NEW MEXICO
Public Education Department

2021 Comprehensive Local Needs Assessment

Labor Market Analysis

Region C

Labor Markets in New Mexico's Career and Technical Education Region C

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Introduction and Approach

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 68,000 New Mexico high school students are enrolled in CTE programs, and more than 13,000 postsecondary credentials were earned by New Mexico CTE students last year. CTE Concentrators graduate high school at a rate more than 19 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 52,000 participating in CTE programs.[2]

The Strengthening Career and Technical Education for the 21st Century Act

Federal legislation requires a Comprehensive Local Needs Assessment for proposed CTE programs, and the New Mexico Public Education Department originally 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.

Approach

This report leverages data from the New Mexico Department of Workforce Solutions, the United States Census Bureau, the United States Bureau of Economic Analysis, the National Center for Education statistics and Economic Modelling Specialists International to create practical perspectives on the region's labor markets and the career opportunities available to its students.

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[1] https://webnew.ped.state.nm.us/bureaus/college-career-readiness/careertechnicaleducation/

[2] https://www.acteonline.org/wp-content/uploads/2021/02/NM-CTE-Fact-Sheet-2021.pdf

The Region

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

- Cimarron Public
- Clayton Municipal
- Des Moines Municipal
- House Municipal
- Las Vegas City
- Logan Municipal
- Maxwell Municipal
- Mora Independent
- Mosquero Municipal
- Pecos Independent
- Raton
- Roy Municipal
- San Jon Municipal
- Santa Rosa
- Springer
- Tucumcari
- Vaughn
- Wagon Mound
- West Las Vegas

Regional Education Cooperatives (REC) exist 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 Cooperatives #3 and #4.

Three postsecondary institutions serve the area: New Mexico Highlands University, Mesalands Community College and Luna Community College. The districts lie primarily in Colfax, Union, Quay, Mora, Harding, San Miguel and Guadalupe Counties, all of which are within either the Northern or Eastern Workforce Regions.

Summary and Key Findings

2020 Research and Outcomes

In 2020 the New Mexico Public Education Department's research supported a series of community summits, in which priorities for the distribution of Perkins funding were established by civic, economic development and business leaders for each region.

The Region C CLNA Council established this vision statement:

Career and Technical Education in Region C provides students and families focused exposure to career options and opportunities:
- *Responsive to the needs of the region*
- *Generates credentials and training valued by employers in our target industry*
- *Is broadly accessible to all in the region*

The Council further established priority status for these programs of study:

1. Agriculture, Food, and Natural resources, to include:
   a. Agriculture:
      - Agriculture Tech
      - Precision Agriculture
   b. Energy:
      - Non-destructive testing
      - Integrated control systems
2. Skilled construction trades:
   a. Design (Architecture)

The Council further noted that entrepreneurship preparation should be a component of all CTE programs. Notes on the outcomes of the summit can be viewed at https://nmcteclna.com

The 2020 regional profile identified the six largest industries and the nine largest individual employers in the region. The largest industries in the region include:

- *Government*
- *Health Care and Social Assistance*
- *Accommodation and Food Service*
- *Retail Trade*
- *Other Services (except Public Administration)*
- *Construction*
- *Finance and Insurance*

One of the unique characteristics of this region is the concentration of the *Utilities* industry and the services that support it. For example, workers in this region are concentrated in the *Solar Electric Power Generation* industry at a rate more than 17 times the national average.

According to the New Mexico Department of Workforce Solutions, there are nine organizations in the region who employ more than 250 workers.

- Las Vegas City Public Schools
- Luna Community College
- Walmart Supercenter
- Alta Vista Regional Hospital
- New Mexico Motor Transportation Division
- Angel Fire Resort

Demographics

As noted in the 2020 report, the region continues to decline in age. Declines have been noted in every county in the region. The only segment of the region's population to experience growth is those 65 years and older at a rate of 28.7%. The most pronounced decline is among those between ages 40-49.

More than 58% of the population in the region that is 25 years or older 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 (10.9%) is significantly lower than the national average of 32.1%.

Since last year's report, the percentage with a bachelor's degree or higher has dropped from 10.9% to 10.3%, while those without a high school diploma is up slightly from 23.4% to 25.5%.

The Employers

The public sector is far and away the largest employer in the region. Specifically, local government and education provide the largest numbers of jobs. Health care is also particularly large and demand for certain components of the sector continue to be driven by shifting demographics. Outpatient treatment centers industries employ the regional workforce at a rate nearly seven times more than double the national average.

Employment Projections

Several of the occupations expected to grow the most in coming years are found in the *Health Care Support* family, including *Registered Nurses*, *Medical Assistants*, and *Home Health Aides*.

The Talent Development Ecosystem

Finally, the report evaluated the regional talent development ecosystem by aligning emerging talent supply from postsecondary institutions to the projected demand for occupations related to each program. The largest deficits, or differences between emerging supply and projected demand were found in occupational programs, including *Clinical and Medical Social Work*, *Electromechanical and Instrumentation and Maintenance Technologies/Technicians*, and *Business Administration and Management, General.*

The People

Population

There are 1,601 students enrolled in grades 9-12 across the region's 13 school districts. Trends in the region's population will have an obvious effect on that enrollment and warrants regular analysis. CTE Region C has seen negative population trends over recent years, with none of the region's counties experiencing net positive growth since 2010. Combined, the region's population has decreased a striking 7.9% since that time, including an 11.9% decline in Colfax County.

