

2021 Comprehensive Local Needs Assessment Labor Market Analysis

Region J



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

Table of Contents

- Introduction and Approach..... **3**
 - Introduction 3
 - The Strengthening Career and Technical Education for the 21st Century Act 3
 - Approach..... 3
- The Region 4**
- Summary and Key Findings 5**
 - 2020 Research and Outcomes 5
 - Demographics 6
 - The Employers..... 6
 - Employment Projections..... 6
 - The Talent Development Ecosystem 6
- The People 7**
 - Population..... 7
 - Race and Ethnicity 8
 - Age..... 9
 - Educational Attainment..... 9
- The Employers 10**
 - Overview 10
 - Detailed Industries by County..... 13
- Job Postings Analysis 14**
- The Jobs 17**
 - Occupational Employment..... 17
- The Talent Development Ecosystem 20**
- Workforce Equilibrium..... 20**

Table of Tables

Table 1: Population by County, 2010-2019	7
Table 2: Population, by Race and Ethnicity	8
Table 3: Population, by Age	9
Table 4: Region J Population by Educational Attainment	9
Table 5: Components of Top Industry Sectors	11
Table 6: Employment by Industry, Doña Ana County, 2020	13
Table 7: Employment by Industry, Luna County, 2020	13
Table 8: Employers with Current Job Openings.....	16
Table 9: Occupation Employment, 2010-2020.....	17
Table 10: Projected Change, Occupations, 2018-2028.....	18
Table 11: Program Completions, 2010-2019	22
Table 12: Program Awards and Openings in Related Occupations, 20 Largest Programs	24
Table 13: Program Awards and Openings in Related Occupations, Largest Equilibrium Deficit	25

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.

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 J comprises a number of school districts and charter schools:

- Gadsden Independent
- Hatch Valley
- Las Cruces
- State Charter-Las Montañas

Regional Education Cooperatives (REC) 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 REC #10.

Four postsecondary institutions serve the area, including New Mexico State University. The districts lie primarily in Luna and Doña Ana Counties, both of which are within the Southwestern Workforce Region.

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 J CLNA Council established this vision statement:

Career and Technical Education in Region J provides broad exposure and optimal opportunity for students’ academic and economic success. Career and Technical Education creates a supportive community, aligned to the needs of students, businesses, industry, and economic development.

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

1. Healthcare
2. Professional, Scientific, and Technical Services, including alignment with:
 - Aerospace
 - Information Technology
 - Digital Media
3. Skilled trades, including alignment with:
 - Agriculture
 - International Trade/Manufacturing
4. Education

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 and Government Enterprises*
- *Health Care and Social Assistance*
- *Retail Trade*
- *Mining, Quarrying, and Oil and Gas Extraction*
- *Accommodation and Food Service*
- *Construction*

One of the unique characteristics of this region is the concentration of the *Manufacturing* industry and the services that support it. For example, workers in this region are concentrated in the *Spice and Extract Manufacturing* industry at a rate more than 15 times the national average.

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

- *Dona Ana County Administration*
- *New Mexico State University*
- *Peak Behavioral Health*
- *Quintana Learning Center*
- *Physical Science Lab*
- *Walmart*
- *Mountain View Regional Medical Center*
- *Memorial Medical Center*
- *Keystone Consolidated Industries*

Demographics

As noted in the 2020 report, the region continues to age. Multiple segments of the population have declined since 2010, but the number of those older than 65 has increased by almost 30%.

45% 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 (25.6%) 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 ticked up from 25.0% to 25.6%, while those without a high school diploma is down slightly from 21.3% to 21.1%.

The Employers

The public sector is far and away the largest employer in the region. Specifically, local government and Healthcare provide the largest numbers of jobs. Agriculture is also particularly large and demand for certain components of the sector continue to be driven by shifting demographics. Both *Farm Labor Contractors and Crew Leaders* and *Crop Production* industries employ the regional workforce at a rate more than five 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* and *Home Health and Personal Care 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 *Health Services/Allied Health/Health Sciences*, and *Sales, Distribution, and Marketing Operations, General*.

