

2016 ANNUAL Report



Southwestern Area Workforce Development Board 2016 WIOA Annual Report

New Mexico 
Workforce Connection

A Proud Partner of the American Job Center Network



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September 15, 2017

The Workforce Innovation and Opportunity Act has brought change to many of our systems and partnerships. Since the Act was signed into law in 2014, the Southwestern Area Workforce Development Board has engaged in preparing the workforce through a variety of enhancements that improve the methods of providing service. It has established a priority of service for those that receive public assistance, are low income, or basic skills deficient.

During the 2016 program year, our board developed its Four-Year Plan that establishes local goals for the seven-county region. In addition, the plan outlines aerospace, agricultural, education, health care, information technology, logistic and warehousing, manufacturing, mining, hospitality and tourism, and utilities as its priority industries. The priority industries are diverse, just as our region. Every county and community have their unique strengths that must be capitalized on to yield the greatest outcomes for employers, job seekers, and youth. As an example, the agricultural industry in the southwest can be found in every county in the region and it offers employment opportunities from the chile fields to the forests where lumber is harvested for construction. The Johnson Space Center in Doña Ana county and Spaceport America in Sierra county would be the last things that people envision in the desert's landscape, but they exist in our region and bring millions of dollars to the economy.

As our organization works to meet the needs of employers in the southwest region, it also works to align job seekers and youth with trainings to help them earn credentials to meet the demands of employers. As you read through this annual report, you will find success stories of individuals who experienced great benefits through the Workforce Innovation and Opportunity Act program and read testimonials from employers.

The culmination of this year's success can be attributed to many factors, but the most important of all, are the people involved in the system. The workforce partners, the leadership and dedication as volunteers of our board members and chief elected officials, educational institutions, employers, job seekers, youth, and the communities who work hard to make a difference in the lives of others.

Best regards,

Michael Olguin,
SAWDB Board Chair

Steve Duran,
SAWDB WIOA Administrator



Southwestern Area

New Mexico Workforce Connection is the southwest region's workforce expert, helping hundreds of employers connect with thousands of job seekers each year. The Southwestern Area Workforce Development Board (SAWDB) provides workforce services in seven counties, which include Catron, Doña Ana, Grant, Hidalgo, Luna, Sierra, and Socorro. The SAWDB's mission is to empower individuals in the region by providing them with the tools and training they need to acquire higher paying jobs based on the needs of local businesses.

In conjunction with the Region IV Chief Elected Officials, the Southwestern Area Workforce Development Board has worked on policy changes to comply with the Workforce Innovation and Opportunity Act and it continues to work toward improving one-stop facilities with the goal of housing more partners and businesses to make their services further accessible to those they are serving. The SAWDB works to establish a strong workforce system through its training providers to meet the needs of employers throughout the southwestern area of New Mexico.

Best Practice

As in previous years, the SAWDB and its workforce partners in southwestern New Mexico have developed a unique and strong working relationship with the Workforce Solutions Borderplex from El Paso, Texas. Jointly, the boards, along with their workforce partners, hosted the 2016 Annual Agricultural Employer Conference at the New Mexico Farm & Ranch Heritage Museum in Las Cruces. The convening was a big success and this program year's plans are underway to expand the event to include agricultural associations such as Chile Association, Farm to Table, Organic Farming, and wineries from all of New Mexico, El Paso and surrounding communities.

Future Developments

In the wake of the great recession, growth is taking place and the SAWDB continues to measure the business-driven-demand of employers. The priorities and goals of the local board have substantially contributed to the state's level of enrolled participants. The local board's ability to forecast its customers' needs, through business demands and

participants, is an important component to its success.

The SAWDB is currently participating with the New Mexico Department of Workforce Solutions and its sister boards throughout the state to implement the Workforce Innovation and Opportunity Act. SAWDB plans to strengthen its relationships with economic development offices, school districts, and chambers of commerce within the seven-county area. By building stronger relationships and more collaboration, the efforts will not only lend themselves to achieving the objectives of workforce development, but economic development and education, as well.

SAWDB is one step closer to achieving the goal of having a comprehensive workforce center in the southwest region. Doña Ana Community College will begin providing Adult Basic Education (ABE) services at the New Mexico Workforce Connection center in Las Cruces beginning the 2017/2018 Program Year. With the addition of the Division of Vocational Rehabilitation (DVR) into the same workforce center around the same time, the family of core partners in the Las Cruces Workforce Center will be complete.

Local Goals

The Southwestern Area Workforce Development Board, in consideration of the State's, vision has established the following local goals:

Goal 1 — Establish stronger relationships with businesses to better understand and prepare to meet their employment needs.

Goal 2 — Strengthen relationships with economic development offices and education to be better prepared to meet the employment needs of new and established employers through a business demand-driven system.

Goal 3 — Establish a directive to Youth and Adult Service Providers to inform youth participants of the occupations in demand, along with their option to enroll in adult training programs. This goal is designed to align the youth and adult service programs.

Goal 4 — Strengthen training programs at the training provider, staff and board levels to assist in the accomplishment of the Southwestern Area Workforce Development Board's vision and contractual obligations by using various sources to include, but not limited to the New Mexico Department of Workforce Solutions.



Goal 5 — Establish collaborative efforts with other agencies to provide farm workers the opportunity to learn different job skills for higher-paying occupations.

Goal 6 — Identify solutions to address adequate facility space necessary to satisfy the one-stop concept by working with local, state and federal agencies to obtain adequate space needed to enhance services to business and job seeking customers.