Table 1: Population by County, 2010-2019

Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Colfax	13,827	13,762	13,614	13,485	13,264	12,997	12,716	12,522	12,353	12,168
Union	4,388	4,433	4,460	4,458	4,413	4,339	4,292	4,216	4,175	4,133
Quay	9,002	9,000	8,956	8,890	8,822	8,698	8,555	8,447	8,373	8,326
Mora	4,923	4,878	4,830	4,788	4,722	4,660	4,598	4,605	4,563	4,536
Harding	943	673	612	687	665	565	565	546	459	441
San Miguel	29,231	29,300	29,225	29,093	28,999	28,668	28,350	28,203	28,034	27,738
Guadalupe	4,698	4,684	4,655	4,626	4,594	4,526	4,469	4,426	4,382	4,353

Population by Annual Percentage Change, by County
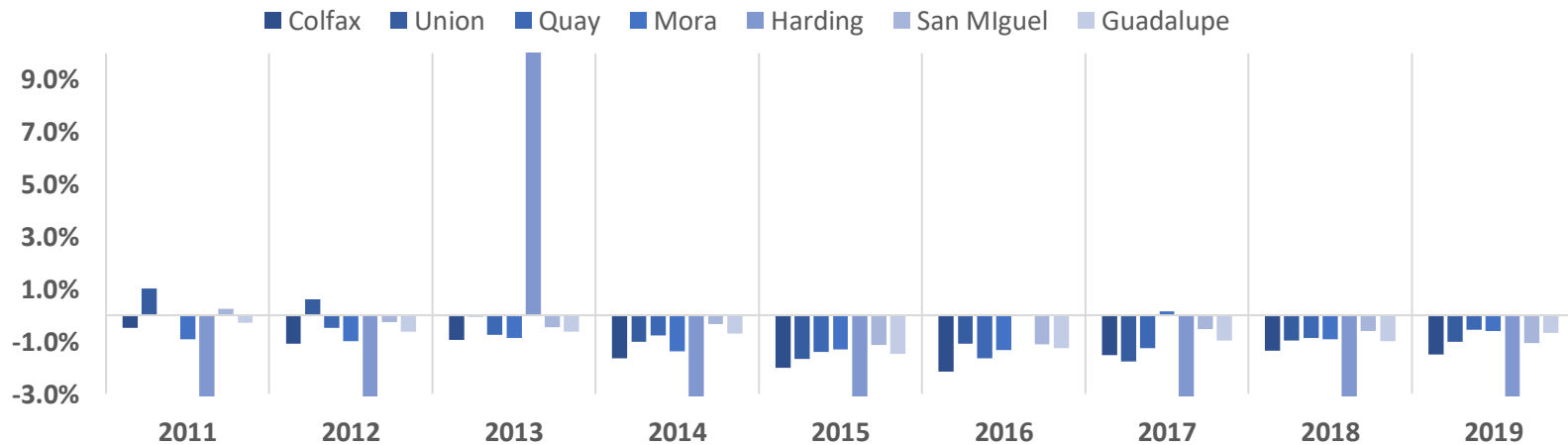
Race and Ethnicity

Table 2: Population, by Race and Ethnicity

Race/Ethnicity	2010 Population	2019 Population	Change	% Change	2019 % of Total
White, Non-Hispanic	22,633	18,700	-3,933	-17.4%	30.3%
White, Hispanic	27,131	26,281	-850	-3.1%	42.6%
American Indian, Hispanic	785	390	-395	-50.3%	0.6%
Black, Non-Hispanic	475	560	162	26%	1.29%
Other, Hispanic	14,022	13,512	-510	-3.6%	21.9%
Other	2,531	2,252	-279	-11.0%	3.7%

Population, by Race and Ethnicity 2019
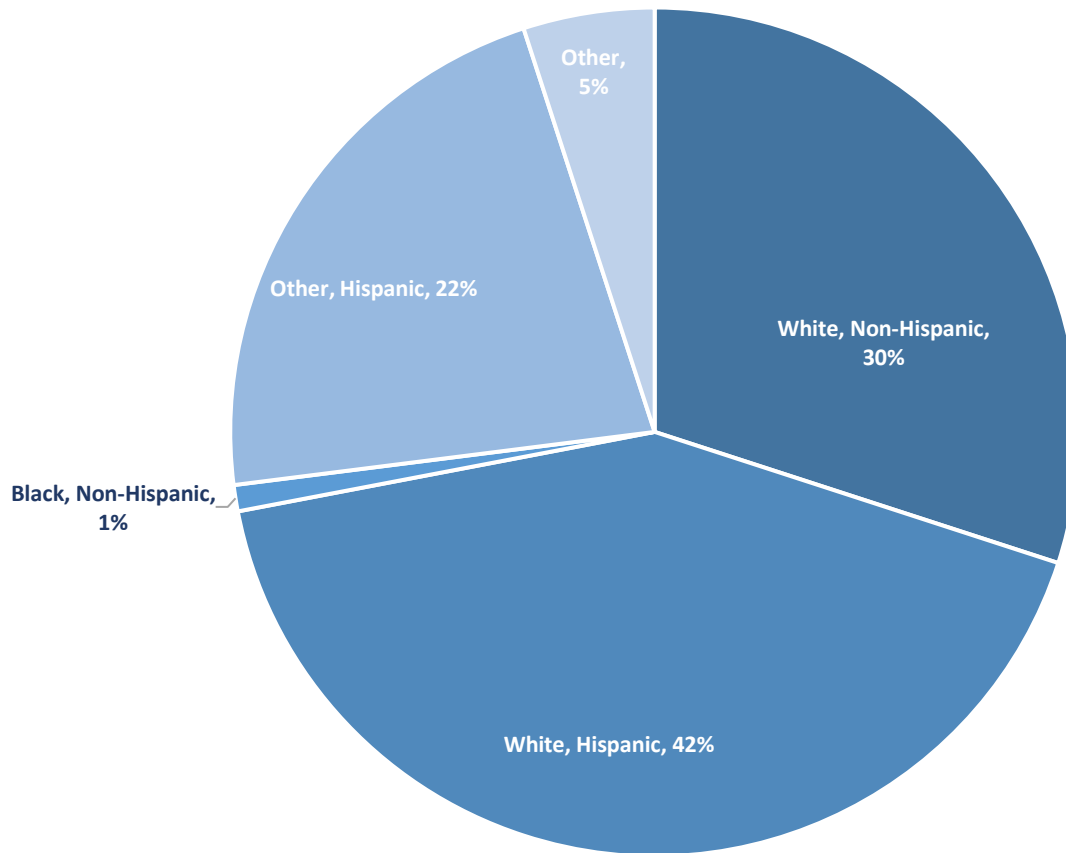
Age

It is notable that the population of the region is both decreasing and aging. All age bands have declined in recent years, with the exception of those 65 years and older, which has increased at a rate of more than 28% since 2010.