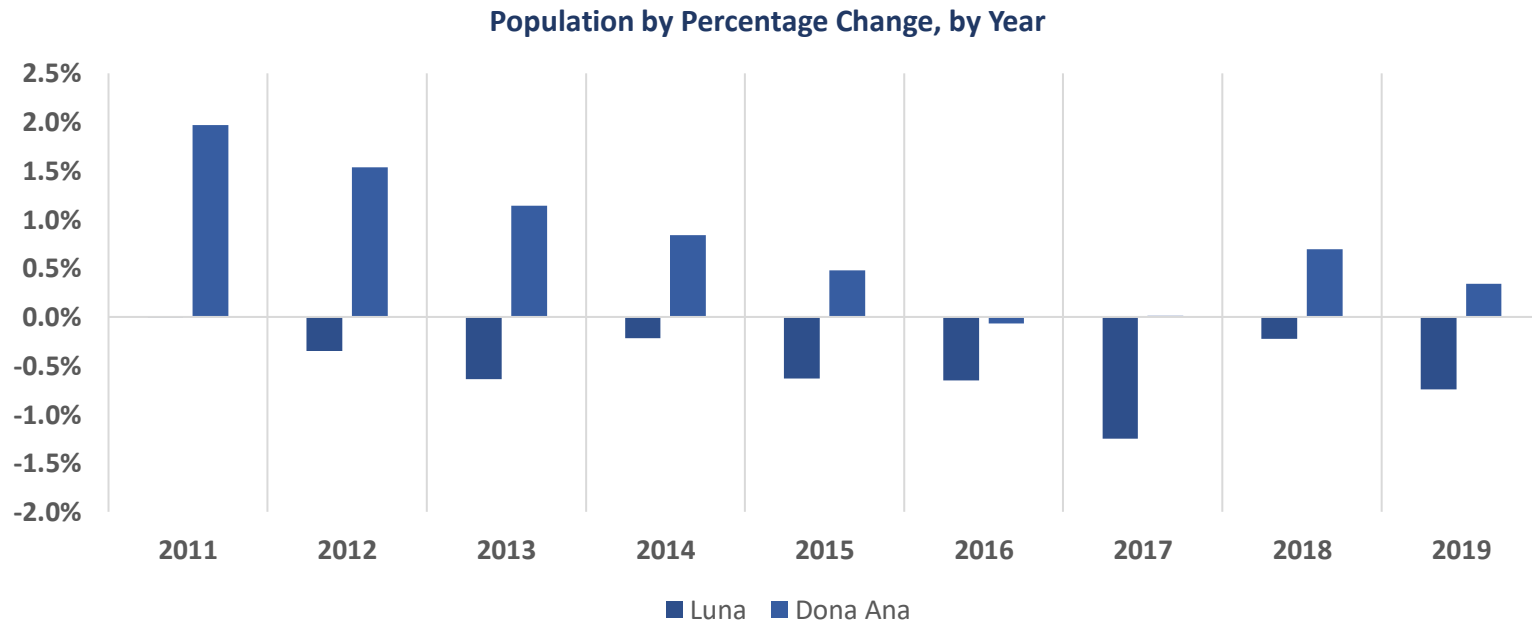
The People

Population

There are 11,671 students enrolled in grades 9-12 across the region’s five school districts. Trends in the region’s population will have an obvious effect on enrollment and warrants regular analysis. CTE Region J has seen uneven population trends over recent years, with Doña Ana County experiencing 7.1% net positive growth since 2010 and Luna County declining by 4.6%. Combined, the region’s population has increased 5.8% since that time.