Adult and Dislocated Worker Programs

Businesses in the Southwestern area benefit from the funds available to prepare a sustainable workforce. On-the-job training funds provided support for nearly 100 individuals who were subsequently placed into permanent, full-time positions with employers from the Southwestern area. Employers received a 50 percent wage reimbursement for their on-the-job training employees. *See WIOA Services Summary below.*

Executive - Program Management - WIOA Services Summary

- Region/LWIA: Southwestern Area Workforce Development Board
 - Age Selection:: Age at Participation
 - Date Range: 07/01/2016 - 06/30/2017

I.	Participation Summary	Enrolled	Exited
A.	Total Participants	545	220
B.	Program Activities / Services Summary		
	Basic Services	341	142
	Individualized Services	545	220
	Training Services	346	138
	Occupational Skills Training	251	100
	Customized Training	16	12
	Skills Upgrade Training	2	0
	Entrepreneurial Training	0	0
	Apprenticeship Training	0	0
	ABE / ESL with Occupational Skills Training	14	2
	On the Job Training	83	28
	Prerequisite Training	0	0
	Youth Services	205	78
	Educational Services (Enrolled in Education)	346	138
	Received Other Basic Skill Training	0	0
	Youth Work Experience	204	78
	Educational Achievement Services	346	5
	Youth Summer Employment Opportunities	0	0
	Leadership Development	0	0
	Established Individual Training Account (ITA)	2	2
	Support Services	56	26
	Needs - Related Payments	7	0
	Youth with Goals Set	7	1
II.	Co-Enrollment Summary	Enrolled	Exited
	Multiple WIOA Funding	5	2
	Wagner Peyser	282	188
	Trade Adjustment Assistance (TAA)	0	0
	Generic Programs	0	0



Youth Programs

The Youth Program provides services to in-school youth ages 14-21, and out-of-school youth ages 16-24 with the goal of increasing the focus on longer-term academic and occupational learning opportunities, and providing long-term comprehensive service strategies. The Youth Program is designed to prepare youth to enter either post-secondary education, training, or employment upon completion of their secondary education.

WIOA Participant Summary

The WIOA Services Summary to the right shows that more than 200 participants had enrolled for youth services and gained work experience during the last program year. The summary also shows that 25% of those youth were in-school and 75% were out-of-school. Because of SAWDB, those youth are on the right path to meeting the workforce needs of tomorrow.

With a closer look at the WIOA Participant Summary, you will see specifics such as a Participation Characteristics Summary. This summary breaks down the 545 enrolled participants by gender (332 participants were female, and 213 were male), 8 different age brackets, race/ethnicity, and veteran status, such as how many were disabled (3 were disabled) and how many were transitioning from the military to civilian life (10 transitioning veterans).

Executive - Program Management - WIOA Participant Summary

- Region/LWIA: Southwestern Area Workforce Development Board
 - Age Selection: Age at Participation
 - Date Range: 07/01/2016 - 06/30/2017

I. Participation Summary		Enrolled	Exited
A. Total Participants		545	220
	Participants Carried In	179	98
	New Participants	366	122
B. Eligible Youth 5% Exception			
	Youth 5% Exception	0	0
C. In School / Out Of School Youth (Funding Definition)			
	In School Youth	47	17
	Out Of School Youth	153	60
D. Program Exit Information			
	Entered Unsubsidized Employment		64
	Training Related Employment		31
	Entered Military Service		1
	Entered Qualified Apprenticeship		0
	Entered Post-Secondary Education		0
	Entered Advanced Training		0
	Individuals Attained Recognized Certificate/Diploma/Degree		52
	Individuals Attained High School Diploma/GED		4
	Returned to Secondary School		4
	Exits Excluded from Performance		8
	Other Exits		212
II. Participation Characteristics Summary		Enrolled	Exited
A. Gender			
	Female	332	127
	Male	213	93
B. Age			
	14 - 18	104	35
	19 - 21	127	57
	22 - 24	79	28
	25 - 34	119	50
	35 - 44	62	27
	45 - 54	44	18
	55 - 64	10	5
	65 and older	0	0
C. Race/Ethnicity			
	Ethnicity Hispanic or Latino	360	136
	American Indian / Alaskan Native	24	5
	Asian	1	1
	African American / Black	12	4
	Hawaiian Native / Other Pacific Islander	0	0
	White	317	128
	Other	0	0
D. Veteran Status			
	Total Veterans	20	7
	Served Less than 181 Days	0	0
	Eligible Veteran	20	7
	Other Eligible Person	0	0
	Campaign Veteran	12	5
	Disabled Veteran	3	1
	Special Disabled Veteran	3	1
	Recently Separated Veteran	0	0
	Transitioning Service Member	10	2



WIOA Participant Summary (cont.'d)

This bottom half of the summary provides more detailed information about SAWDB participants. Of the 545 clients that sought help from New Mexico Workforce Connection, 391, nearly 75%, were unemployed.

301 clients graduated from high-school and were classified as out-of-school.

The greatest barrier among the youth clients was basic-skills deficiency.

More than 90% of SAWDB clients were low income, with 155 clients on the Supplemental Nutrition Assistance Program (SNAP), and 137 clients receiving State or Local income-based public assistance.