Table 3: Population, by Age

Age Cohort	2010 Population	2019 Population	Change	% Change	2019 % of Cohort
Under 10	7,595	6,605	-990	-13.0%	10.7%
10-19	9,838	6,646	-3,192	-32.4%	10.8%
20-29	7,148	7,068	-80	-1.1%	11.5%
30-39	7,263	7,125	-138	-1.9%	11.5%
40-49	9,474	6,357	-3,117	-32.9%	10.3%
50-64	15,832	13,559	-2,273	-14.4%	22.0%
65 and over	11,139	14,335	3,196	28.7%	23.2%

United States Census Bureau, American Community Survey

Educational Attainment

Table 4: Population by Educational Attainment

Education Level	Population
Less than 9th Grade	5.4%
9th Grade to 12th Grade	10.1%
High School Diploma	32.3%
Some College	25.5%
Associate's Degree	8.3%
Bachelor's Degree	10.3%
Graduate Degree or Higher	8.2%

United States Census Bureau, American Community Survey

58% 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 (18.5%) is significantly lower than the national average of 33.1%.

The Employers

Overview

The 2020 analysis included data on the largest industries in the region, with particular attention paid to the unique concentration of each industry compared to the national rate of employment in that industry. This approach provided an avenue by which to consider industries and occupations that may not have been the largest in a region, but that contributed to the character and aspirations of the community.

To gain perspective on the businesses who employ workers in Region C, 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
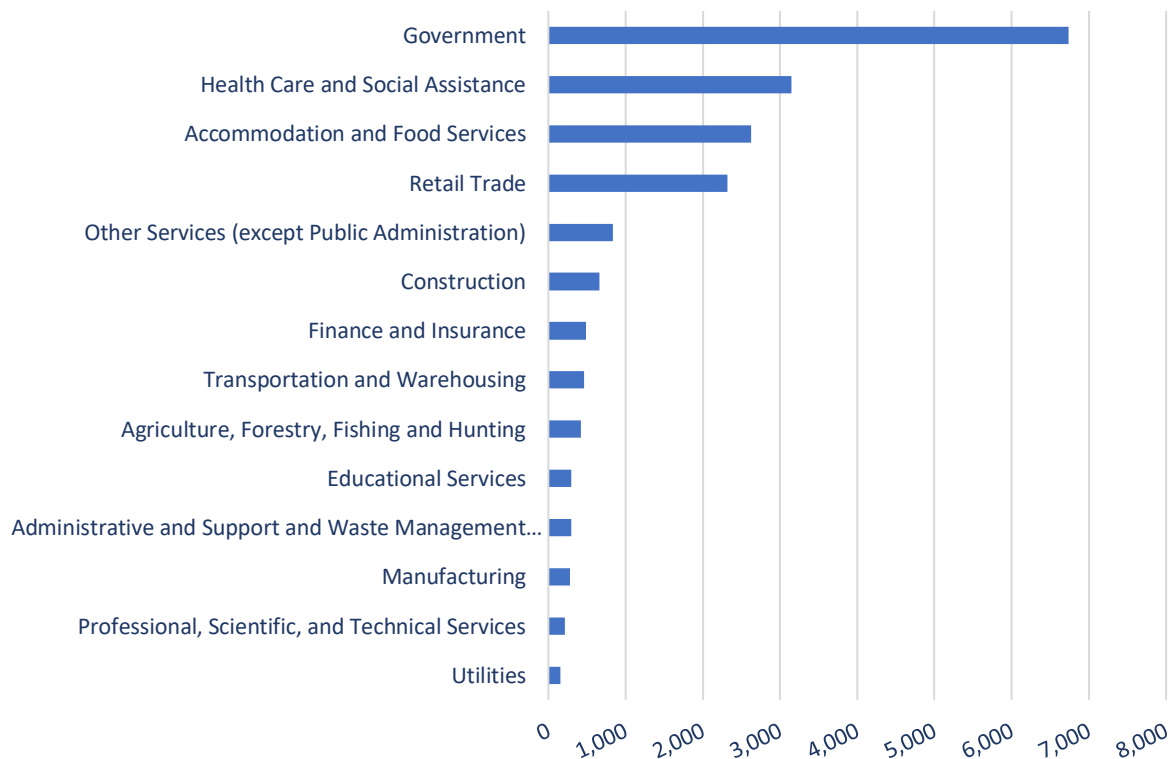
Table 5: Components of Top Industry Sectors

Sector/Top Detailed Industries	2020 Jobs	Average Wages	Location Quotient
Government			
Elementary and Secondary Schools (Local Government)	1,590	$57,484	1.7
Local Government, Excluding Education and Hospitals	1,409	$46,009	1.9
Colleges, Universities, and Professional Schools (State Govt)	1,028	$51,424	3.0
State Government, Excluding Education and Hospitals	990	$71,376	3.4
Health Care and Social Assistance			
Services for the Elderly and Persons with Disabilities	1,033	$18,774	3.9
General Medical and Surgical Hospitals	522	$69,498	0.9
Home Health Care Services	413	$18,002	2.1
Nursing Care Facilities (Skilled Nursing Facilities)	220	$39,884	1.1
Offices of Physicians (except Mental Health Specialists)	187	$74,772	0.6
Retail Trade			
Gasoline Stations with Convenience Stores	590	$27,734	5.5
Other Gasoline Stations	301	$29,160	24.0
Supermarkets and Other Grocery (except Convenience) Stores	249	$26,500	0.8
Hardware Stores	103	$31,879	5.2
Pharmacies and Drug Stores	98	$38,856	1.1
Construction			
Electrical Contractors and Other Wiring Installation Contractors	91	$47,996	0.7
Highway, Street, and Bridge Construction	90	$58,387	2.0
Plumbing, Heating, and Air-Conditioning Contractors	83	$46,778	0.6
Residential Remodelers	72	$33,902	1.5
New Single-Family Housing Construction	68	$36,651	1.4