Table 1: Population by County, 2010-2019

Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Luna	25,252	25,250	25,162	25,001	24,947	24,789	24,627	24,319	24,264	24,083
Doña Ana	201,670	205,637	208,794	211,175	212,942	213,963	213,825	213,849	215,338	216,069

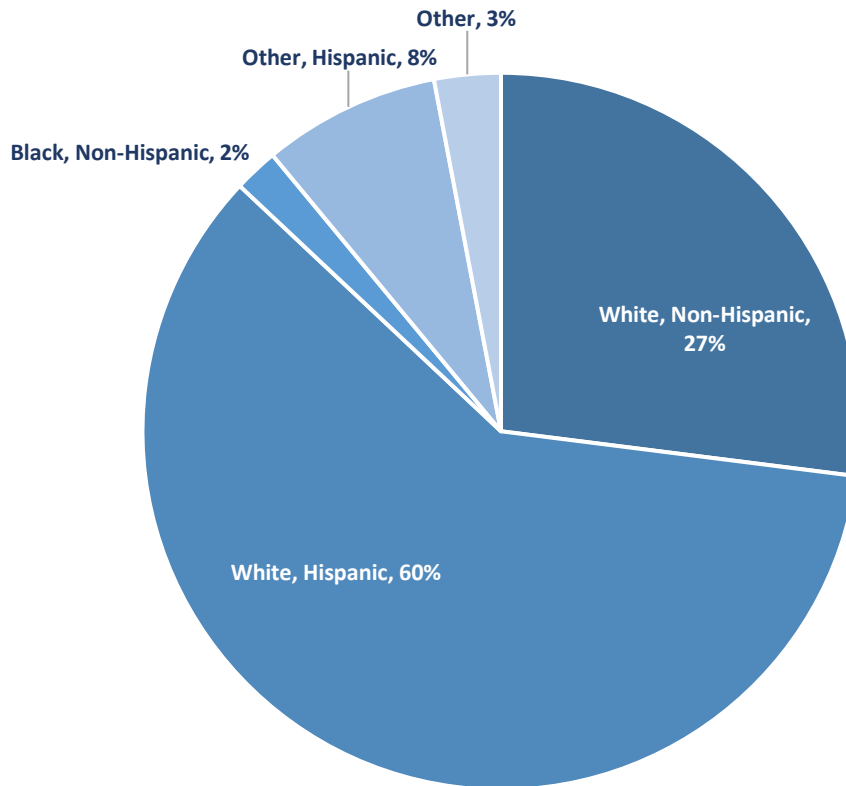


Race and Ethnicity

Table 2: Population, by Race and Ethnicity

Race/Ethnicity	2010 Population	2019 Population	Change	% Change	2019 % of Total
White, Non-Hispanic	70,856	65,956	-4,900	-7%	27.46%
White, Hispanic	129,362	144,575	15,213	12%	60.20%
Black, Non-Hispanic	3,154	3,792	638	20%	1.58%
American Indian, Hispanic	642	1,058	416	65%	0.44%
Other, Hispanic	16,846	18,009	1,163	7%	7.50%
Other	6,062	6,762	700	12%	2.82%

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, while the number of those 65 years and older has increased dramatically (27.3%) since 2010.

Table 3: Population, by Age

Age Cohort	2010 Population	2019 Population	Change	% Change	2019 % of Cohort
Under 10	33,837	32,621	-1,216	-3.6%	13.6%
10-19	36,484	36,118	-366	-1.0%	15.0%
20-29	36,079	41,317	5,238	14.5%	17.2%
30-39	25,945	27,142	1,197	4.6%	11.3%
40-49	27,633	25,619	-2,014	-7.3%	10.7%
50-64	37,922	39,356	1,434	3.8%	16.4%
65 and over	29,250	37,979	8,729	29.8%	15.8%

Educational Attainment

Table 4: Region J Population by Educational Attainment

Education Level	Population
Less than 9 th Grade	12.0%
9 th Grade to 12 th Grade	9.6%
High School Diploma	23.9%
Some College	21.1%
Associate's Degree	7.8%
Bachelor's Degree	15.2%
Graduate Degree or Higher	10.4%

45% 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 (25.6%) 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 CTE Region J, 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 (LQ) is an indexed value that illustrates the concentration of an industry in a particular location. An LQ of 1.0 indicates that employment in the target industry is exactly equal to the national average. An LQ of 2.0, then would indicate that employment in the target industry is double the national average.

