

2021 Comprehensive Local Needs Assessment

Labor Market Analysis Region H

Labor Markets in New Mexico’s Career and Technical Education Region H

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Introduction and Approach

Introduction

Career and 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.

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 H comprises a number of school districts and charter schools:

- Alamogordo
- Capitan Municipal
- Carrizozo Municipal
- Cloudcroft Municipal
- Corona
- Hondo Valley
- Ruidoso Municipal
- Tularosa Municipal

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 #9.

Three degree-granting postsecondary institutions serve the area: New Mexico State University-Alamogordo, Eastern New Mexico State University-Ruidoso and the Olympian Academy of Cosmetology. The districts lie primarily in Otero and Lincoln Counties, both of which are within the Eastern Workforce

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 H CLNA Council established this vision statement:

Career and Technical Education in Region H is an engaging partner to build a better future for the community.

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

- *HealthCare*
- *Skilled Construction Trades with application to:*
 - *Professional, Scientific, and Technical Industries including:*
 - *Aerospace and Defense*
 - *Energy*

The Council further noted that the Eastern Workforce Board shares the focus on investments in local talent through Sector Strategies, which included alignment on Agriculture and Healthcare. They also have a focus on Education, which was one of the industries that was brought up for investment.

Notes on the outcomes of the summit can be viewed at <https://nmcteclna.com>

Demographics

As noted in the 2020 report, the region continues to age. Multiple segments of the population have decreased since 2010, while the number of those older than 65 has increased by over 50%.

More than 55% 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 (18.5%) is significantly lower than the national average of 33.1%.

Since last year's report, the percentage with a bachelor's degree or higher has dropped from 20.7% to 18.5%, while those without a high school diploma is down from 26.5% to 23.4%.

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. Both *Outpatient Care Centers*, and *Ambulance Services* employ the regional workforce at a rate more than three times 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, Nursing Aides* and *Medical Services Managers*.

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 *Administrative Assistant and Secretarial Science, Electrician* and *Business Management*.

The People

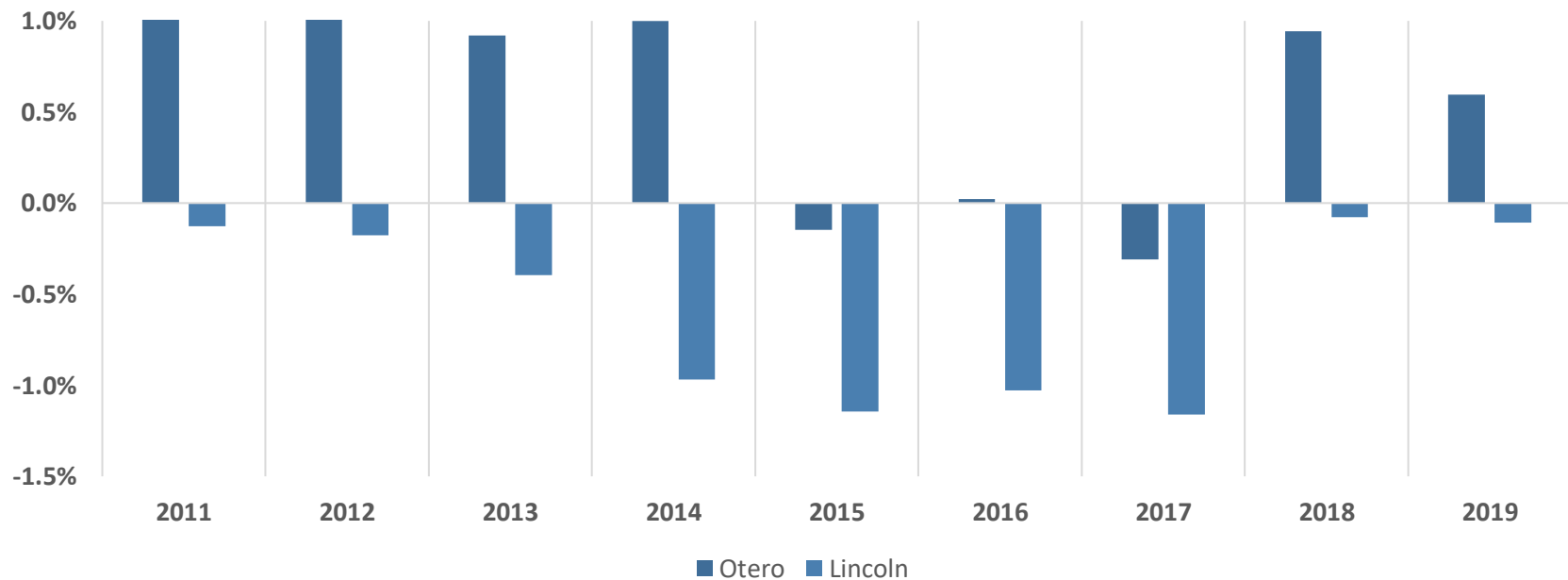
Population

There are 2,826 students enrolled in grades 9-12 across the region’s eight school districts. Trends in the region’s population will have an obvious effect on that enrollment and warrants regular analysis. CTE Region H has seen uneven population trends over recent years, with Otero County experiencing net positive growth since 2010 and Lincoln experiencing a decline. Combined, the region’s population has increased 2.7% since that time.