Sector/Top Detailed Industries	2020 Jobs	Average Wages	Location Quotient
Finance and Insurance			
Commercial Banking	274	$60,345	1.5
Insurance Agencies and Brokerages	83	$56,485	0.6
Credit Unions	47	$45,396	1.3
Direct Title Insurance Carriers	23	$51,312	2.7
Consumer Lending	20	$40,735	1.5
Transportation and Warehousing			
Taxi Service	74	$19,376	16.8
Rail transportation	61	$111,148	2.3
Special Needs Transportation	54	$27,874	5.7
School and Employee Bus Transportation	44	$23,680	1.8
Motor Vehicle Towing	37	$38,815	4.3

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, Colfax County, 2020

Colfax	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Hotels (except Casino Hotels) and Motels	415	$31,608	9.6	42.1%
Local Government, Excluding Education and Hospitals	365	$51,209	2.2	37.5%
Elementary and Secondary Schools (Local Govt)	298	$57,239	1.4	56.0%
State Government, Excluding Education and Hospitals	282	$77,972	4.2	43.6%
Civic and Social Organizations	254	$21,787	25.2	20.6%
Recreational and Vacation Camps	201	$44,374	208.2	47.2%
Hospitals (State Government)	189	$81,650	16.2	41.6%
Full-Service Restaurants	182	$16,618	1.3	28.7%
Limited-Service Restaurants	152	$17,872	1.2	29.7%
Gasoline Stations with Convenience Stores	102	$25,317	4.1	50.1%

Table 7: Employment by Industry, Guadalupe County, 2020

Guadalupe	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Elementary and Secondary Schools (Local Govt)	178	$51,068	2.5	56.0%
Hotels (except Casino Hotels) and Motels	157	$21,704	10.9	44.6%
Local Government, Excluding Education and Hospitals	141	$39,817	2.5	40.9%
Other Gasoline Stations	125	$31,233	129.5	35.5%
Facilities Support Services	111	$58,130	70.0	49.4%
Full-Service Restaurants	108	$13,713	2.3	34.3%
Gasoline Stations with Convenience Stores	97	$31,589	11.7	37.8%
General Medical and Surgical Hospitals	67	$57,574	1.4	53.7%
State Government, Excluding Education and Hospitals	63	$66,147	2.8	54.0%
Limited-Service Restaurants	44	$14,342	1.0	67.7%

Table 8: Employment by Industry, Harding County, 2020

Harding	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Elementary and Secondary Schools (Local Govt)	64	$52,819	8.4	N/A
Animal Production	22	$33,835	77.2	N/A
Industrial Gas Manufacturing	19	$59,821	949.3	N/A

Table 9: Employment by Industry, Mora County, 2020

Mora	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Elementary and Secondary Schools (Local Govt)	129	$51,253	3.9	N/A
Local Government, Excluding Education and Hospitals	84	$41,539	3.2	N/A
Home Health Care Services	66	$17,120	9.4	N/A
Services for the Elderly and Persons with Disabilities	46	$18,981	5.0	N/A
All Other Outpatient Care Centers	37	$53,153	42.3	N/A
State Government, Excluding Education and Hospitals	28	$56,635	2.6	N/A
Animal Production	27	$39,896	22.1	N/A
Federal Government, Civilian, Excluding Postal Service	25	$82,109	2.4	N/A
Gasoline Stations with Convenience Stores	22	$38,135	5.8	N/A
Hardware Stores	19	$29,048	26.1	N/A

Table 10: Employment by Industry, Quay County, 2020

Quay	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Elementary and Secondary Schools (Local Govt)	249	$62,362	2.0	56.0%
Local Government, Excluding Education and Hospitals	225	$45,858	2.3	38.3%
Limited-Service Restaurants	171	$13,877	2.3	24.5%
Hotels (except Casino Hotels) and Motels	161	$19,185	6.3	42.3%
General Medical and Surgical Hospitals	138	$87,457	1.7	47.7%
Gasoline Stations with Convenience Stores	125	$29,174	8.6	32.7%
Colleges, Universities, Professional Schools (State)	122	$53,214	3.6	41.3%
State Government, Excluding Education and Hospitals	108	$69,456	2.7	47.3%
Other Gasoline Stations	107	$28,739	63.0	34.0%
Highway, Street, and Bridge Construction	77	$61,538	12.8	55.4%

Table 11: Employment by Industry, San Miguel County, 2020

San Miguel	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Services for the Elderly and Persons with Disabilities	798	$16,599	7.5	46.2%
Hospitals (State Government)	704	$60,924	33.2	41.6%
Elementary and Secondary Schools (Local Govt)	554	$59,317	1.4	56.0%
Colleges, Universities, Professional Schools (State Govt)	509	$81,516	4.9	38.3%
Local Government, Excluding Education and Hospitals	478	$44,902	1.6	37.5%
State Government, Excluding Education and Hospitals	420	$70,949	3.4	43.6%
Home Health Care Services	303	$17,799	3.7	50.7%
Limited-Service Restaurants	261	$15,688	1.1	19.1%
Warehouse Clubs and Supercenters	251	$33,835	3.1	41.8%
Full-Service Restaurants	240	$17,141	0.9	19.4%

Table 12: Employment by Industry, Union County, 2020

Union	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Elementary and Secondary Schools (Local Govt)	119	$58,182	1.9	56.0%
Local Government, Excluding Education and Hospitals	112	$45,070	2.2	42.7%
State Government, Excluding Education and Hospitals	80	$63,936	4.0	50.6%
General Medical and Surgical Hospitals	69	$76,879	1.6	57.5%
Hotels (except Casino Hotels) and Motels	66	$16,661	5.1	45.3%
Gasoline Stations with Convenience Stores	50	$34,388	6.8	39.8%
Commercial Banking	47	$73,005	3.8	71.0%
Facilities Support Services	46	$51,826	32.7	66.2%
Crop Harvesting, Primarily by Machine	43	$68,486	394.7	75.3%
Gasoline Stations with Convenience Stores	43	$39,216	3.1	69.7%

Job Postings Analysis

On March 29, 2021, an analysis of all 1,531 job postings across Region C was conducted using the New Mexico Department of Workforce Solutions online system. The analysis provides a number of perspectives on the priorities of regional employers.

