Construction.

Industrial production technology

Manufacturers employ more than 2,000 people in this region, and accounts for 6.0% of the region’s gross regional product. Occupations like machinists and welders are in constant demand and offer high wages and valuable opportunities to develop.

Other areas that were considered for this recommendation, but ultimately not included were:

* Skilled construction trades
* Transportation and Warehousing

# The People

## Population

There are 11,926 students enrolled in grades 9-12 across the region’s seven school districts. Trends in the region’s population will have an obvious effect on that enrollment and warrants regular analysis. CTE Region A has seen uneven population trends over recent years, with only McKinley County experiencing net positive growth since 2010. Combined, the region’s population has decreased 2.2% since that time, including a 4.0% decline in San Juan County.

**Table 1: Population by County, 2010-2018:**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **2010** | **2011** | **2012** | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** |
| San Juan | 130,202 | 129,694 | 129,748 | 129,468 | 129,094 | 128,261 | 127,973 | 126,902 | 125,043 |
| Cibola | 27,320 | 27,488 | 27,414 | 27,419 | 27,158 | 27,047 | 27,043 | 26,895 | 26,746 |
| McKinley | 71,672 | 72,328 | 72,374 | 72,674 | 72,807 | 73,461 | 73,106 | 72,574 | 72,290 |

**Population, by Annual Percentage Change, by County**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

1.5%

1.0%

0.5%

0.0%

-0.5%

-1.0%

-1.5%

-2.0%

**2011 2012 2013 2014 2015 2016 2017 2018**

## San Juan Cibola McKenzie

### Demographics-Race and Ethnicity

**Table 2: Region A Population, by Race and Ethnicity:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Race/Ethnicity** | **2010**  **Population** | **2018**  **Population** | **Change** | **% Change** | **2018 % of Total** |
| American Indian, Non-Hispanic | 109,675 | 111,910 | 2,235 | 2% | 49.94% |
| White, Non-Hispanic | 68,708 | 58,690 | (10,018) | (15%) | 26.19% |
| White, Hispanic | 36,396 | 35,472 | (924) | (3%) | 15.83% |
| American Indian, Hispanic | 5,857 | 8,453 | 2,596 | 44% | 3.77% |
| Other, Hispanic | 2,201 | 2,439 | 238 | 30.0% | 1.09% |
| Other | 6,352 | 7,105 | 753 | 41.0% | 3.17% |

*United States Census Bureau, Annual Population Estimates*

**American Indian,**

**Non**

**-**

**Hispanic**

**50**

**%**

**White, Non**

**-**

**Hispanic**

**26**

**%**

**White, Hispanic**

**16**

**%**

**Other**

**8**

**%**

### Demographics-Age

It is notable that the population of the region is aging. The youngest age bands have declined in recent years, while those 50 years and older have increased significantly.

**Table 3: Region A Population, by Age:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Age Cohort** | **2010**  **Population** | **2018**  **Population** | **Change** | **% Change** | **2018 % of Cohort** |
| Under 10 | 37,222 | 32,389 | -4,833 | -13.0% | 14.5% |
| 19-Oct | 36,796 | 33,583 | -3,213 | -8.7% | 15.0% |
| 20-29 | 32,048 | 30,610 | -1,438 | -4.5% | 13.7% |
| 30-39 | 28,349 | 29,712 | 1,363 | 4.8% | 13.3% |
| 40-49 | 29,173 | 25,159 | -4,014 | -13.8% | 11.2% |
| 50-64 | 25,006 | 28,101 | 3,095 | 12.4% | 12.5% |
| 65 and over | 5,869 | 7,642 | 1,773 | 30.2% | 3.4% |

*United States Census Bureau, Annual Population Estimates*

**Demographics-Educational Attainment**

**Table 4: Region A Population by Educational Attainment:**

|  |  |
| --- | --- |
| **Education Level** | **Population** |
| Less than 9th Grade | 8.5% |
| 9th Grade to 12th Grade | 11.7% |
| High School Diploma | 33.7% |
| Some College | 23.9% |
| Associate’s Degree | 9.6% |
| Bachelor’s Degree | 7.4% |
| Graduate Degree or Higher | 5.2% |

More than 57% of the population in the region has either a high school diploma and no college experience or some college experience and no degree.