Table 1: Population by County, 2010-2019

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Otero	62,782	63,494	64,176	64,767	65,415	65,318	65,333	65,130	65,745	66,137
Lincoln	20,502	20,476	20,440	20,359	20,162	19,931	19,726	19,497	19,482	19,461

Population by Annual Percentage Change, by Year

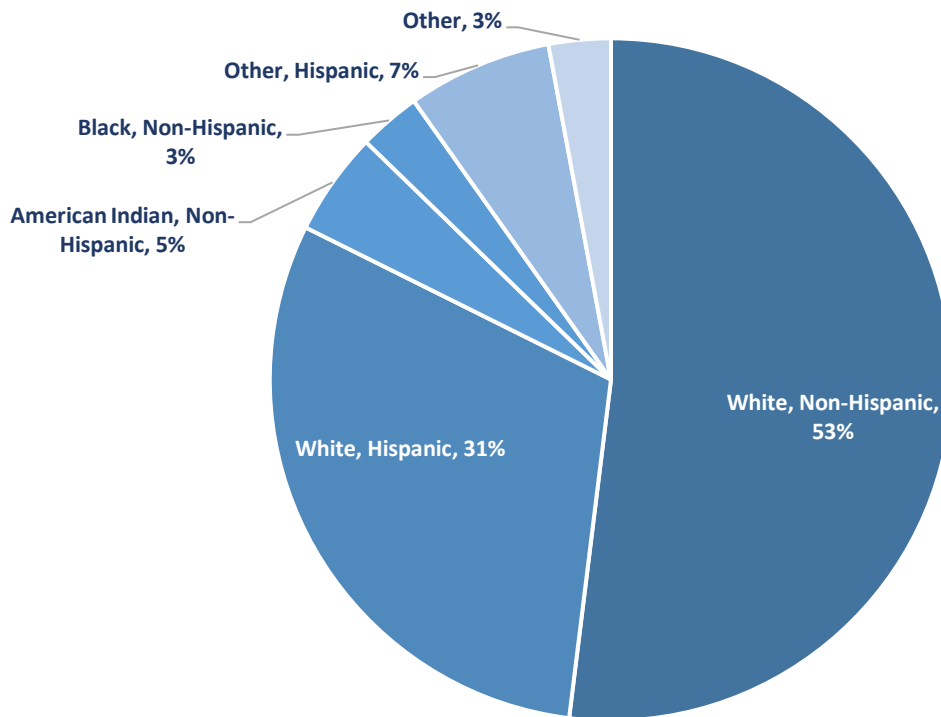


Race and Ethnicity

Table 2: Population, by Race and Ethnicity

Race/Ethnicity	2010 Population	2019 Population	Change	% Change	2019 % of Total
White, Non-Hispanic	47,404	44,946	-2,458	-5%	52.51%
White, Hispanic	20,151	26,206	6,055	30%	30.62%
American Indian, Non-Hispanic	3,942	4,113	171	4%	4.81%
Black, Non-Hispanic	2,197	2,234	37	2%	2.61%
Other, Hispanic	7,114	5,567	-1,547	-22%	6.50%
Other	2,476	2,532	56	2%	2.96%

Percentage, by Race, 2019



Age

It is notable that the population of the region is aging. The youngest age bands have declined in recent years, as have those of prime working age (40-64), while the number of those 65 years and older have increased significantly (54.1%) since 2010.

Table 3: Population, by Age

Age Cohort	2010 Population	2019 Population	Change	% Change	2019 % of Cohort
Under 10	11,428	10,864	-564	-4.9%	12.1%
10-19	10,600	9,970	-630	-5.9%	11.1%
20-29	10,931	12,490	1,559	14.3%	13.9%
30-39	9,375	10,077	702	7.5%	11.3%
40-49	10,640	8,961	-1,679	-15.8%	10.0%
50-64	16,880	16,513	-367	-2.2%	18.4%
65 and over	13,431	20,691	7,260	54.1%	23.1%

Demographics-Educational Attainment

Table 4: Population by Educational Attainment

Education Level	Population
Less than 9 th Grade	6.4%
9 th Grade to 12 th Grade	8.7%
High School Diploma	27.9%
Some College	28.0%
Associate's Degree	9.4%
Bachelor's Degree	12.3%
Graduate Degree or Higher	7.2%

Nearly 56% 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 (19.5%) is significantly lower than the national average of 33.1%.