Employment, Top Industry Sectors, Region J



Table 5: Components of Top Industry Sectors

Sector/Top Detailed Industries	2020 Jobs	Average Wages	Location Quotient
Government			
Colleges, Universities, and Professional Schools (State Government)	5,821	\$48,975	3.84
Federal Government, Civilian, Excluding Postal Service	3,569	\$134,477	2.73
Elementary and Secondary Schools (Local Government)	6,115	\$60,209	1.54
State Government, Excluding Education and Hospitals	1,875	\$73,518	1.48
Local Government, Excluding Education and Hospitals	4,024	\$61,206	1.27
Health Care and Social Assistance			
Home Health Care Services	3,090	\$20,187	3.7
General Medical and Surgical Hospitals	2,850	\$66,766	1.1
Services for the Elderly and Persons with Disabilities	2,827	\$21,228	2.5
Offices of Physicians (except Mental Health Specialists)	1,676	\$85,784	1.2
Child Day Care Services	935	\$27,243	1.9
Nursing Care Facilities (Skilled Nursing Facilities)	848	\$41,883	1.0
Retail Trade			
Supermarkets and Other Grocery (except Convenience) Stores	895	\$29,382	0.6
Gasoline Stations with Convenience Stores	661	\$29,629	1.4
New Car Dealers	541	\$55,982	0.9
Home Centers	419	\$32,601	1.0
Pharmacies and Drug Stores	310	\$47,976	0.8
Construction			
Plumbing, Heating, and Air-Conditioning Contractors	626	\$49,336	1.0
Electrical Contractors and Other Wiring Installation Contractors	506	\$51,107	0.9
Site Preparation Contractors	461	\$57,682	2.3
New Single-Family Housing Construction (except For-Sale Builders)	377	\$53,961	1.8
Commercial and Institutional Building Construction	347	\$54,423	0.9

Sector/Top Detailed Industries	2020 Jobs	Average Wages	Location Quotient
Agriculture, Forestry, Fishing and Hunting			
Crop Production	1,711	\$35,653	5.3
Farm Labor Contractors and Crew Leaders	1,102	\$24,779	5.9
Animal Production	506	\$40,246	3.1
Postharvest Crop Activities (except Cotton Ginning)	457	\$37,204	9.1
Soil Preparation, Planting, and Cultivating	36	\$50,769	2.2
Manufacturing			
Fruit and Vegetable Canning	343	\$46,293	11.0
Meat Processed from Carcasses	260	\$22,748	3.5
Spice and Extract Manufacturing	218	\$52,414	15.8
Cheese Manufacturing	212	\$53,433	6.8
Wineries	98	\$45,559	2.6

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, Doña Ana County, 2020

Doña Ana	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Elementary and Secondary Schools (Local Govt)	5,281	\$60,068	2.1	N/A
Federal Government, Civilian, Excluding Postal Service	2,803	\$130,721	3.3	N/A
Local Government, Excluding Education and Hospitals	2,758	\$63,131	1.3	N/A
General Medical and Surgical Hospitals	2,614	\$66,507	1.5	N/A
Limited-Service Restaurants	2,476	\$18,079	1.6	N/A
Services for the Elderly and Persons with Disabilities	2,308	\$21,444	3.1	N/A
Home Health Care Services	2,176	\$20,446	4.0	N/A
Full-Service Restaurants	2,113	\$20,840	1.2	N/A
Offices of Physicians (except Mental Health Specialists)	1,413	\$86,385	1.5	N/A
State Government, Excluding Education and Hospitals	1,374	\$73,146	1.7	N/A