The percentage who hold a bachelor’s degree or higher (12.6%) is significantly lower than the national average of 30.9%.

*United States Census Bureau, American Community Survey*

# The Employers

To gain perspective on the businesses who employ workers in Region A, we look at data from the New

Mexico Department of Workforce Solutions, in particular the *Quarterly Census of Employment and*

*Wages*. Data from that instrument are organized according to the *North American Industry Classification System (NAICS)*, in which businesses are categorized by their primary lines of business into general industry sectors, then subdivided into more granular industry definitions. For this report, we look first at the general industry sectors, then at the detailed industries they include.

An Employment Location Quotient is an indexed value that illustrates the concentration of an industry in a particular location. An LQ of 1.0 indicates that employment in the target industry is exactly equal to the national average. An LQ of 2.0, then would indicate that employment in the target industry is double the national average.

## Employment, Top Industry Sectors, Region A

0

5,000

10,000

15,000

20,000

25,000

Government

Health Care and Social Assistance

Retail Trade

Accommodation and Food Services

Mining, Quarrying, and Oil and Gas Extraction

Construction

Other Services

Wholesale Trade

Administrative/Support & Waste Management

Manufacturing

Transportation and Warehousing

Finance and Insurance

Professional, Scientific, and Technical Services

**Table 5: Components of Top Industry Sectors, Region A:**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Sector/Top Detailed Industries** | | | **2019 Jobs** | | **Average Wages** | | **Location Quotient** | |
| **Government** | | |  | |  | |  | |
| Education (Local Government) | | | 8,116 | | $33,615 | | 1.99 | |
| Local Government, Excluding Education and Hospitals | | | 7,935 | | $38,933 | | 2.69 | |
| Federal Government, Civilian, Excluding Postal Service | | | 3,979 | | $70,902 | | 3.39 | |
| State Government, Excluding Education and Hospitals | | | 1,043 | | $48,567 | | .90 | |
| **Health Care and Social Assistance** | | |  | |  | |  | |
| General Medical and Surgical Hospitals | | | 2,645 | | $71,884 | | 1.09 | |
| Services for the Elderly and Persons with Disabilities | | | 2,595 | | $15,076 | | 2.63 | |
| Home Health Care Services | | | 2,015 | | $19,249 | | 2.65 | |
| Offices of Physicians | | | 980 | | $61,449 | | 0.73 | |
| Offices of Dentists | | | 627 | | $43,793 | | 1.27 | |
|  | Nursing Care Facilities (Skilled Nursing Facilities) | | 573 | | $33,586 | | 0.70 | |
| **Retail Trade** | | |  | |  | |  | |
| General Merchandise Stores, Warehouse Clubs, Supercenters | | | 2,006 | | $24,737 | | 1.99 | |
| Supermarkets and Other Grocery (except Convenience) Stores | | | 1,387 | | $24,073 | | 1.07 | |
| Gasoline Stations with Convenience Stores | | | 1,031 | | $48,645 | | 2.42 | |
| New Car Dealers | | | 1,007 | | $47,941 | | 1.73 | |
| Department Stores | | | 529 | | $16,947 | | 0.91 | |
| **Mining, Quarrying and Oil and Gas Extraction** | | |  | |  | |  | |
| Support Activities for Mining | | | 2,865 | | $72,781 | | 16.03 | |
| Natural Gas Extraction | | | 986 | | $106,200 | | 50.68 | |
| Coal Mining | | | 897 | | $91,539 | | 33.94 | |
| Crude Petroleum Extraction | | | 240 | | $70,962 | | 4.47 | |
| **Accommodation and Food Services** | | |  | |  | |  | |
| Restaurants and Other Eating Places | | | 6,610 | | $14,835 | | 1.20 | |
| Hotels (except Casino Hotels) and Motels | | | 1,118 | | $16,065 | | 1.33 | |
| Food Service Contractors | | | 165 | | $16,196 | | 0.63 | |
| **Sector/Top Detailed Industries** | | | **2019 Jobs** | | **Average Earnings** | | **Location Quotient** | |
| **Construction** | | |  | |  | |  | |
| Oil and Gas Pipeline and Related Structures Construction | | | 1,279 | | $59,766 | | 14.37 | |
| Plumbing, Heating, and Air-Conditioning Contractors | | | 403 | | $39,223 | | 0.69 | |
| Electrical Contractors and Other Wiring Installation Contractors | | | 375 | | $59,779 | | 0.76 | |
| Industrial Building Construction | | | 348 | | $82,079 | | 3.93 | |
| Commercial and Institutional Building Construction | | | 313 | | $52,218 | | 0.90 | |
| All Other Specialty Trade Contractors | | | 303 | | $58,762 | | 1.69 | |
| Residential Building Construction | | | 256 | | $26,237 | | 0.60 | |
| Power/Communication Line & Related Structures Construction | | | 253 | | $78,783 | | 2.41 | |
| Site Preparation Contractors | | | 166 | | $43,507 | | 0.92 | |