United States Census Bureau, American Community Survey

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 H, 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

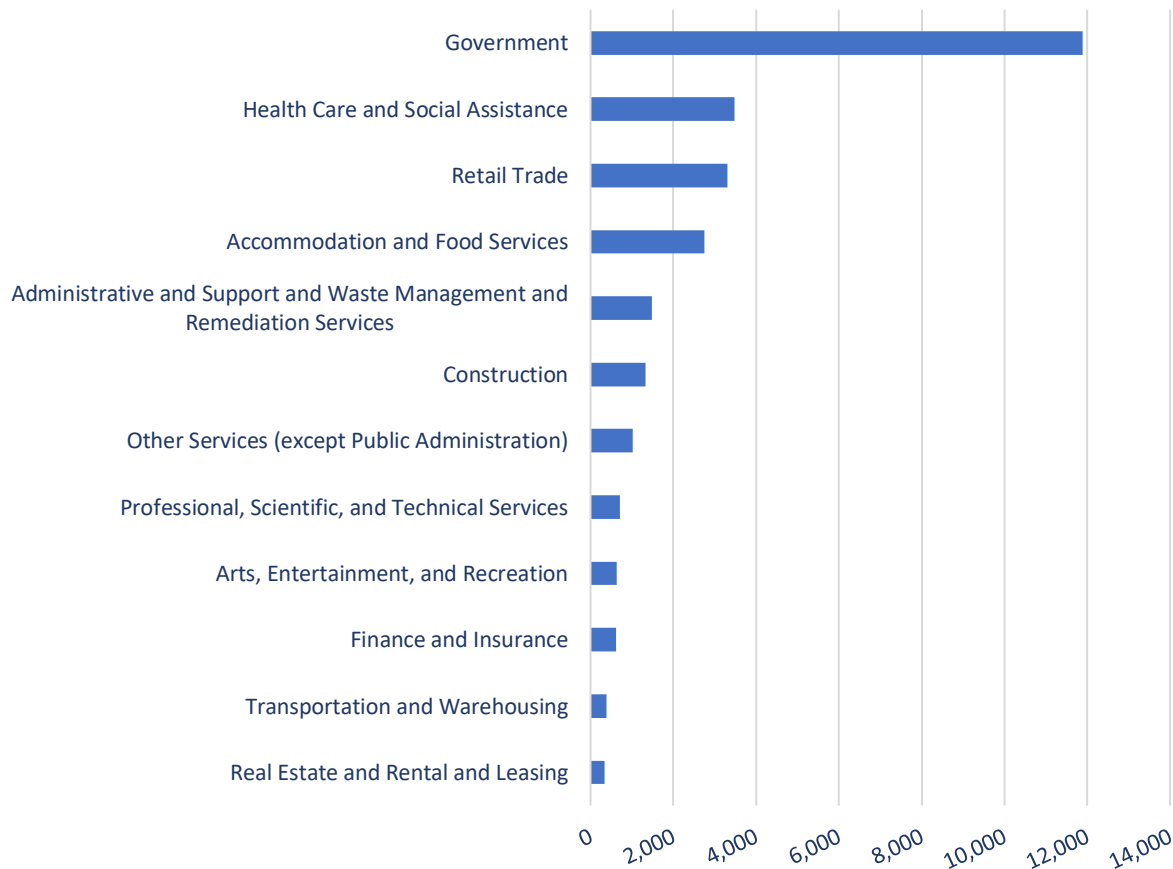


Table 5: Components of Top Industry Sectors

Sector/Top Detailed Industries	2020 Jobs	Average Wages	Location Quotient
Government			
Federal Government, Military	4,697	\$63,472	12.57
Local Government, Excluding Education and Hospitals	2,781	\$50,033	2.54
Federal Government, Civilian, Excluding Postal Service	1,721	\$92,355	3.82
Elementary and Secondary Schools (Local Government)	1,588	\$57,185	1.16
State Government, Excluding Education and Hospitals	542	\$64,788	1.25
Health Care and Social Assistance			
General Medical and Surgical Hospitals	1,078	\$90,314	1.2
Home Health Care Services	428	\$19,858	1.5
Services for the Elderly and Persons with Disabilities	405	\$21,877	1.0
Offices of Physicians (except Mental Health Specialists)	282	\$75,366	0.6
Nursing Care Facilities (Skilled Nursing Facilities)	275	\$42,792	0.9
Offices of Dentists	138	\$56,562	0.8
Retail Trade			
Supermarkets and Other Grocery (except Convenience) Stores	507	\$28,180	1.0
Gasoline Stations with Convenience Stores	289	\$27,054	1.8
Home Centers	263	\$34,162	1.9
New Car Dealers	162	\$68,271	0.8
Pharmacies and Drug Stores	101	\$49,119	0.8
Construction			
Plumbing, Heating, and Air-Conditioning Contractors	226	\$43,169	1.0
New Single-Family Housing Construction (except For-Sale Builders)	203	\$41,884	2.9
Electrical Contractors and Other Wiring Installation Contractors	144	\$56,933	0.8
Commercial and Institutional Building Construction	144	\$64,010	1.1
Site Preparation Contractors	102	\$40,721	1.5