Executive - Program Management - WIOA Participant Summary

- Region/LWIA: Southwestern Area Workforce Development Board

- Age Selection: Age at Participation

- Date Range: 07/01/2016 - 06/30/2017

E. Labor Force Status		
Employed	154	70
Employed, but received notice of layoff or termination	0	150
Unemployed	391	150
F. School Status at Participation		
In School, High School or Less	45	14
In School, Alternative School	1	0
In School Attending Post High School	108	42
Out-of-School, High School Dropout	89	29
Out-of-School, High School Grad	301	134
Not Attending School, Within Age of Compulsory School Attendance	0	0
G. Unemployment Insurance Status		
Eligible Claimant, Referred by WPRS	25	9
Eligible Claimant, referred by REA/RESEA	1	0
Eligible Claimant, not referred by WPRS/RESEA	18	7
Exhaustee	3	1
H. Barriers		
Disabled	12	6
English Language Learner	22	4
Single Parent (including single pregnant women)	32	13
Displaced Homemaker	0	0
Offenders	21	19
Homeless	4	3
Runaway Youth	0	0
Pregnant / Parenting Youth	26	7
Youth Requires Additional Assistance	0	0
Youth Serious Barriers to Employment (WIA legacy)	0	0
Basic Literacy Skills Deficient	193	70
Youth in, or aged out of, Foster Care	0	0
Out of Home Placement	0	0
Eligible under Section 477 of the Social Security Act	0	0
American Indian/Alaskan Native	24	5
Hawaiian Native	0	0
Within 2 years of exhausting TANF lifetime eligibility	0	0
Facing Substantial Cultural Barriers	13	0
Eligible Migrant Seasonal Farmworkers as defined in WIOA Sec 167 (i)	0	0
Meets Governor's special barriers to employment	0	0
I. Income / Public Assistance		
Low Income	497	192
TANF	7	1
SSI	6	3
Receiving Social Security Disability Insurance Income (SSDI)	2	1
State or Local Income-Based Public Assistance (General Assistance)	137	41
Refugee Cash Assistance (WIA Legacy)	0	0
Supplemental Nutrition Assistance Program (SNAP)	155	68
Foster Child (State or Local Payments are Made)	0	0
Youth living in the High-poverty Area	0	0
Youth Receives or is Eligible to Receive Free or Reduced Lunch	16	4



Hiring Events

Many hiring events took place throughout the southwestern region. Here are some highlights...

Every month New Mexico Workforce Connection center in Las Cruces hosts a Job Fair Wednesday. The first Wednesday of the month is celebrated with 10-15 registered employers setup in the workforce center’s lobby looking to add new employees to their company roster. Some of the employers who have participated at a Job Fair include Los Alamos National Laboratory, Convergys, Conn’s HomePlus, DaVita, Pepsico, Whataburger, Olam, Tresco, H&R Block, and so many more. On average, they see at least 30 job seekers at each Job Fair Wednesday.

The Alamo Navajo School Board, Inc. (ANSBI) provides WIOA Youth Services on the Alamo Navajo Reservation in Socorro County. On October 2016, ANSBI hosted a College and Career Fair for their high school students.



Rockin Jump, an indoor trampoline recreation center, opened in Las Cruces in the Spring of 2017. Jacob Slavec, Commercial Broker with NAI 1st Realty, said he has been working with Rockin Jump for over three years to get them to open the Las Cruces location. New Mexico Workforce Connection hosted a recruitment orientation in February and met with at least 30 interested job seekers.

In April 2017, New Mexico Workforce Connection joined forces with the Socorro County Chamber of Commerce and the Community Alternatives Program to put together the Socorro County Career Fair. 26

employers and 142 job seekers were in attendance resulting in 15 hires.



E & E Foods visits New Mexico Workforce Force Connection centers in Deming and Las Cruces annually in late winter and early spring as they seek to fill seasonal seafood processing positions on both land-based and vessel factories in Alaska.

New Mexico Workforce Connection in Socorro had other hiring events where they both hosted and assisted local businesses. The 5 events held January through June of 2016, in addition to the Socorro County Career Fair, resulted in a total of 17 hires.

New Mexico Workforce Connection in the Southwestern Area has a great relationship with neighboring Workforce Solutions Borderplex in El Paso, Texas and the veteran representatives have a great relationship with Ft. Bliss El Paso, Texas. When Workforce Solutions Borderplex teams up with Ft. Bliss for a Red, White, and You hiring event, New Mexico Workforce Connection is there to represent.





Hidalgo County saw a Business Expo in Lordsburg, and a Youth Career Fair in Animas. Luna County hosted a Columbus Business Expo, the Deming Luna County Business Expo, Veterans Resource Fair, and two informational sessions for farm workers. Grant County also held a Veterans Resource Fair, a recruitment event for a new Denny’s Restaurant, and three Career Fairs with Western New Mexico University.

Outreach

In an effort to provide services to a remote and underserved community, the service provider for the WIOA Adult & Dislocated Worker, and Youth services visited the Village of Reserve in Catron County on November 2016 for what they call an Outreach Blitz. Catron County is the only county in our region that does not have a workforce center/office. At least 2 contracts were written because of that visit.



Summer Youth Initiative

The SAWDB set aside funding for a new Summer Youth Initiative. The Youth & Young Adult Committee met seven times last program year with this new initiative the main topic of discussion.

This initiative provides youth participants, ages 14 to 24, the opportunity to receive career exploration services, paid work experience and mentoring in a field of their interest so that they may become familiar with the different facets of the occupation and career. The initiative is only available to eligible

individuals, ages 14 to 24, as prescribed under the Workforce Innovation and Opportunity Act.

With this initiative, the participants gained work experience by job shadowing in different positions (from entry-level to senior management/owner) within the work experience site. The participants received approximately 30 hours of paid work experience and mentoring per week at a rate of \$10.00 per hour, and approximately 10 hours of unpaid classroom training per week. Participants received intermittent milestone incentives and a completion incentive designed to promote the sense of accomplishment and for participant retention.

Doña Ana County helped 10 youth participants experience SAWDB’s first Summer Youth Initiative. Luna County enrolled 4 participants, Sierra County enrolled 3, and Socorro County enrolled 2 youth participants.

Discussions on next year’s Summer Youth Initiative will be underway at the next Youth & Young Adult Committee meeting.

Community Support

New Mexico Workforce Connection shows their support for local businesses by attending events such as Grand Openings. Some events include the opening of the Sierra Vista Hospital Clinic in Elephant Butte, the first Domino’s Pizza in Socorro, and the first Walmart Neighborhood Market in Las Cruces.





Adult Program

Mr. Manriquez is divorced and raising three children on his own. Uncertain of a career path, his work experience includes various positions including office assistant and funeral assistant.