Table 7: Employment by Industry, Luna County, 2020

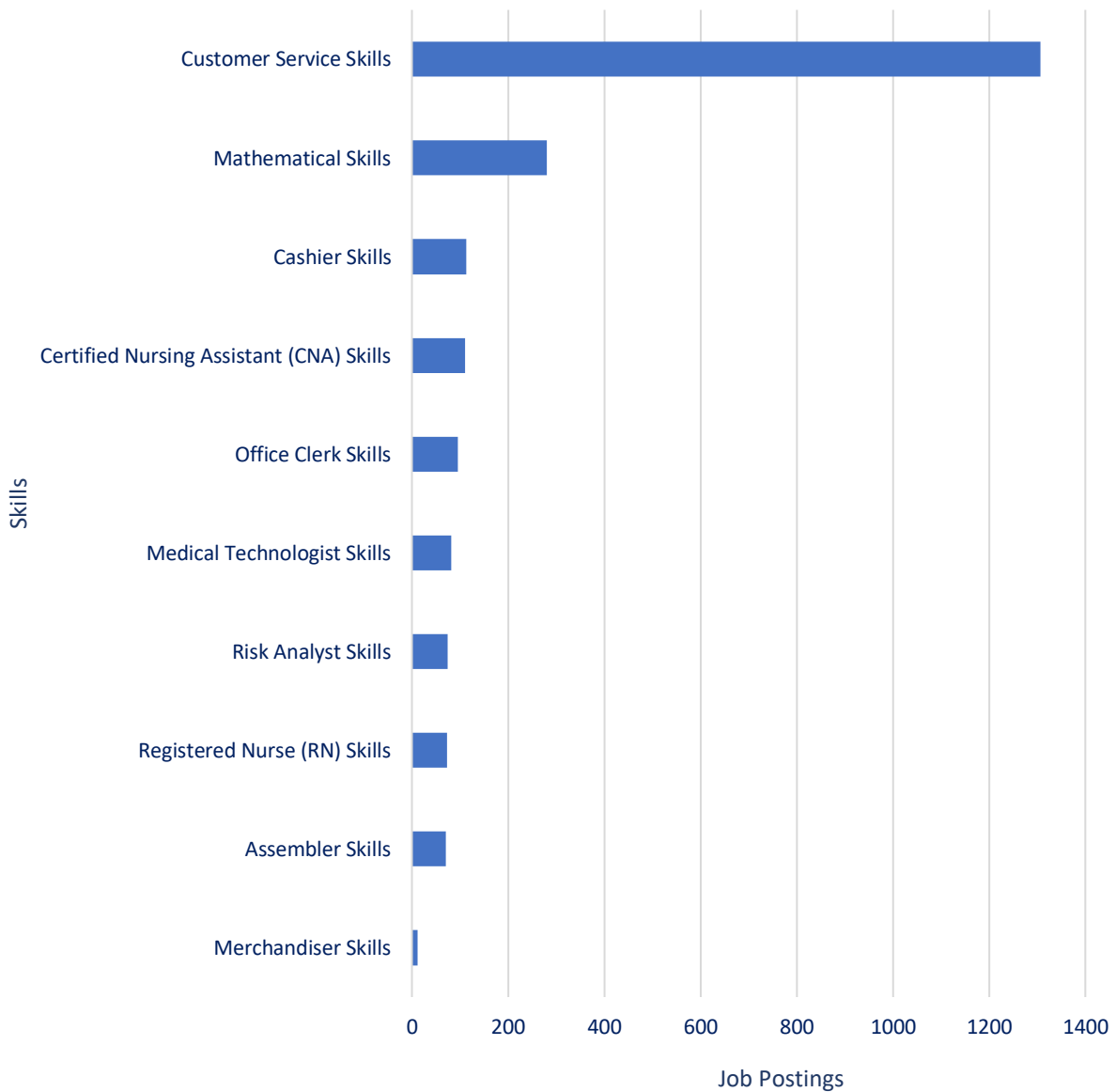
Luna	2020 Jobs	Average Wages/ Earnings	Location Quotient	Age 45+
Local Government, Excluding Education and Hospitals	668	\$51,542	2.3	37.5%
Elementary and Secondary Schools (Local Govt)	611	\$61,476	1.7	56.0%
Federal Government, Civilian, Excluding Postal Service	414	\$163,065	3.4	54.3%
Fruit and Vegetable Canning	343	\$46,293	118.3	50.9%
Home Health Care Services	328	\$18,014	4.2	54.8%
Farm Labor Contractors and Crew Leaders	310	\$19,613	18.0	56.4%
Crop Production	269	\$29,253	8.9	49.5%
Warehouse Clubs and Supercenters	262	\$33,898	3.4	40.2%
Limited-Service Restaurants	250	\$14,180	1.1	23.0%
General Medical and Surgical Hospitals	234	\$69,666	0.9	46.6%