Sector/Top Detailed Industries	2020 Jobs	Average Wages	Location Quotient
Professional, Scientific, and Technical Services			
Engineering Services	282	\$90,130	1.4
Veterinary Services	91	\$33,555	1.2
Offices of Lawyers	58	\$61,865	0.3
Title Abstract and Settlement Offices	42	\$49,750	3.4
Research and Development in the Physical, Engineering, and Life Sciences	29	\$91,964	0.3
Finance and Insurance			
Commercial Banking	185	\$58,923	0.7
Insurance Agencies and Brokerages	115	\$47,870	0.5
Credit Unions	84	\$47,261	1.6
Savings Institutions	71	\$59,395	3.9
Direct Property and Casualty Insurance Carriers	52	\$61,008	0.5

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, Otero County, 2020

Otero	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Local Government, Excluding Education and Hospitals	2,347	\$47,214	3.4	37.5%
Federal Government, Civilian, Excluding Postal Service	1,642	\$92,645	6.1	54.2%
Elementary and Secondary Schools (Local Govt)	1,152	\$57,387	1.3	56.0%
General Medical and Surgical Hospitals	831	\$81,397	1.5	47.1%
Facilities Support Services	772	\$59,631	40.2	38.7%
Limited-Service Restaurants	562	\$17,747	1.1	21.3%
Full-Service Restaurants	497	\$20,252	0.9	21.3%
Warehouse Clubs and Supercenters	464	\$33,134	2.6	40.9%
Home Health Care Services	372	\$20,418	2.1	60.8%
Services for the Elderly and Persons with Disabilities	351	\$20,791	1.5	47.2%

Table 7: Employment by Industry, Lincoln County, 2020

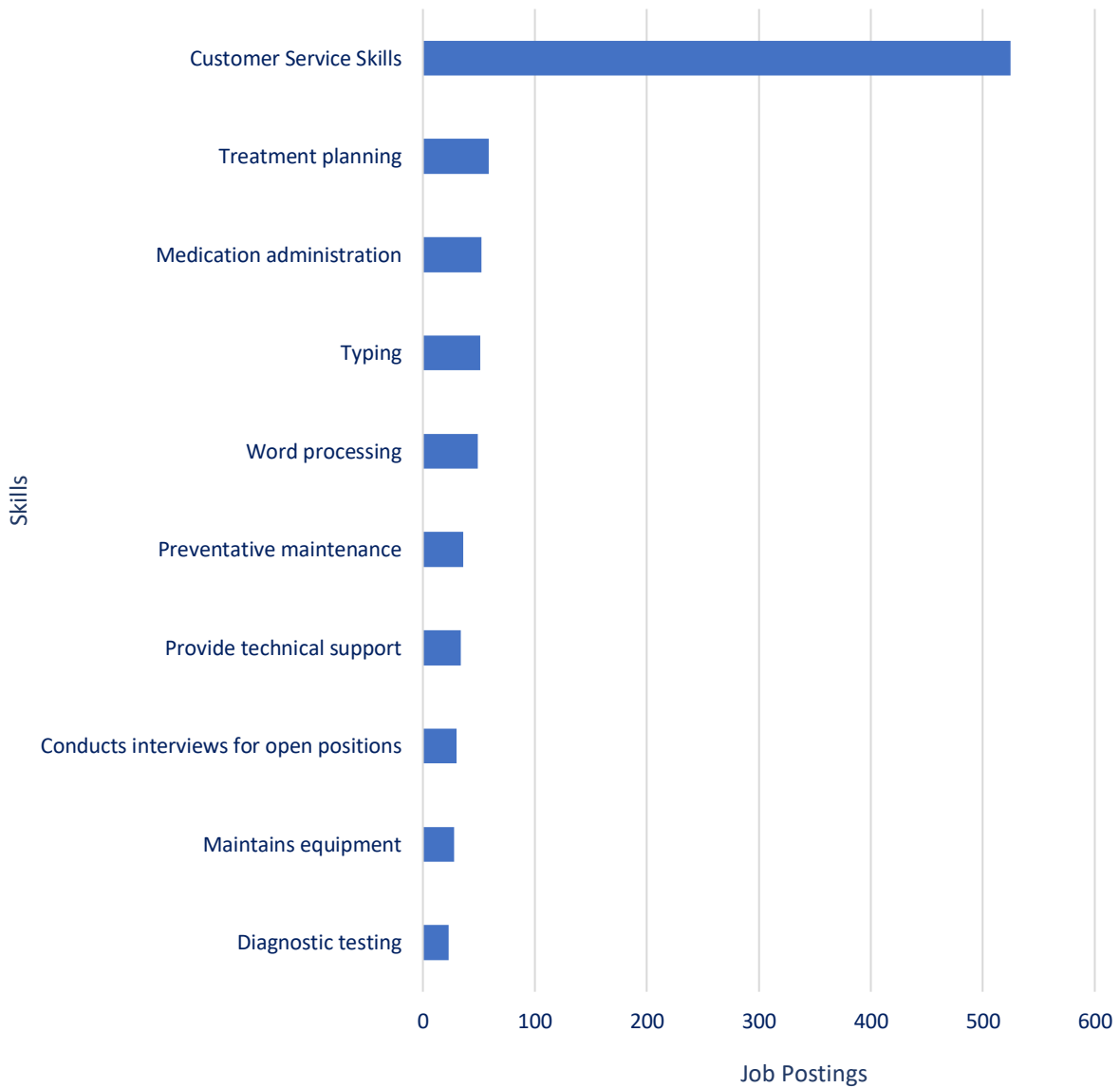
Lincoln	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Full-Service Restaurants	572	\$40,080	2.7	30.4%
Elementary and Secondary Schools (Local Govt)	435	\$12,404	1.4	56.0%
Local Government, Excluding Education and Hospitals	434	\$93,063	1.7	37.5%
Limited-Service Restaurants	298	\$51,203	1.6	30.4%
Hotels (except Casino Hotels) and Motels	248	\$14,393	3.8	45.4%
General Medical and Surgical Hospitals	238	\$27,016	1.1	49.9%
Warehouse Clubs and Supercenters	219	\$63,126	3.3	44.8%
State Government, Excluding Education and Hospitals	217	\$20,554	2.2	43.6%
Casinos (except Casino Hotels)	208	\$40,889	71.9	53.7%
Golf Courses and Country Clubs	170	\$64,063	11.1	43.9%