- By a wide margin, the most-requested skill of any kind was customer service.
- Cash Handling and Mathematical Skills were among the other skills deemed important.
- Among technical skills, Registered Nurse and Bookkeeping skills were among the catgories most often reported.

Skills Found in Regional Job Postings, April 9, 2021
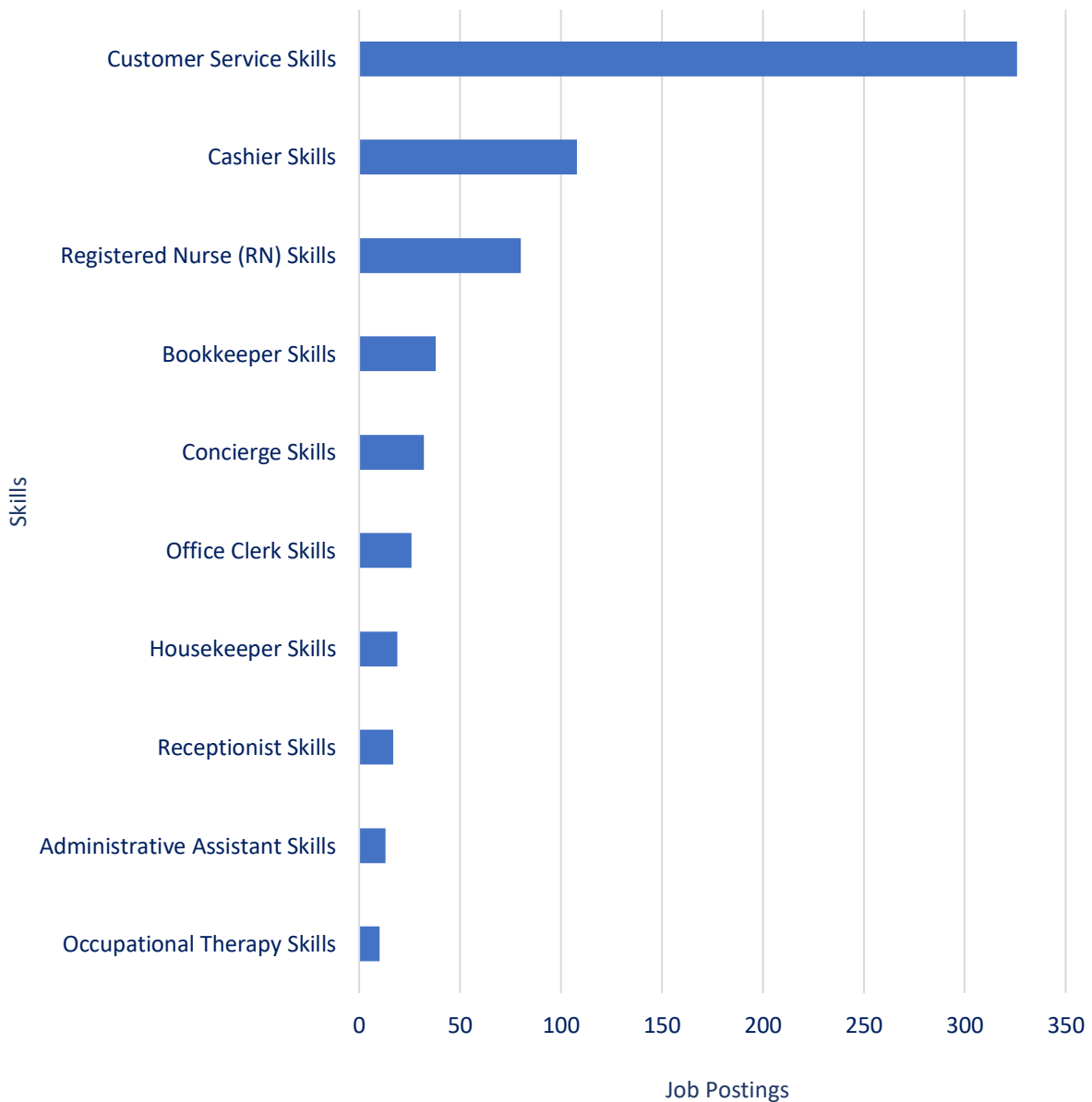
Tools and Technologies Found in Regional Job Postings, April 9, 2021
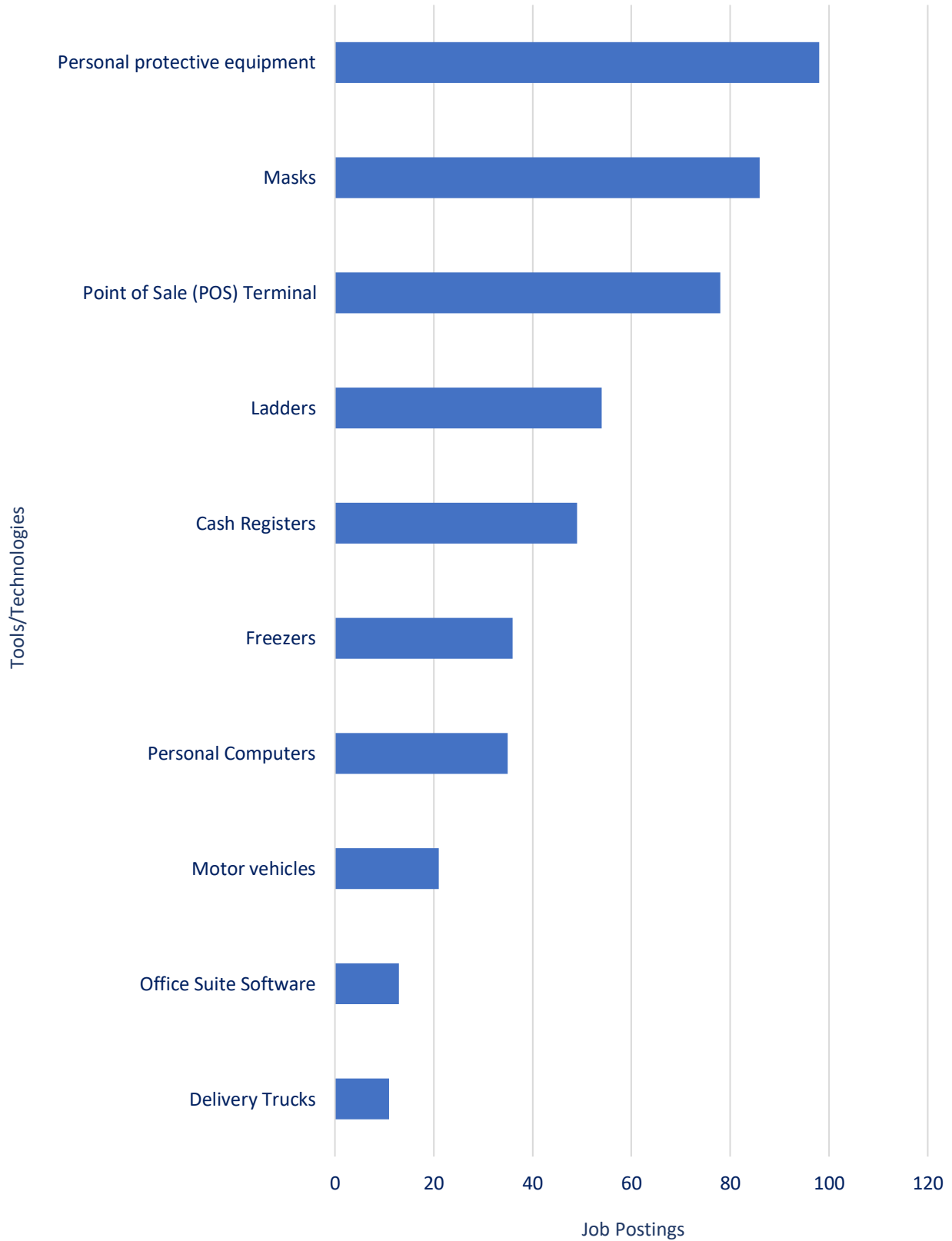
Table 13: Employers with Job Postings, April 9, 2021