Job Postings Analysis

On April 6, 2021, an analysis of all 3,588 job postings across Region J 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.

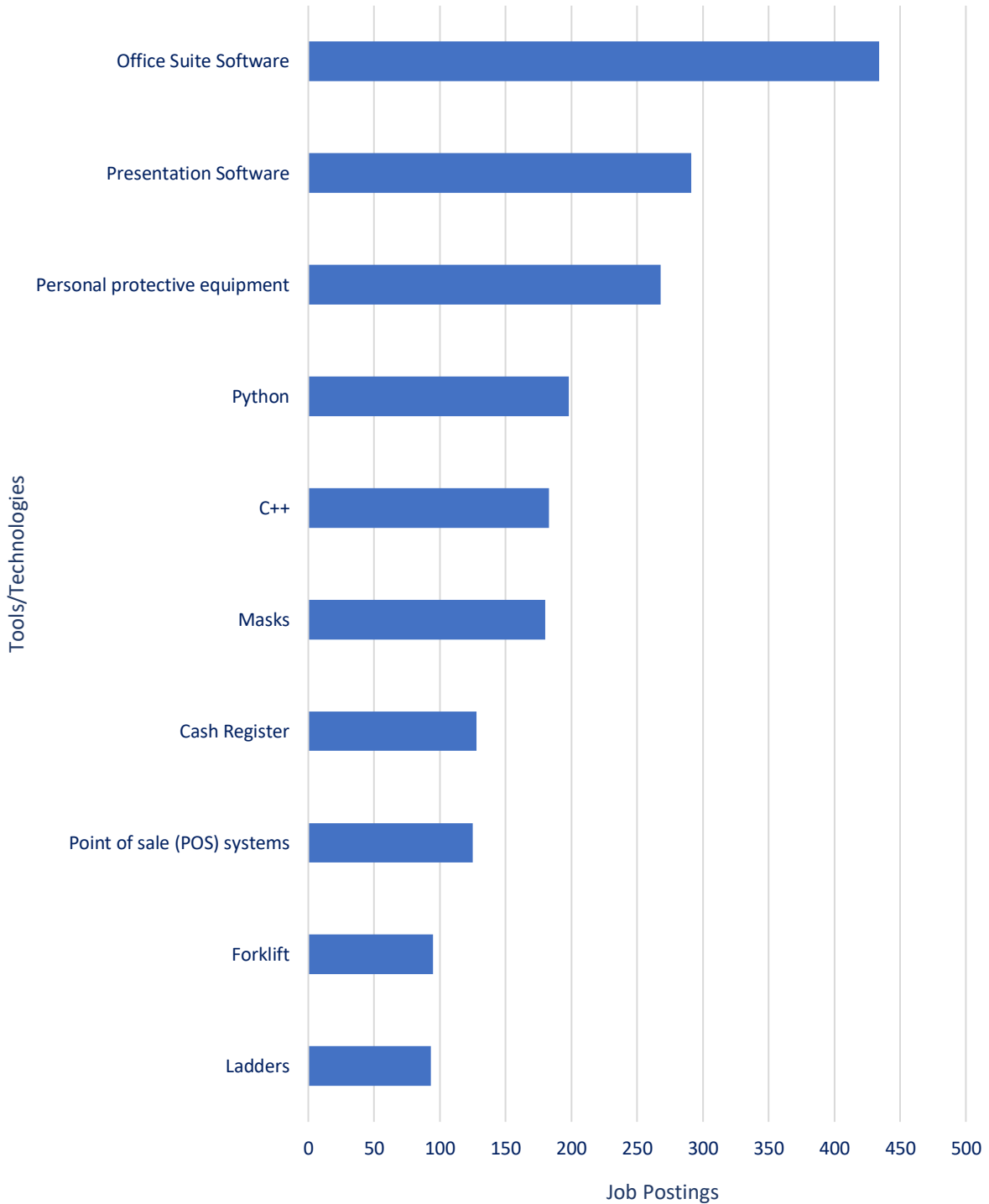
- By a wide margin, the most-requested skill of any kind was customer service.
- Among technical skills, Mathematical skills and Certified Nursing skills were the most frequently found.
- Medical Technologist skills and Risk Analyst skills are also a priority of the region’s employers.