Job Postings Analysis

On April 2, 2021, an analysis of all 2,794 job postings across Region H 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.
- Among technical skills, treatment planning, administer medications, and preventative maintenance were among the most frequently found.
- Provide technical support and diagnostic testing are also a priority of the region’s employers.

Skills Found in Regional Job Postings, April 2, 2021



The report further examined the tools and technologies specifically mentioned in the job postings. Personal Protective Equipment, and Office Suite Software were among the top findings

Tools and Technologies Found in Regional Job Postings, April 2, 2021

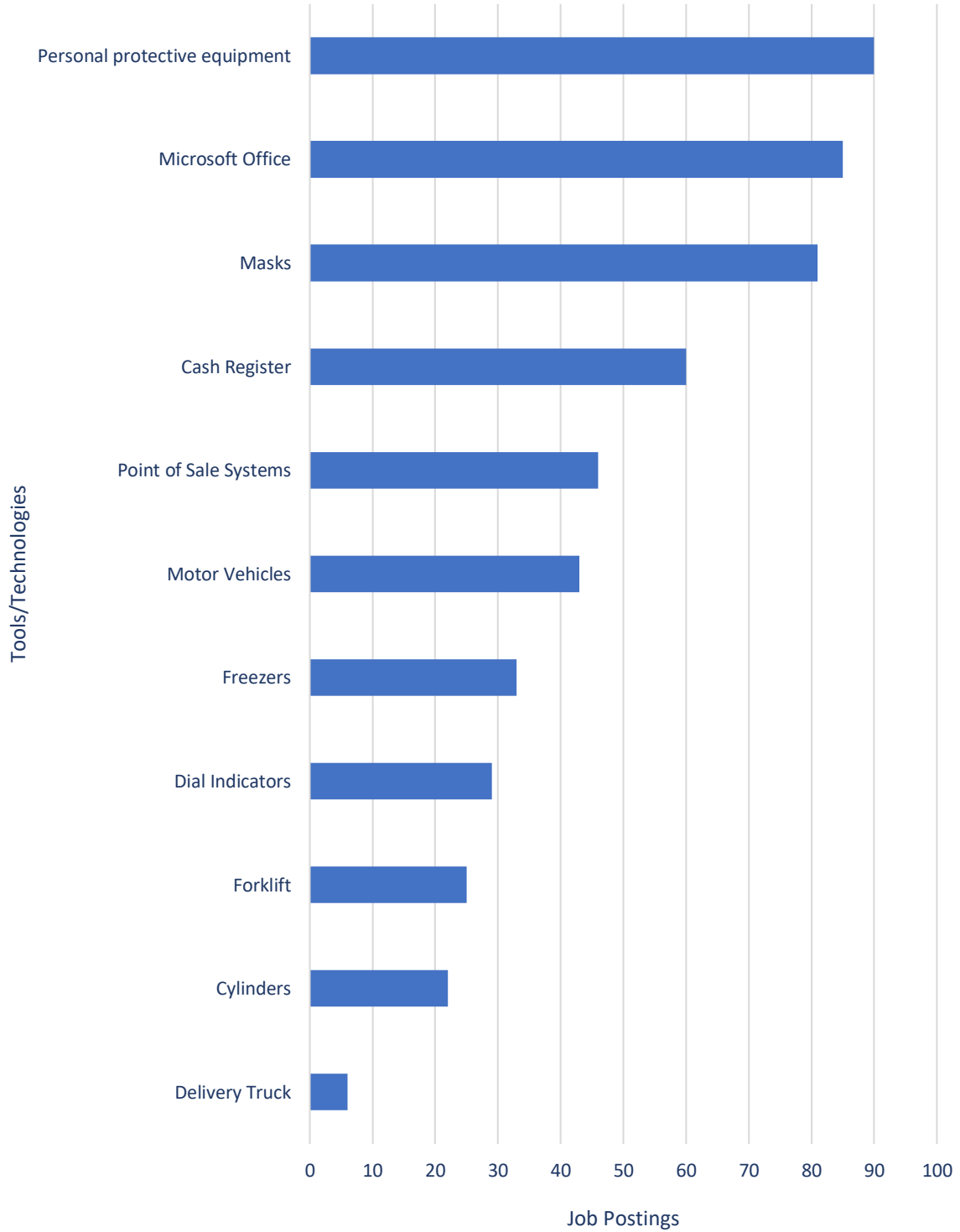


Table 8: Employers with Current Job Openings

Employer	County	Job Postings
Alamogordo Public Schools	Otero	91
Chalk Mountain Services of Texas, LLC	Lincoln	86
Chalk Mountain Services of Texas, LLC	Otero	85
Ruidoso Municipal School District	Lincoln	28
The Evangelical Lutheran Good Samaritan Society	Otero	26
City of Alamogordo, NM	Otero	20
The United Family	Otero	19
City of Alamogordo	Otero	12
Uber Eats	Otero	12
Encompass Health Corporation	Lincoln	11
Presbyterian Medical Services	Otero	11
Amentum Services, Inc.	Otero	10
Dollar Tree, Inc.	Otero	10
The Home Depot, Inc	Otero	10
Eastern New Mexico University	Lincoln	10
Addus HomeCare, Inc.	Lincoln	9
ENMU	Lincoln	8
Foxworth-Galbraith Lumber Company	Lincoln	8
Uber Eats	Lincoln	8
Dollar Tree, Inc.	Lincoln	6
O'Reilly Auto Parts	Lincoln	4

The Jobs

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 9: Occupation Employment 2010-2020

Description	2010 Jobs	2020 Jobs	2010 - 2020 Change	2010 - 2020 % Change	Annual Openings	Median Annual Earnings
Home Health and Personal Care Aides	432	799	368	85%	142	\$20,512
Fast Food and Counter Workers	438	793	355	81%	162	\$19,151
Secretaries and Administrative Assistants	682	935	252	37%	116	\$29,750
Registered Nurses	348	568	220	63%	45	\$66,468
Cooks, Restaurant	204	350	146	72%	57	\$23,561
Janitors and Cleaners	476	579	103	22%	90	\$22,009
Security Guards	173	270	97	56%	51	\$25,815
Sales Representatives of Services	27	122	96	359%	19	\$43,747