When Mr. Manriquez started with Border Pest Control, Inc., he qualified for the OJT program. For six months, Mr. Manriquez trained as a Pest Control Technician learning more than how to set traps for varmints and snakes. He also learned how to make correct chemical calculations in relation to weather and climate setting for various types of pest control.

After some extensive research, Mr. Manriquez obtained a business license and began his own pest control company, Bug Busters. The company is currently small, with his brother his only employee, but between the two of them, Bug Busters serves customers throughout southern New Mexico to include Deming, Silver City, Las Cruces, Anthony, Sunland Park, Santa Teresa, Vado, and more. While their clientele continues to grow, Mr. Manriquez is making plans to expand his services to include vegetation control and will keep New Mexico Workforce Connection in mind when he is ready to increase his staffing numbers.

Dislocated Worker Program

In February 2017, Ms. Kraul, along with her co-workers, were given notice of a company-wide layoff from their employer, Sunspot Solar Energy, in Las Cruces. Of course, Ms. Kraul was worried as she and her husband recently had their first child.

New Mexico Workforce Connection made a Rapid Response visit to Sunspot Solar Energy. In addition to the many workforce services introduced to those affected by the layoff, workforce staff explained the Workforce Innovation and Opportunity Act (WIOA) programs. Ms. Kraul was very excited to hear all that was available.

A month later, Ms. Kraul was fortunate to get an interview with Torres Welding. After she was offered the sales position, she told her new employer about WIOA and gave Torres Welding the contact information for Mr. Fielder at New Mexico Workforce Connection. Mr. Fielder met with Ms. Torres at Torres Welding and explained the WIOA programs and that Ms. Kraul would qualify for On-the-Job training.

Ms. Kraul started her six-month training with Torres Welding at a pay rate higher than what she was making at Sunspot Solar Energy.

In-School Youth Program

Ms. McCalmon enrolled in the In-School Youth program as a senior in high school. She was basic-skills deficient in basic math. Her functional level was a 4.5 grade and in addition to improving her math skills, her IEP included gaining employment and successfully enrolling in further education.

During her senior year in high school, Ms. McCalmon participated in community service, gained job readiness skills, completed her work experience as a Youth Mentor at the Boys and Girls Club, was in JROTC, and in her final semester, was a student aide.

Ms. McCalmon successfully brought up her math level and graduated in May 2017 with honors. She has scholarships for New Mexico State University and is enrolled to attend in fall of 2017. She successfully gained employment as a Team Leader at Sonic to save up money for her move to Las Cruces to attend NMSU. She will be majoring in American History with the dream of becoming a history teacher.

Out-of-School Youth Program

Ms. Sullivan graduated from high school in Sierra County at the age of 18. Unemployed, she was unsure of what to do next and got involved with the wrong kind of friends. She became a victim of substance abuse and fell into a void with her life. When she discovered she was pregnant, she felt she needed to change her situation. She heard about New Mexico Workforce Connection and met with Ms. Hernandez in the Truth or Consequences office. Ms. Sullivan was very open about her situation and Ms. Hernandez knew she had to do everything in her power to help her.

Step by step, Ms. Sullivan got through the youth program. She completed her work experience as an office clerk with the City of Truth or Consequence and saw her IEP goal of getting successfully enrolled in college within reach. However, shortly after completing her work experience, Ms. Sullivan had complications with her pregnancy and had to leave Truth or Consequences to receive the necessary medical attention both she and her baby needed.

After some time had gone by, Ms. Sullivan called the workforce office, telling Ms. Hernandez she had her baby, and wanted Ms. Hernandez to drop her from



the youth program. Ms. Sullivan said there was so much going on in her life and she could not continue with the program and her goal.

More time passed. Then, one day, Ms. Sullivan walked into the workforce office and introduced her baby to Ms. Hernandez, and asked if she had dropped her from the youth program. Ms. Hernandez replied no, she had not. Ms. Sullivan was relieved. Since she has had her baby and moved in with her parents, she now has lots of support from her family and boyfriend, and would like to continue receiving youth services.

Ms. Hernandez extended the work experience another 120 hours and Ms. Sullivan completed them at Foxworth-Galbraith because she wanted more retail experience.

With the knowledge she gained during her work experience, Ms. Sullivan obtained a business license and opened a small second-hand boutique inside her mother's beauty shop and is working part-time at Dollar General. With help from Ms. Hernandez, she is now registered to attend Doña Ana Community College in the fall of 2017 and was referred to the adult program for co-enrollment.

Ms. Hernandez says Ms. Sullivan is truly an exceptional success story. When she first met Ms. Sullivan, she was full of anger, but she was pregnant and that was an eye opener for her to change her life. Ms. Sullivan freed herself of her drug dependency, completed her work experience, had a desire to work in retail, obtained a business license, opened her own boutique, and is going to college. It was quite a battle for Ms. Sullivan. She could not have done it all without the wonderful support of her family, their help in caring for her son, and having Ms. Hernandez there, insisting she stay in the youth program, encouraging her every step of the way.

Employer Testimonials

Ms. Torres of Torres Welding, Inc. was so thrilled with her experience with New Mexico Workforce Connection and the On-the-Job Training program, she provided a testimonial...

This opportunity came to me as a complete surprise! I wasn't aware of these connections in the NM Workforce.

A friend of mine knew I was in need of a new Office Administrator. He highly recommended Amanda to me but never told me that she was in the program. He was an employer involved in the program as well. I interviewed her, and I knew she was the perfect person

for what I was looking for. I continued my research on her, and I had two other people highly recommend her as well. She had the skills, the knowledge, and background in our industry that I needed in my office.

So I contacted her again. She never once mentioned she was on this program and was hired on her own abilities and knowledge. When I received a call from Mr. James Fielder, he told me all about the program Amanda was in and I would be compensated up to 50 to 75% of her wages & could we meet & set up the paper work. At that point, I asked Amanda about it and she smiled and said, "I wanted to be hired on my own abilities and not for the other reasons!" Which at that point, I knew again I had chosen the right person!