*Economic Modelling Specialists International*

### Detailed Industries by County

It is also instructive to look at detailed industries in each of the counties that make up this CTE Region. In our quest to prioritize industries and occupations, one of the most valuable pieces of intelligence we can utilize is industry employment data.

**Table 6: Employment by Industry, San Juan County, 2019:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **San Juan** | **2019 Jobs** | **Average Wages/ Earnings** | **Location Quotient** | **Age 45+** |
| Education and Hospitals (Local Government) | 5,456 | $30,118 | 1.97 | 52% |
| Local Government, Excluding Education and Hospitals | 4,512 | $41,456 | 2.45 | 38% |
| Restaurants and Other Eating Places | 3,939 | $15,208 | 1.14 | 19% |
| Support Activities for Mining | 2,808 | $73,116 | 25.17 | 42% |
| General Medical and Surgical Hospitals | 1,667 | $84,054 | 1.10 | 49% |
| Utility System Construction | 1,510 | $64,306 | 8.25 | 44% |
| Federal Government, Civilian | 1,479 | $72,372 | 1.60 | 52% |
| Oil and Gas Extraction | 1,226 | $99,288 | 26.84 | 50% |
| Individual and Family Services | 1,212 | $16,275 | 1.47 | 46% |
| General Merchandise Stores, Warehouse Clubs/Supercenters | 1,053 | $24,804 | 1.67 | 36% |

*Economic Modelling Specialists International*

**Table 7: Employment by Industry, McKinley County, 2019:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **McKinley** | **2019 Jobs** | **Average Wages/ Earnings** | **Location Quotient** | **Age 45+** |
| Federal Government, Civilian | 2,418 | $69,591 | 5.91 | 51% |
| Restaurants and Other Eating Places | 2,235 | $14,292 | 1.47 | 25% |
| Education and Hospitals (Local Government) | 2,204 | $42,179 | 1.80 | 57% |
| Local Government, Excluding Education and Hospitals | 1,623 | $38,851 | 2.00 | 38% |
| Individual and Family Services | 1,220 | $14,702 | 3.34 | 49% |
| General Medical and Surgical Hospitals | 745 | $47,502 | 1.12 | 48% |
| General Merchandise Stores, Warehouse Clubs/Supercenters | 703 | $24,402 | 2.53 | 37% |
| Home Health Care Services | 688 | $12,755 | 3.28 | 48% |
| Grocery Stores | 587 | $24,599 | 1.54 | 38% |
| Traveler Accommodation | 527 | $15,340 | 1.91 | 37% |