Postsecondary Teachers	75	170	95	127%	22	\$59,107
Customer Service Representatives	184	273	89	48%	39	\$27,662
Correctional Officers and Jailers	205	291	86	42%	36	\$33,874
Waiters and Waitresses	548	628	79	14%	133	\$18,879
Logisticians	64	139	75	117%	18	\$78,918
Tutors and Teachers and Instructors, All Other	91	162	71	78%	22	\$48,864
Medical Secretaries and Administrative Assistants	78	146	68	87%	20	\$28,909
Food Preparation Workers	183	235	52	29%	41	\$18,711
Physical Therapists	22	60	38	173%	5	\$111,775
Medical Assistants	132	168	36	27%	20	\$29,349
Maintenance and Repair Workers, General	387	422	35	9%	45	\$30,833
Other Financial Analysts and Risk Specialists	12	48	35	284%	6	\$62,416
Gambling Dealers	37	72	35	95%	19	\$16,226
Water/Waste Treatment Plant/System Operators	62	97	35	56%	11	\$35,340
Hotel, Motel, and Resort Desk Clerks	116	151	34	30%	27	\$20,702
Heating, Air Conditioning, Refrigeration Mechanics	49	81	33	68%	11	\$34,648

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 10: 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						
Registered Nurses	520	653	134	26%	42	\$66,468
Licensed Practical and Licensed Vocational Nurses	78	108	30	39%	10	\$46,244
Physical Therapists	49	73	24	50%	5	\$111,775
Nurse Practitioners	28	49	21	76%	4	\$117,921
Pharmacy Technicians	76	95	19	25%	8	\$29,982
Occupational Therapists	18	29	11	60%	2	\$95,531
Healthcare Support Occupations						
Home Health and Personal Care Aides	739	1,062	323	44%	152	\$20,512
Nursing Assistants	211	253	43	20%	28	\$26,798
Medical Assistants	145	186	41	28%	22	\$29,349
Physical Therapist Assistants	18	32	15	81%	4	\$38,503
Dental Assistants	74	79	5	6%	9	\$33,190
Educational Instruction and Library Occupations						
Postsecondary Teachers	129	239	109	85%	26	\$59,107
Tutors and Teachers and Instructors, All Other	128	178	51	40%	22	\$48,864
Self-Enrichment Teachers	40	64	24	60%	8	\$40,939
Elementary School Teachers, Except Special Education	253	269	16	6%	19	\$45,221
Special Education Teachers, Kindergarten/Elementary	25	30	4	18%	2	\$44,753
Instructional Coordinators	12	16	4	36%	2	\$55,053
Secondary School Teachers	159	162	3	2%	11	\$49,527