It's a given that to succeed in the business world, companies need skilled workers, but training workers takes time and money.

If your business is looking to benefit from more efficient recruiting and targeted training and receive assistance with your training costs, this is the connection you need.

- C. Torres

Ms. Luevano, owner of Glitz School of Cosmetology in Las Cruces, has had positive experiences with more than one WIOA program. Here is her testimonial...

My name is Mary Ann Luevano, and I am the owner of Glitz School of Cosmetology. As the newest school in Las Cruces, I speak from my heart in saying owning a business has been quite the experience. We have been so blessed to have such a great outpour of support from our community.

As a brand-new business, we face many challenges and the biggest one is our yearly budget for our payroll. We at Glitz, want to pay our employees a great salary. As the saying goes, "A happy employee will make happy customers."

I am so thankful for the ITA and OJT programs, as I accredit these programs in helping Glitz be where it's at today. I am a firm believer in hiring and promoting from within to help each other mutually. Our two ITA's were actual students who graduated and I offered them jobs. The OJT program helped us pay our previous ITA's a nice payrate.

I am so thankful for programs such as the ITA and OJT. It truly is a win-win for everyone involved. THANK YOU TO NEW MEXICO FOR HELPING SMALLER BUSINESSES GROW!!!!

- M. Luevano



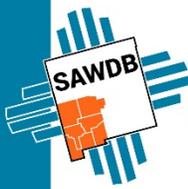
This testimonial is from SCALE Ag Services, LLC...

SCALE Ag Services, LLC is a small independent family-owned company. The OJT program has benefited us by helping mitigate costs incurred with the gamble of a newly generated position. Working with this program has allowed us to innovate and develop wholly new lines of product coming into the valley, which will benefit the agricultural community and the area at large. Employees find assurance of their income while being deliberately trained to handle any complicated or mundane task that may be unfamiliar to them. The OJT also helps both the employer and employee by revealing strengths and weaknesses that may not have been known prior to the position being filled, and is a tool for the employer to use in finding the right fit for the employee within the company.

*- Wes and Janet Richins
SCALE Ag Services Owners*

The Southwestern Area Workforce Development Board would like to thank all our participants: youth, adults, dislocated workers, students, job seekers, employers, and more, for allowing New Mexico Workforce Connection to work you!

*Thank you for allowing
New Mexico
Workforce Connection
to work for you!*



Budget Vs. Actual

The Southwestern Area Workforce Development Board had an overall budget of \$5,337,443. As of the end of PY16 the board expended \$3,043,473. The unexpended amount of \$2,293,969 has been

allocated for PY17 and will be expended in the Southwestern Area of the State. Types of costs include (but not limited to) Youth Work Experience, On-the-Job Training, Supportive Services, Customized Training and Service Providers.

**Southwestern Area Workforce Development Board
Workforce Innovation and Opportunity Act
Statement of Revenues, Expenditures, and
Changes in Fund Balances - Budget (GAAP Basis) and Actual
for the Fiscal Year Ended June 30, 2017**

	<u>Budget</u>	<u>Actual</u>	<u>Variance</u>
Revenues:			
Federal grants	\$ 5,337,443	3,043,473	2,293,969
Expenditures:			
Employment services:			
Program year 16/Fiscal year 17			
Adult	1,626,655	346,870	1,279,785
Dislocated Worker	277,028	109,928	167,100
Youth	1,225,046	656,959	568,087
Administration	347,637	68,640	278,997
Program year 15/Fiscal year 16			
Adult	1,058,635	1,058,635	-
Dislocated Worker	221,630	221,630	-
Youth	349,403	349,403	-
Administration	231,409	231,409	-
Total general governmental	<u>5,337,443</u>	<u>3,043,473</u>	<u>2,293,969</u>
Excess (deficiency) of revenues over expenditures	-	-	-
Fund balance, beginning of year	<u>-</u>	<u>-</u>	<u>-</u>
Fund balance, end of year	\$ <u><u>-</u></u>	<u><u>-</u></u>	<u><u>-</u></u>



Expenditures by Fund

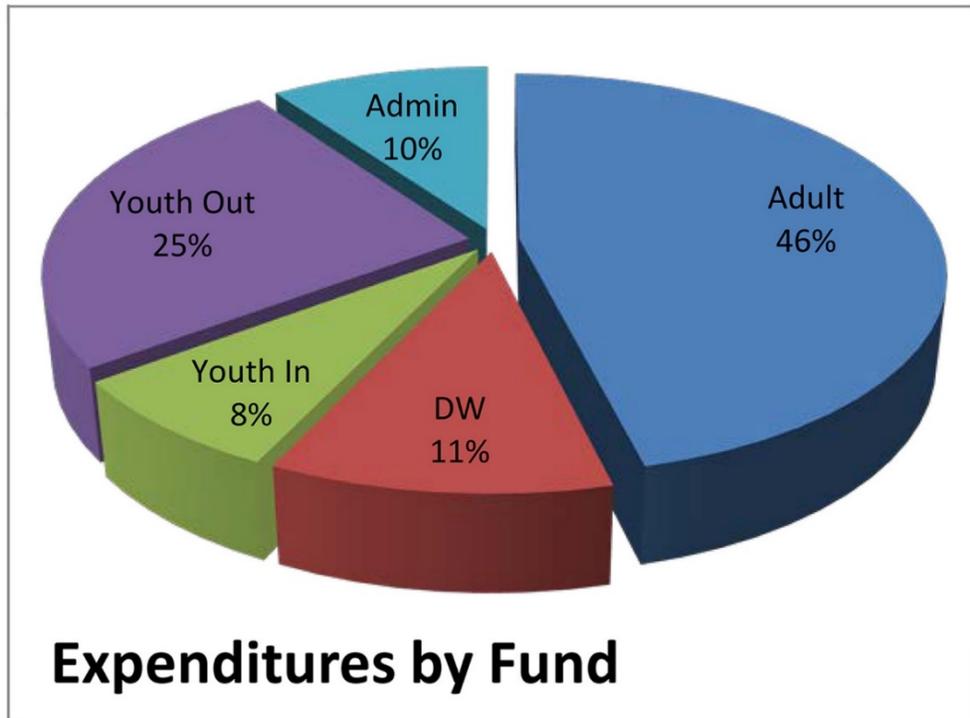
The below chart shows the expenditures in Program Year 2016 broken down by Adult, Dislocated Worker, Youth In-School, Youth Out-of-School and Administration. The largest amount of Funds expended are in the Adult Program. This is also the Southwestern Area’s largest funding stream. The Southwestern Area Workforce Development Board only expends up to 10% of expenditures on