Employer	County	Job Postings
Chalk Mountain Services of Texas, LLC	San Miguel	71
Chalk Mountain Services of Texas, LLC	Mora	65
The GEO Group, Inc.	Guadalupe	64
Angel Fire Resort	Colfax	52
Chalk Mountain Services of Texas, LLC	Quay	50
Alta Vista Regional Hospital	San Miguel	40
The State of New Mexico	San Miguel	33
Chalk Mountain Services of Texas, LLC	Guadalupe	33
Presbyterian Healthcare Services	Quay	30
Chalk Mountain Services of Texas, LLC	Union	25
Chalk Mountain Services of Texas, LLC	Mora	20
The GEO Group, Guadalupe County Correctional Facility	Guadalupe	17
Love's Travel Stops & Country Stores, Inc.	Quay	15
Dollar Tree, Inc.	Colfax	11
The State of New Mexico	Colfax	11
City of Las Vegas	San Miguel	11
Chalk Mountain Services of Texas, LLC	Colfax	10
Wexford Health Sources, Inc.	Colfax	10
Love's Travel Stops & Country Stores, Inc.	Guadalupe	10
TravelCenters of America LLC	Guadalupe	10
Genesis HealthCare	Union	8
Anders Group	Colfax	8
Pilot Company	Guadalupe	8

Occupational Employment

The 2020 analysis used the New Mexico Department of Workforce Solutions 2016-2026 employment projections. Since that report, the 2018-2028 projections have been released, and this report mines those data for intelligence on the region's high-growth occupations.

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 14: Occupation Employment, 2010-2020

Description	2010 Jobs	2020 Jobs	Change	% Change	Annual Openings	Median Earnings
Home Health and Personal Care Aides	1,117	1,459	343	31%	251	$18,830
Fast Food and Counter Workers	341	559	218	64%	128	$17,761
Passenger Vehicle Drivers	129	217	87	67%	40	$21,137
Psychiatric Aides	21	98	77	369%	16	$29,653
Tutors and Teachers and Instructors, All Other	58	131	73	127%	21	$50,364
Project Management and Business Specialists	71	128	57	80%	15	$68,447
Cooks, Restaurant	154	208	54	35%	35	$21,618
Secretaries and Administrative Assistants	534	587	53	10%	80	$29,919
Farmworkers/Labor-Crop, Nursery, Greenhouse	130	177	48	37%	35	$19,429
Customer Service Representatives	123	168	45	37%	27	$25,125
Medical Secretaries/Administrative Assistants	67	107	40	60%	15	$28,698
Self-Enrichment Teachers	16	48	32	208%	8	$31,861
Recreation Workers	92	123	31	33%	23	$20,767
Environmental Scientists and Specialists	12	39	27	228%	7	$113,935
Kindergarten Teachers	42	66	24	56%	7	$42,875
Sales Representatives of Services	15	38	23	149%	7	$37,828
Cashiers	935	957	22	2%	179	$20,443
Dining Room/Cafe Attendants & Bar Helpers	68	89	21	32%	17	$18,398
Agricultural Equipment Operators	16	37	21	134%	7	$30,396
Light Truck Drivers	86	104	18	21%	15	$26,364
Teaching Assistants, Postsecondary	66	84	18	27%	12	$20,493
Workers-Farm, Ranch, Aquacultural Animals	44	61	17	38%	15	$25,169
Nurse Practitioners	16	31	16	100%	4	$110,934
Recreational Therapists	37	52	15	42%	6	$18,130