High Quality Career	2018 Jobs	2028 Jobs	New Jobs	% Change	Annual Openings	Average Earnings
Business and Financial Operations Occupations						
Human Resources Specialists	139	162	23	16.8%	16	\$42,460
Market Research Analysts & Marketing Specialists	25	46	21	83.5%	5	\$42,827
Logisticians	137	154	17	12.1%	14	\$78,918
Training and Development Specialists	49	64	15	29.7%	7	\$60,505
Management Analysts	34	46	12	35%	5	\$54,967
General and Operations Managers						
General and Operations Managers	392	433	41	11%	35	\$84,141
Medical and Health Services Managers	56	81	25	44%	7	\$96,863
Financial Managers	36	44	9	24%	3	\$80,351
Administrative Services and Facilities Managers	48	56	8	16%	5	\$78,074
Computer and Information Systems Managers	21	27	6	31%	2	\$84,288
Training and Development Managers	31	37	6	18%	3	\$105,986

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 State University-Alamogordo
- Eastern New Mexico State University-Ruidoso
- Olympian Academy of Cosmetology

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 11: Program Completions, 2010-2019

CIP Code	Program Description	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Change	% Change
12.0401	Cosmetology/Cosmetologist, General	97	550	601	532	413	337	350	398	278	236	139	143%
24.0102	General Studies	99	122	160	134	95	86	100	91	82	71	-28	-28%
12.0402	Barbering/Barber	216	0	10	8	15	24	28	39	61	51	-165	-76%
12.0410	Nail Technician/Specialist and Manicurist	3	0	0	0	0	22	71	44	57	45	42	1400%
12.0409	Aesthetician/Esthetician and Skin Care Specialist	41	37	38	29	26	21	60	40	53	39	-2	-5%
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	45	0	37	15	16	43	25	17	9	17	-28	-62%
52.0101	Business/Commerce, General	9	16	18	20	13	16	14	9	8	11	2	22%
12.0413	Cosmetology, Barber/Styling, and Nail Instructor	27	25	43	31	25	13	22	19	19	9	-18	-67%
51.0000	Health Services/Allied Health/Health Sciences, General	0	0	0	0	0	0	4	3	10	8	8	N/A
51.1105	Pre-Nursing Studies	0	36	3	3	1	0	1	3	4	8	8	N/A
43.0104	Criminal Justice/Safety Studies	21	15	20	20	18	20	12	14	7	6	-15	-71%
11.1003	Computer and Information Systems Security/Assurance	0	2	3	3	0	4	3	6	5	5	5	N/A
22.0302	Legal Assistant/Paralegal	4	4	4	3	5	7	6	0	2	5	1	25%
44.0701	Social Work	2	4	0	6	2	2	1	0	7	5	3	150%
48.0508	Welding Technology/Welder	0	0	0	0	0	0	22	6	2	5	5	N/A
52.0201	Business Administration and Management, General	2	2	2	4	4	5	1	3	4	5	3	150%
11.0103	Information Technology	0	0	5	8	6	5	7	4	6	4	4	N/A
50.0409	Graphic Design	6	1	1	2	4	2	6	2	5	4	-2	-33%
51.0904	Emergency Medical Technology/Technician	35	27	32	11	10	11	11	26	13	4	-31	-89%
50.0602	Cinematography and Film/Video Production	32	62	34	67	51	70	63	97	103	95	63	197%