Skills Found in Regional Job Postings, April 6, 2021



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

Tools and Technologies Found in Regional Job Postings, April 6, 2021



Within the table of employers with the most active job postings were a number of medical, government and education establishments.

Table 8: Employers with Current Job Openings

Employer	County	Job Postings
LifePoint Health, Inc.	Doña Ana	362
Chalk Mountain Services of Texas, LLC	Doña Ana	151
Gadsden Independent School District	Doña Ana	106
MCI	Doña Ana	78
Addus HomeCare, Inc.	Luna	59
New Mexico State University	Doña Ana	56
The Evangelical Lutheran Good Samaritan Society	Doña Ana	49
City of Las Cruces, NM	Doña Ana	39
Caviar	Doña Ana	37
Peraton	Doña Ana	36
Anders Group	Luna	29
Deming Public School District	Luna	29
Dollar Tree, Inc.	Luna	27
Raytheon Technologies Corporation	Doña Ana	25
Las Cruces Public Schools	Doña Ana	23
TravelCenters of America LLC	Luna	22
Universal Health Services, Inc.	Doña Ana	22
AHS NurseStat	Doña Ana	21
DirectViz Solutions, LLC	Doña Ana	21
Olam International	Luna	20
Strategic Behavioral Health, LLC	Doña Ana	20

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 look to 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	2,976	5,031	2,055	69%	817	\$20,345
Secretaries and Administrative Assistants	2,071	2,849	779	38%	349	\$31,115
Sales Representatives of Services	86	457	372	434%	63	\$32,491
Cooks, Restaurant	571	866	295	52%	132	\$21,970
Postsecondary Teachers	1,829	2,124	295	16%	210	\$63,658
Food Preparation Workers	398	684	286	72%	112	\$21,464
Medical Secretaries and Administrative Assistants	240	505	265	110%	74	\$27,242
Waiters and Waitresses	1,469	1,722	253	17%	349	\$18,810
Physicists	21	266	245	1151%	30	\$134,264
Medical Assistants	494	725	231	47%	85	\$27,225
Passenger Vehicle Drivers, Except Bus Drivers	281	477	196	70%	66	\$24,616
Light Truck Drivers	383	574	192	50%	67	\$31,692
Preschool Teachers, Except Special Education	209	399	190	91%	46	\$23,828
Driver/Sales Workers	122	307	185	152%	40	\$24,882
Dining Room/Cafe Attendant & Bartender Helper	148	321	173	116%	61	\$19,104
Agricultural Equipment Operators	142	302	160	113%	47	\$23,628
Registered Nurses	1,379	1,530	151	11%	100	\$68,435
Nursing Assistants	561	708	148	26%	95	\$26,003
Social and Human Service Assistants	337	479	143	42%	58	\$33,002
Inspectors, Testers, Sorters, Samplers, Weighers	110	248	139	126%	37	\$26,888