Administrative costs. Administrative costs include (but not limited to) Fiscal Agent Services, some duties of the Administrative Entity, Independent Auditor and other Board costs.

Southwestern Workforce Development Board Workforce Innovation and Opportunity Act June 30, 2017

Expenditures by Fund

<u>Adult</u>	<u>DW</u>	<u>Youth In</u>	<u>Youth Out</u>	<u>Admin</u>
\$ 1,405,505	\$ 331,558	\$ 234,427	\$ 771,935	\$ 300,049





Expenditures by County

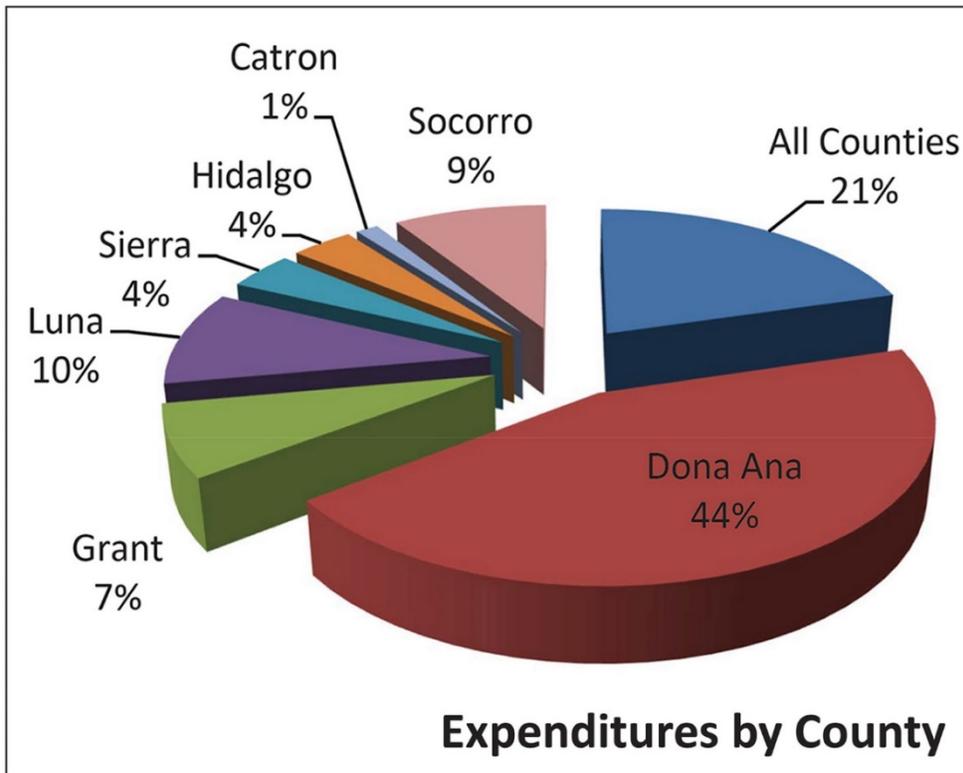
The Expenditures by County chart breaks down the \$3,043,473.00 expenditures by county in the Southwestern Area Workforce Development Board. These counties include Socorro, Sierra, Doña Ana, Luna, Grant, Hidalgo, and Catron. The largest county in the Southwestern Area of the State is Dona Ana County. Doña Ana County received the largest amount of funding at 44% or \$1,348,382.00. The

category labeled all counties is used for expenditures/services that all counties receive benefits from. The services included in All Counties include (but not limited to) processing of payments to service providers, training providers and participants, internal monitoring of the program, the Independent Auditor costs, and other Board costs.

**Southwestern Workforce Development Board
Workforce Innovation and Opportunity Act
June 30, 2017**

Expenditures by County

<u>All Counties</u>	<u>Doña Ana</u>	<u>Grant</u>	<u>Luna</u>	<u>Sierra</u>	<u>Hidalgo</u>	<u>Catron</u>	<u>Socorro</u>
\$ 622,859	\$ 1,348,382	\$ 225,206	\$ 298,463	\$ 120,359	\$ 111,363	\$ 40,757	\$ 276,084





Las Cruces Area Doña Ana County

Home2 Two Suites by Hilton Las Cruces has finally opened. Located at 1120 North Telshor Boulevard, the hotel offers overnight and extended stay with free breakfast and internet service, in-suite kitchens, a gym, a pool, and laundry facilities. The hotel is also pet-friendly. This is the third of its kind for Hilton in New Mexico; the other Home2 Suites locations are in Albuquerque and Farmington. According to Hilton, Home2 Suites establishments typically employ 20 to 24 people.

The state's first branch of Cherry Creek Mortgage Company opened last month in Las Cruces. Now operating in 14 states, including New Mexico, the mortgage company has been in business since 1987 and has helped over 217,000 families finance a home. The Las Cruces branch is located at 840 North Telshor Boulevard, Suite E, and is open 8:00 a.m. to 5:00 p.m., Monday through Friday. According to the Texas Labor Market and Career Information Department's TRACER system, Cherry Creek Mortgage Company branches in Texas typically employ between one and four workers.