Employment Projections

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 2028. 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 15: Projected Change, Occupations, 2018-2028

High Quality Career	2018 Jobs	2028 Jobs	New Jobs	% Change	Annual Openings	Average Earnings
Health Care Practitioners and Technical Occupations						
Psychiatrists	20	37	16	80%	3	$81,715
Recreational Therapists	38	51	14	36%	4	$18,130
Nurse Practitioners	30	41	11	36%	3	$110,934
Emergency Medical Technicians and Paramedics	23	31	8	36%	2	$27,897
Speech-Language Pathologists	30	35	5	17%	3	$75,782
Diagnostic Medical Sonographers	13	17	4	29%	1	$68,698
Construction						
Construction Laborers	175	203	28	16%	6	$28,736
Electricians	38	53	14	37%	9	$46,613
Operating Engineers/Equipment Operators	77	85	7	10%	3	$37,482
Helpers--Electricians	11	18	7	60%	9	$24,607
Supervisors-Construction Trades and Extraction	88	95	7	8%	3	$48,656
Plumbers, Pipefitters, and Steamfitters	31	31	0	2%	27	$40,681
Transportation and Material Moving						
Light Truck Drivers	87	132	45	52%	16	$26,364
Laborers & Freight, Stock, and Material Movers, Hand	134	167	34	25%	23	$26,375
Heavy and Tractor-Trailer Truck Drivers	180	196	16	9%	22	$38,123
Cleaners of Vehicles and Equipment	15	22	8	53%	3	$21,070
Supervisors-Transportation and Material Moving	33	39	7	21%	4	$48,153

The Talent Development Ecosystem

The 2020 analysis aligned the emerging talent supply with projected occupation-driven demand to evaluate workforce equilibrium for the region. It compared the number of awards from the region's most popular college programs of study to the projected number of job openings in related occupations.

This year's analysis will leverage the most recent completions data from the National Center for Education Statistics to supplement the equilibrium analysis with perspective on trends in enrollment and completions in the region's most critical programs of study.

Data from the 2019-2020 academic year are aggregated from the region's four degree-granting institutions:

- New Mexico Highlands University
- Mesalands Community College
- Luna Community College

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 quantified 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 16: Program Completions, 2010-2019

CIP Code	Program Description	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Change	% Change
15.0499	Electromechanical & Maintenance Techs	0	0	61	65	25	12	32	33	26	244	244	300%
51.3801	Registered Nursing/Registered Nurse	28	22	37	42	42	58	73	87	68	87	59	211%
52.0201	Gen Business Administration/Management	133	149	128	161	187	179	157	174	173	186	53	40%
51.1503	Clinical/Medical Social Work	216	225	258	256	254	255	263	262	271	267	51	24%
11.1006	Computer Support Specialist	0	0	10	11	38	49	23	38	19	47	47	370%
13.1101	Counselor Education/School Counseling	25	26	33	38	50	50	62	60	54	58	33	132%
51.0899	Allied Health and Medical Assisting Services	0	0	0	0	0	0	0	0	0	31	31	N/A
26.0101	Biology/Biological Sciences, General	8	12	15	18	19	33	29	26	34	31	23	288%
24.0102	General Studies	0	9	23	25	34	35	56	18	25	19	19	111%
42.0101	Psychology, General	26	17	17	27	36	17	36	37	56	42	16	62%
46.0415	Building Construction Technology	0	0	9	7	17	14	4	6	8	15	15	67%
24.0101	Liberal Arts and Sciences/Liberal Studies	11	17	24	33	18	13	11	17	18	22	11	100%
43.0104	Criminal Justice/Safety Studies	23	28	31	38	37	33	33	48	26	34	11	48%
13.1209	Kindergarten/Preschool Education	18	24	12	11	10	19	13	11	31	28	10	56%
50.0602	Cinematography and Film/Video Production	0	1	4	15	22	17	14	16	8	10	10	N/A
13.1210	Early Childhood Education and Teaching	0	0	11	8	8	7	13	5	3	9	9	N/A
51.1009	Phlebotomy Technician/Phlebotomist	0	0	0	0	0	0	14	11	10	8	8	N/A
13.0201	Bilingual and Multilingual Education	0	0	0	0	0	0	0	0	0	7	7	N/A
13.1001	Special Education and Teaching, General	37	32	45	45	36	42	36	52	42	44	7	19%
11.0401	Information Science/Studies	0	0	1	2	0	2	6	2	6	6	6	N/A