*Economic Modelling Specialists International*

**Table 8: Employment by Industry, Cibola County, 2019:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Cibola** | **2019 Jobs** | **Average Wages/ Earnings** | **Location Quotient** | **Age 45+** |
| Local Government, Excluding Education and Hospitals | 1,801 | $32,687 | 6.09 | 38% |
| Home Health Care Services | 624 | $25,627 | 8.18 | 58% |
| Education and Hospitals (Local Government) | 456 | $34,065 | 1.03 | 57% |
| Restaurants and Other Eating Places | 436 | $14,253 | 0.79 | 22% |
| Individual and Family Services | 411 | $20,418 | 3.09 | 57% |
| State Government, Excluding Education and Hospitals | 391 | $48,710 | 3.35 | 54% |
| Facilities Support Services | 322 | $43,152 | 40.34 | 33% |
| Coal Mining | 264 | $82,046 | 99.73 | 45% |
| Federal Government, Civilian | 261 | $62,453 | 1.75 | 53% |
| General Merchandise Stores, Warehouse Clubs/Supercenters | 251 | $25,393 | 2.48 | 41% |

*Economic Modelling Specialists International*

# The Jobs

Another instrument of the New Mexico Department of Workforce Solutions that provides valuable perspective on career opportunities in this region is the *Occupational Employment Statistics* Series. Employment and wages are estimated for more than 750 occupation categories, and to evaluate growth in demand for particular occupations, we return the occupations with the largest growth since 2010.

**Table 9: Occupation Employment, Region A, 2010-2019:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Description** | **2010 Jobs** | **2019 Jobs** | **2010 -**  **2019**  **Change** | **2010 - 2019 %**  **Change** | **Annual Openings** | **Median**  **Annual**  **Earnings** |
| Personal Care Aides | 2,088 | 3,836 | 1,748 | 84% | 626 | $19,792 |
| Fast Food & Combined Prep/Serving Workers | 2,029 | 2,583 | 554 | 27% | 503 | $18,025 |
| Cooks, Restaurant | 607 | 792 | 185 | 30% | 117 | $21,345 |
| Secretaries and Administrative Assistants | 2,275 | 2,426 | 151 | 7% | 309 | $32,541 |
| Registered Nurses | 1,304 | 1,441 | 137 | 11% | 95 | $65,940 |
| Supervisors-Food Preparation and Serving | 704 | 827 | 123 | 17% | 125 | $25,012 |
| Heavy and Tractor-Trailer Truck Drivers | 1,280 | 1,402 | 122 | 10% | 193 | $43,798 |
| Industrial Machinery Mechanics | 577 | 699 | 122 | 21% | 77 | $59,037 |
| General and Operations Managers | 1,016 | 1,118 | 102 | 10% | 111 | $73,971 |
| Teachers and Instructors, All Other | 429 | 524 | 95 | 22% | 69 | $63,412 |
| Sales Representatives, Services, All Other | 136 | 225 | 89 | 65% | 33 | $53,058 |
| Farmworkers/Laborers, Crop, Nursery.. | 159 | 244 | 85 | 53% | 49 | $19,345 |
| Customer Service Representatives | 696 | 777 | 81 | 12% | 106 | $26,931 |
| Dental Assistants | 289 | 356 | 67 | 23% | 47 | $37,293 |
| Supervisors-Personal Service | 118 | 182 | 64 | 54% | 21 | $32,622 |
| Medical Assistants | 298 | 361 | 63 | 21% | 45 | $29,352 |
| Protective Service Workers, All Other | 184 | 238 | 54 | 29% | 58 | $28,257 |
| Medical Secretaries | 346 | 396 | 50 | 14% | 47 | $29,838 |
| Service Unit Operators, Oil, Gas, and Mining | 566 | 616 | 50 | 9% | 115 | $63,729 |
| Insurance Sales Agents | 169 | 213 | 44 | 26% | 27 | $36,029 |
| Occupational Health and Safety Specialists | 107 | 151 | 44 | 41% | 12 | $74,834 |
| Construction Managers | 156 | 200 | 44 | 28% | 23 | $97,367 |
| Human Resources Specialists | 141 | 185 | 44 | 31% | 21 | $49,501 |
| Workers, Farm, Ranch, Aquacultural Animals | 41 | 81 | 40 | 98% | 15 | $20,296 |