A number of new restaurants and retail businesses have opened in the Las Cruces area. Rudy's Bar-B-Q, located at 1020 North Telshor Boulevard, opened at the end of June. This is the third location in New Mexico and the only one in the state without an attached country store. The two other Rudy's Country Store and Bar-B-Q restaurants are located in Albuquerque and employ between 20 and 99 workers, according to the New Mexico Workforce Connection online system. Old Barrel Tea & Spice Company, located at 2319 Calle de Santiago, just off the Mesilla Plaza, opened last month. This is the fourth location for the retail company, which sells loose leaf tea, gourmet herbs and spices, and raw unfiltered honey. Similar types of retail stores employ up to nine workers, according to the New Mexico Workforce Connection online system. Rockin' Jump, an indoor trampoline recreation center, opened last month at 805 South Solano Drive. The Rockin' Jump located in El Paso employs up to four workers, according to the Texas Labor Market and Career Information Department's TRACER system.

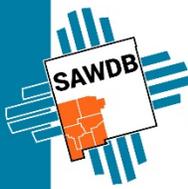
Lordsburg Hidalgo County

Lordsburg's newest pharmacy has opened inside the Hidalgo Medical Services (HMS) Lordsburg Clinic. The full-service pharmacy is operated by Genoa, a QoL Healthcare Company, which also specializes in helping individuals with behavioral health and substance abuse disorders. This is the third Genoa pharmacy in the state, with the other two located in Albuquerque and Silver City. According to the Texas Labor Market and Career Information Department's TRACER system, Genoa pharmacies in Texas employ between one and nine workers.

Socorro Socorro County

Fresenius Kidney Care Sandhill, located at 1306 Enterprise Road, just south of Socorro General Hospital, offers dialysis treatment and patient support services for those living with chronic kidney disease. Before opening last month, some patients had to travel to Los Lunas to get treated. This is the twenty-fourth Fresenius medical care center in the state. According to the U.S. Department of Health and Human Services, Socorro County is considered a Health Professional Shortage Area due to having a limited number of primary care providers and services. Fresenius Kidney Care Sandhill is expected to employ up to five workers.

Source: NM Department of Workforce Solutions; <https://www.jobs.state.nm.us/gsipub/index.asp?docid=430>; August 25, 2017



Jobs Data

Current Jobs Available

There are 3,483 job openings advertised online in Southwestern, New Mexico on September 13, 2017 (Jobs De-duplication Level 2).

Supply and Demand

Number of Unemployed per Job Opening

The preliminary estimated total number of unemployed (not seasonally adjusted) in July 2017 for Southwestern, New Mexico 10,395. The total number of preliminary advertised online job openings in July 2017 for Southwestern, New Mexico 5,704. There were 1.82 unemployed per preliminary advertised online job opening in July 2017 for Southwestern, New Mexico (Jobs De-duplication Level 2).

Employer Data

Employers by Number of Job Openings

The employers with the highest number of job openings advertised online in Southwestern, New Mexico on September 13, 2017 are Community Health Systems, Inc. (147), MountainView Regional Medical Center (119), Memorial Medical Center (110), LifePoint Health, Inc. (96), Las Cruces Public Schools (87), Gadsden Independent School District (85), TravelCenters of America LLC (74), Pilot Flying J

(63), Gila Regional Medical Center (49) and Alorica Inc. (48) (Jobs De-duplication Level 2).

Wage Data

Employment Wage Statistics

The Preliminary average weekly wage for Southwestern, New Mexico in 1st quarter, 2017 was \$710. This would be equivalent to \$17.75 per hour or \$36,920 per year, assuming a 40-hour week worked the year around.

Employment Wage Statistics Distribution

The workforce development regions with the highest Preliminary estimated average weekly wages in New Mexico for the 1st quarter, 2017 are Central, New Mexico (\$872), Northern, New Mexico (\$837), Eastern, New Mexico (\$798) and Southwestern, New Mexico (\$710).

Unemployment Rates

Area Labor Force, Employment and Unemployment Data

The total civilian preliminary labor force (not seasonally adjusted) for Southwestern, New Mexico in July 2017 was 132,099, of which 121,704 were

Employers by Number of Job Openings

The table below shows the employers with the highest number of job openings advertised online in Southwestern, New Mexico on September 13, 2017 (Jobs De-duplication Level 2).

Rank	Employer Name	Job Openings
1	Community Health Systems, Inc.	147
2	MountainView Regional Medical Center	119
3	Memorial Medical Center	110
4	LifePoint Health, Inc.	96
5	Las Cruces Public Schools	87
6	Gadsden Independent School District	85
7	TravelCenters of America LLC	74
8	Pilot Flying J	63
9	Gila Regional Medical Center	49
10	Alorica Inc.	48

Job Source: Online advertised jobs data

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employed and 10,395 were unemployed. The unemployment rate was 7.9% percent.

Labor Force, Employment and Unemployment Distribution

The workforce development regions in New Mexico with the highest preliminary unemployment rate (not seasonally adjusted) in July 2017 were Southwestern, New Mexico (7.9%), Northern, New Mexico (7.4%), Eastern, New Mexico (6.9%) and Central, New Mexico (6.5%).

Industries

Industry Employment Distribution

The total number of employees located in Southwestern, New Mexico in 1st quarter, 2017 was 97,507. The largest major industry sector was Health Care and Social Assistance with 20.4% of the employment, followed by Retail Trade (44 & 45) with 11% of the employment, and Accommodation and Food Services with 10.5% of the employment.