Top Five Program Completions, 2010-2019

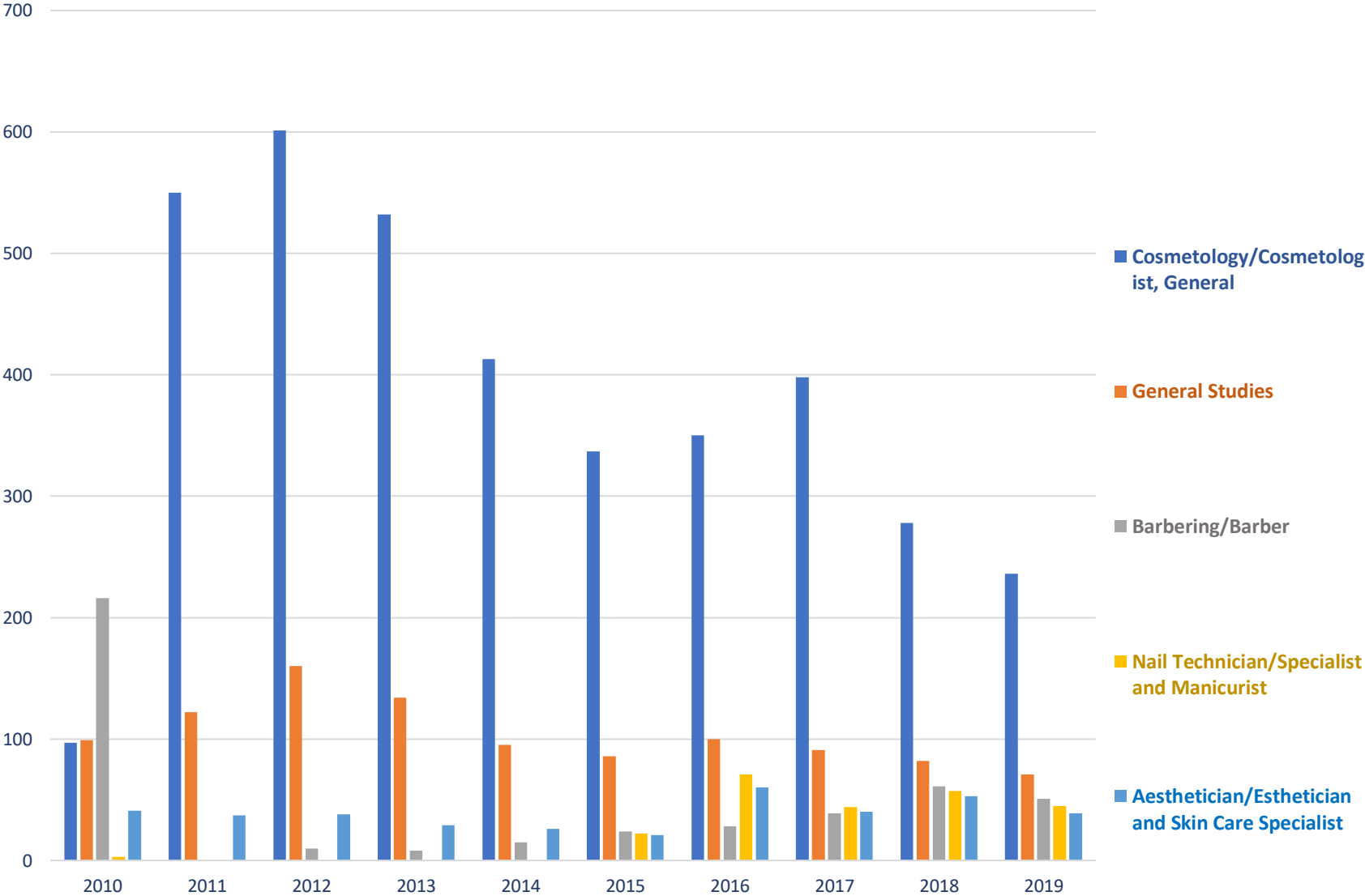


Table 12: Program Awards and Openings in Related Occupations, 20 Largest Programs

Description	2019 Awards	Openings-Related Occupations	2020 Jobs	Equilibrium Value
Cosmetology/Cosmetologist, General	236	5	38	231
General Studies	71	0	0	71
Barbering/Barber	51	0	0	51
Nail Technician/Specialist and Manicurist	45	1	4	44
Aesthetician/Esthetician and Skin Care Specialist	39	0	0	39
Nursing Assistant/Aide and Patient Care Assistant/Aide	17	26	223	(9)
Business/Commerce, General	11	67	832	(56)
Cosmetology, Barber/Styling, and Nail Instructor	9	4	32	5
Health Services/Allied Health/Health Sciences, General	8	303	2,949	(295)
Pre-Nursing Studies	8	36	659	(28)
Criminal Justice/Safety Studies	6	7	93	(1)
Computer and Information Systems Security/ Assurance	5	16	171	(11)
Legal Assistant/Paralegal	5	7	68	(2)
Social Work	5	18	196	(13)
Welding Technology/Welder	5	7	55	(2)
Business Administration and Management, General	5	78	927	(73)
Information Technology	4	14	110	(10)
Graphic Design	4	2	14	2
Emergency Medical Technology/Technician (EMT Paramedic)	4	21	161	(17)
Hair Styling/Stylist and Hair Design	3	4	32	(1)
Reading Teacher Education	5	29	442	(24)

Table 13: Program Awards and Openings in Related Occupations, Largest Equilibrium Deficit

Description	2019 Awards	Openings-Related Occupations	2020 Jobs	Equilibrium Value
Electrical, Electronic and Communications Engineering Technology	3	3	34	(0)
Liberal Arts and Sciences/Liberal Studies	3	28	170	(25)
Fire Prevention and Safety Technology/Technician	3	13	193	(10)
Wildland/Forest Firefighting and Investigation	3	10	140	(7)
Automobile/Automotive Mechanics Technology/Technician	3	18	194	(15)
Organizational Leadership	3	33	210	(30)
Early Childhood Education and Teaching	2	10	110	(8)
Biomedical Technology/Technician	2	4	40	(2)
Occupational Safety and Health Technology/Technician	2	1	20	1
Fine/Studio Arts, General	2	0	3	2
General Office Occupations and Clerical Services	2	102	911	(100)
Photographic and Film/Video Technology/Technician and Assistant	1	1	9	(0)
Computer Programming/Programmer, General	1	16	150	(15)
Computer Systems Networking and Telecommunications	1	12	124	(11)
Education, General	1	81	827	(80)
Pre-Engineering	1	0	0	1
Energy Management and Systems Technology/Technician	1	0	1	1
Solar Energy Technology/Technician	1	15	123	(14)
Child Development	1	38	301	(37)
Child Care and Support Services Management	1	7	76	(6)

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