Many factors go into an evaluation of a career’s potential, including demand and earning potential. The New Mexico Department of Workforce Solutions also projects changes in total employment for every occupation by 2026. The occupations that are projected to experience the largest growth and that pay wages above the region’s average are categorized here as high-quality careers, and detailed occupations are grouped into general “occupation families.”

**Table 10: Projected Change, Occupations, 2016-2026, Region A:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **High Quality Career** | **2016 Jobs** | **2026 Jobs** | **New**  **Jobs** | **%**  **Change** | **Annual Openings** | **Average Earnings** |
| **Health Care Practitioners Health Care Support Occupations** | | |  |  |  |  |
| Registered Nurses | 1,426 | 1,576 | 150 | 11% | 94 | $65,940 |
| Industrial Machinery Mechanics | 583 | 636 | 53 | 9% | 68 | $59,037 |
| Physical Therapists | 79 | 116 | 37 | 47% | 8 | $84,262 |
| Physical Therapist Assistants | 51 | 76 | 25 | 49% | 10 | $47,510 |
| Nurse Practitioners | 54 | 77 | 23 | 43% | 6 | $100,289 |
| Licensed Practical & Licensed Vocational Nurses | 216 | 237 | 21 | 10% | 19 | $49,326 |
| Physician Assistants | 83 | 102 | 19 | 23% | 7 | $112,949 |
| Occupational Therapists | 43 | 60 | 17 | 40% | 4 | $87,964 |
| Dental Hygienists | 141 | 158 | 17 | 12% | 11 | $77,498 |
| Respiratory Therapists | 90 | 104 | 14 | 16% | 6 | $45,161 |
| **Management Occupations** | | |  |  |  |  |
| Medical and Health Services Managers | 141 | 170 | 29 | 21% | 15 | $93,476 |
| Construction Managers | 177 | 192 | 15 | 8% | 17 | $97,367 |
| **Production Occupations** | | |  |  |  |  |
| Welders, Cutters, Solderers, and Brazers | 486 | 549 | 63 | 13% | 65 | $51,728 |
| Machinists | 100 | 141 | 41 | 41% | 18 | $55,443 |
| Supervisors-Production and Operating Workers | 221 | 247 | 26 | 12% | 26 | $70,226 |
| Aircraft Structure, Surfaces, Systems Assemblers | 30 | 46 | 16 | 53% | 8 | $65,159 |
| **Architecture and Engineering Occupations** | | |  |  |  |  |
| Mechanical Engineers | 39 | 61 | 22 | 56% | 6 | $43,311 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **High Quality Career** | **2016 Jobs** | **2026 Jobs** | **New**  **Jobs** | **%**  **Change** | **Annual Openings** | **Average Earnings** |
| **Computer and Mathematical Occupations** | |  |  |  |  |  |
| Software Developers, Applications | 35 | 48 | 13 | 37% | 4 | $113,721 |
| **Transportation and Material Moving Occupations** | |  |  |  |  |  |
| Heavy and Tractor-Trailer Truck Drivers | 1,302 | 1,387 | 85 | 7% | 161 | $43,798 |
| **Construction and Extraction Occupations** | |  |  |  |  |  |
| Plumbers, Pipefitters, and Steamfitters | 350 | 371 | 21 | 6% | 44 | $40,045 |
| Supervisors-Construction Trades and Extraction | 794 | 808 | 14 | 2% | 89 | $59,391 |
| Floor Layers | 39 | 57 | 18 | 46% | 7 | $42,540 |
| **Business and Financial Operations Occupations** | |  |  |  |  |  |
| Human Resources Specialists | 170 | 189 | 19 | 11% | 20 | $49,501 |
| Market Research Analysts/Marketing Specialists | 55 | 79 | 24 | 44% | 9 | $50,578 |
| Financial Managers | 110 | 126 | 16 | 15% | 10 | $82,028 |