Industries by Projected Growth

The industries with the highest 2014 - 2024 projected growth rate for Southwestern, New Mexico (no data available for Southwestern, New Mexico) was Social Assistance (3.0%), Ambulatory Health Care Services (2.8%), Building Material and Garden Equipment and Supplies Dealers (1.0%), Specialty Trade Contractors (.9%), Support Activities for Agriculture and Forestry (.7%), Repair and Maintenance (.6%), Professional, Scientific, and Technical Services (.5%), Truck Transportation (.4%), General Merchandise Stores (.3%) and Credit Intermediation and Related Activities (.2%).

Occupations

Occupational Employment Distribution

The 2014 total estimated number of employed in Southwestern, New Mexico was 35,405. The largest major occupational group was Education, Training, and Library Occupations with 25.7% of the estimated employed, followed by Management Occupations with 22.1% of the estimated employed, and Healthcare Practitioners and Technical Occupations with 15.3% of the estimated employed.

Occupations by Employment Wage

The occupations with the highest paying 2016 estimated mean (annual) wages in Southwestern, New Mexico were Computer and Information Systems Managers (\$91,061), Financial Managers

(\$85,867), Sales Managers (\$111,225), Advertising, Marketing, Promotions, Public Relations, and Sales Managers (\$99,683), Operations Specialties Managers (\$82,749), Management Occupations (\$81,467), Administrative Services Managers (\$72,117), General and Operations Managers (\$81,998), Top Executives (\$78,759) and Legislators (\$20,928).

Occupations by Projected Growth

The occupations with the highest 2014 - 2024 projected growth rate for Southwestern, New Mexico was Personal Care Aides (3.8%), Waiters and Waitresses (1.1%), Combined Food Preparation and Serving Workers, Including Fast Food (1.9%), Retail Salespersons (0.6%), Cashiers (0.2%), Registered Nurses (1.6%), Customer Service Representatives (1.0%), Elementary School Teachers, Except Special Education (0.8%), Farmworkers and Laborers, Crop, Nursery, and Greenhouse (-0.2%) and Childcare Workers (2.5%).

Population

Population Totals

The 2004 population of Southwestern, New Mexico was estimated at 277,621. The 2014 population of Southwestern, New Mexico was estimated at 303,776. This represents a 9.42 percent increase from 2004.

Income

Income Totals

According to the Housing & Urban Development/Fannie Mae the Median family income (HUD) in Southwestern, New Mexico in 2009 was \$39,886. According to the Census the Median household income (Census) in Southwestern, New Mexico in 2015 was \$34,339. According to the BEA, Survey of Current Business the Per capita income (BEA) in Southwestern, New Mexico in 2015 was \$32,591. According to the BEA, Survey of Current Business the Total personal income (BEA) in Southwestern, New Mexico in 2015 was \$9,902,629,000.



Number of Candidates and Openings for Jobs by Occupation

The table below shows the occupations with the highest ratio of potential candidates in the workforce system that were looking for work to job openings advertised online in Southwestern, New Mexico on September 13, 2017 (Jobs De-duplication Level 2).

Rank	Occupation	2016 Mean Annual Wage	Job Openings	Potential Candidates	Potential Candidates Per Job Opening
1	Construction Laborers	\$27,651	2	678	339
2	Office Clerks, General	\$24,350	1	328	328
3	Helpers--Production Workers	\$25,224	3	310	103.33
4	Welders, Cutters, and Welder Fitters	\$35,707	2	128	64
5	Cement Masons and Concrete Finishers	\$35,084	1	55	55
6	Operating Engineers and Other Construction Equipment Operators	\$36,866	2	109	54.5
7	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$30,087	2	109	54.5
8	Pharmacy Technicians	\$29,825	1	46	46
9	Home Health Aides	\$18,696	4	162	40.5
10	Production Workers, All Other	Confidential	2	81	40.5

Candidate Source: Individuals with active résumés in the workforce system

Job Source: Online advertised jobs data

Wage Source: NMDWS, Occupational Employment Statistics program

The mean wage is also known as the average wage. The mean wage is calculated by dividing the estimated total wages for an occupation by the number of workers in that occupation. Data is from an annual survey.

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Occupations by Projected Growth

The table below shows the occupations with the highest estimated annual openings in Southwestern, New Mexico for the 2014 - 2024 time period.

Rank	Occupation	2014 Estimated Employment	2024 Projected Employment	2014-2024 Annual Percent Change	Estimated Annual Openings
1	Personal Care Aides	3,732	5,417	3.8	198
2	Waiters and Waitresses	2,018	2,247	1.1	120
3	Combined Food Preparation and Serving Workers, Including Fast Food	2,170	2,617	1.9	115
4	Retail Salespersons	2,865	3,029	0.6	115
5	Cashiers	2,532	2,596	0.2	114
6	Registered Nurses	1,547	1,816	1.6	63
7	Customer Service Representatives	1,661	1,835	1.0	58
8	Elementary School Teachers, Except Special Education	1,756	1,904	0.8	54
9	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,896	1,860	-0.2	50
10	General and Operations Managers	1,426	1,551	0.8	48
11	Childcare Workers	838	1,069	2.5	48
12	Substitute Teachers	1,675	1,839	0.9	48
13	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,756	1,877	0.7	47
14	Cooks, Restaurant	836	1,040	2.2	42
15	Stock Clerks and Order Fillers	1,093	1,148	0.5	41
16	First-Line Supervisors of Retail Sales Workers	1,372	1,448	0.5	39
17	Teacher Assistants	1,174	1,278	0.9	38
18	Home Health Aides	544	802	4.0	38
19	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,663	2,741	0.3	36
20	Laborers and Freight, Stock, and Material Movers, Hand	961	1,017	0.6	35
21	Construction Laborers	1,335	1,405	0.5	34
22	Receptionists and Information Clerks	878	946	0.7	31
23	Maids and Housekeeping Cleaners	858	953	1.1	30
24	Maintenance and Repair Workers, General	916	973	0.6	30



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