Top Five Programs, by Completions, 2010-2019

Legend:
- Electromechanical and Instrumentation and Maintenance Technologies/Technicians, Other
- Registered Nursing/Registered Nurse
- Business Administration and Management, General
- Clinical/Medical Social Work
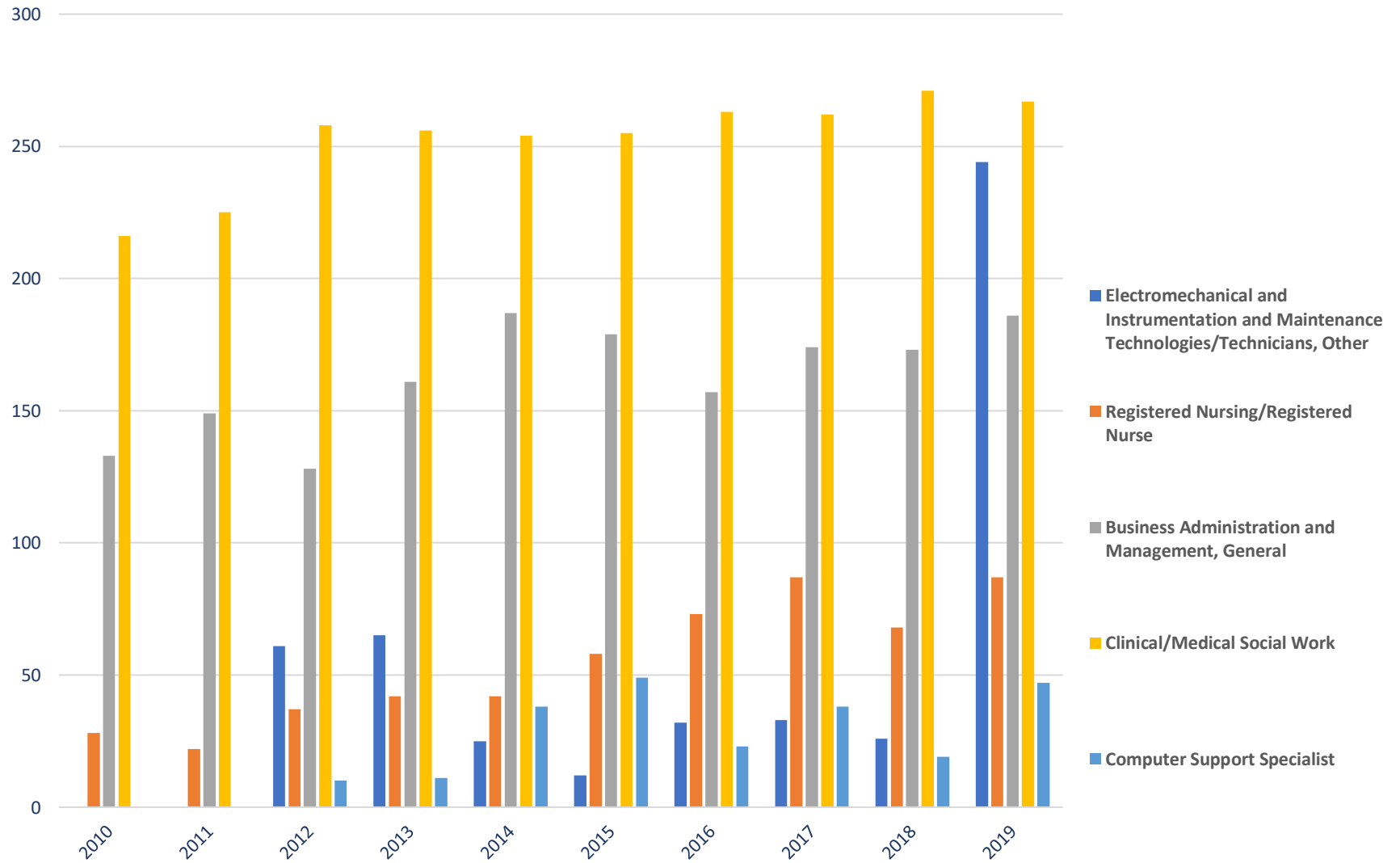- Computer Support Specialist

Table 17: Program Awards and Openings in Related Occupations, 20 Largest Programs

Description	2019 Awards	Openings-Related Occupations	2020 Jobs	Equilibrium Value
Clinical/Medical Social Work	267	11	123	256
Electromechanical/Instrumentation Technologies, Other	244	0	1	244
Business Administration and Management, General	186	40	437	146
Registered Nursing/Registered Nurse	87	29	398	58
Counselor Education/School Counseling and Guidance Services	58	7	74	51
Computer Support Specialist	47	4	55	43
Special Education and Teaching, General	44	42	375	2
Psychology, General	42	1	18	41
Educational Leadership and Administration, General	36	9	107	27
Criminal Justice/Safety Studies	34	4	51	30
Curriculum and Instruction	32	2	15	30
Physical Education Teaching and Coaching	32	36	397	(4)
Biology/Biological Sciences, General	31	0	4	31
Allied Health and Medical Assisting Services, Other	31	17	150	14
Kindergarten/Preschool Education and Teaching	28	18	133	10
Liberal Arts and Sciences/Liberal Studies	22	48	583	(26)
Computer and Information Sciences, General	19	6	81	13
General Studies	19	0	0	19
Elementary Education and Teaching	17	21	262	(4)
Building Construction Technology	15	12	107	3
Other Liberal Arts and Sciences, General Studies/Humanities	13	0	0	13
Health Teacher Education	12	26	340	(14)
English Language and Literature, General	12	65	808	(53)
Cinematography and Film/Video Production	10	0	1	10

Table 18: Program Awards and Openings in Related Occupations, Largest Equilibrium Deficit

Description	2019 Completions	Openings-Related Occupations	2020 Jobs	Equilibrium Value
Health Services/Allied Health/Health Sciences, General	5	370	3,361	(365)
Cooking and Related Culinary Arts, General	0	293	2,061	(293)
Retailing and Retail Operations	0	274	1,819	(274)
Foods, Nutrition, and Wellness Studies, General	0	205	1,474	(205)
Home Health Aide/Home Attendant	0	204	1,459	(204)
Education, General	1	113	1,318	(112)
Food Service, Dining Room Management/Manager	0	239	1,277	(239)
Registered Nursing, Nursing Administration and Research	0	80	1,029	(80)
Women's Health Nurse/Nursing	0	79	1,013	(79)
Emergency Room/Trauma Nursing	0	79	1,012	(79)
Palliative Care Nursing	0	79	1,012	(79)
Geriatric Nurse/Nursing	0	79	1,012	(79)
Retail Management	0	85	996	(85)
Selling Skills and Sales Operations	0	128	960	(128)
Food Preparation/Professional Cooking/Kitchen Assistant	0	165	928	(165)
Earth Science Teacher Education	0	74	923	(74)
Institutional Food Workers	0	153	854	(153)
Bilingual and Multilingual Education	7	73	833	(66)
Montessori Teacher Education	0	76	819	(76)
Waldorf/Steiner Teacher Education	0	76	819	(76)
English Language and Literature, General	12	65	808	(53)
Law Enforcement Recordkeeping/Evidence Management	0	62	753	(62)
Maritime Law Enforcement	0	62	753	(62)
Law Enforcement Investigation and Interviewing	0	61	734	(61)

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