# The Talent Development Ecosystem

## Assets

CTE Region A is served by Regional Education Center #X. Postsecondary educational institutions in the region include San Juan College, Dine College, the University of New Mexico-Gallup Campus, Navajo Technical University and New Mexico State University-Grants.

## Awards

In 2018, the most recent academic year for which data are available, 2,349 degrees and certificates were awarded by these institutions, including 2,010 which were awarded in programs not offered as distance education.

**Workforce Equilibrium**

Finally, we use a crosswalk from the United States Department of Education to estimate the balance between the region’s emerging supply of qualified talent and projected demand for workers with relevant skills. The difference between awards in a program and the aggregated number of openings in related occupations is quantitified here as a “Workforce Equilibrium Value.”

Ideally, the numbers representing emerging supply will be roughly equal to projected demand. Where an imbalance exists, there may be an opportunity to expand program offerings or to encourage students and jobseekers to consider careers in these fields. The educational system thus becomes a valuable factor in not only the success of individual students, but also in the economic success of the region.

**Table 11: Program Awards and Openings in Related Occupations, Region A:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Description** | **2018**  **Awards** | **Openings-**  **Related**  **Occupations** | **2019 Jobs** | **Equilibrium Value** |
| Liberal Arts and Sciences/Liberal Studies | 190 | 47 | 535 | 143 |
| Welding Technology/Welder | 148 | 65 | 557 | 83 |
| Automobile/Automotive Mechanics Technology/Technician | 143 | 61 | 633 | 82 |
| Instrumentation Technology/Technician | 106 | 0 | 4 | 106 |
| Business Administration and Management, General | 85 | 209 | 2,348 | -124 |
| Emergency Medical Technology/Technician (EMT Paramedic) | 71 | 17 | 256 | 54 |
| Early Childhood Education and Teaching | 68 | 48 | 433 | 20 |
| Carpentry/Carpenter | 66 | 125 | 1,211 | -59 |
| Registered Nursing/Registered Nurse | 58 | 94 | 1,441 | -36 |
| Truck & Bus Driver/Commercial Vehicle Operator & Instructor | 55 | 264 | 2,294 | -209 |
| General Studies | 50 | 0 | 0 | 50 |
| Industrial Technology/Technician | 49 | 1 | 9 | 48 |
| Diesel Mechanics Technology/Technician | 46 | 25 | 258 | 21 |
| Social Work | 44 | 34 | 335 | 10 |
| Autobody/Collision and Repair Technology/Technician | 44 | 19 | 187 | 25 |
| Cosmetology/Cosmetologist, General | 43 | 17 | 106 | 27 |
| Psychology, General | 42 | 2 | 30 | 40 |
| Pre-Nursing Studies | 38 | 113 | 1,645 | -75 |
| Criminal Justice/Police Science | 37 | 37 | 521 | 0 |
| Administrative Assistant and Secretarial Science, General | 35 | 273 | 2,563 | -238 |
| Data Processing and Data Processing Technology/Technician | 27 | 5 | 67 | 22 |
| Nursing Assistant/Aide and Patient Care Assistant/Aide | 26 | 94 | 783 | -68 |
| Pre-Medicine/Pre-Medical Studies | 25 | 62 | 740 | -37 |
| Secondary Education and Teaching | 24 | 42 | 615 | -18 |
| Fire Science/Fire-fighting | 23 | 15 | 212 | 8 |
| Industrial Mechanics and Maintenance Technology | 23 | 112 | 1,114 | -89 |

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