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 average in Region J 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	1,543	1,816	273	18%	110	\$68,435
Physical Therapists	172	277	105	61%	19	\$96,010
Licensed Practical and Vocational Nurses	225	324	99	44%	29	\$49,204
Speech-Language Pathologists	123	197	73	59%	16	\$77,932
Nurse Practitioners	131	198	67	51%	15	\$117,808
Healthcare Support Occupations						
Home Health and Personal Care Aides	4,728	6,462	1,734	37%	914	\$20,345
Nursing Assistants	752	859	108	14%	96	\$26,003
Physical Therapist Assistants	95	188	93	97%	25	\$51,489
Medical Assistants	715	788	73	10%	84	\$27,225
Physical Therapist Aides	87	124	36	41%	15	\$28,350
Transportation and Material Moving Occupations						
Laborers and Stock/Material Movers, Hand	833	1,001	167	20%	129	\$25,162
Heavy and Tractor-Trailer Truck Drivers	605	751	146	24%	84	\$29,399
Light Truck Drivers	546	661	115	21%	73	\$31,692
Passenger Vehicle Drivers	456	528	72	16%	59	\$24,616
Supervisors-Transportation and Material Moving	136	196	60	44%	22	\$41,888
Driver/Sales Workers	268	327	59	22%	39	\$24,882

High Quality Career	2018 Jobs	2028 Jobs	New Jobs	% Change	Annual Openings	Average Earnings
Production Occupations						
Welders, Cutters, Solderers, and Brazers	148	207	59	39.8%	23	\$32,940
Supervisors-Production and Operating Workers	213	267	53	25.1%	27	\$57,440
Packaging/Filling Machine Operators & Tenders	184	215	31	17.0%	25	\$19,775
Electrical and Electromechanical Assemblers	63	89	26	41.6%	11	\$23,758
Paper Goods Machine Setters, Operators, Tenders	19	39	20	105%	5	\$42,456
Computer and Mathematical Occupations						
Software and Quality Analysts and Testers	531	624	93	17%	45	\$74,840
Computer Systems Analysts	188	221	33	17%	17	\$64,134
Computer User Support Specialists	361	381	19	5%	29	\$33,216
Computer Programmers	40	58	18	44%	6	\$52,506
Computer Occupations, All Other	133	149	17	12%	12	\$76,785
Information Security Analysts	25	36	10	41%	3	\$88,967

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-Main
- New Mexico University- Doña Ana
- Massage Therapy Training Institute
- Burrell College of Osteopathic Medicine

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 in this report 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
24.0101	Liberal Arts and Sciences/Liberal Studies	37	64	53	49	150	163	161	172	164	173	136	368%
14.1901	Mechanical Engineering	57	72	76	53	71	75	87	139	121	128	71	125%
31.0505	Kinesiology and Exercise Science	0	0	17	46	50	57	70	52	63	68	68	N/A
52.0101	Business/Commerce, General	137	146	136	168	158	187	189	187	182	189	52	38%
14.3501	Industrial Engineering	52	58	48	72	70	83	77	76	95	103	51	98%
14.0201	Aerospace Engineering	2	9	54	73	49	64	46	32	28	43	41	2050%
11.0101	General Computer and Information Sciences	35	43	32	47	38	33	47	58	51	75	40	114%
10.0304	Animation, Interactive Technology, Graphics	8	14	40	37	46	38	63	38	48	45	37	463%
11.0301	Data Processing Technology/Technician	39	37	36	41	43	67	100	102	70	75	36	92%
23.1304	Rhetoric and Composition	0	38	45	33	47	29	31	25	22	36	36	N/A
12.0409	Aesthetician/Esthetician and Skin Care	0	0	0	0	0	0	0	0	12	35	35	N/A
51.1504	Community Health Services/Counseling	0	0	0	0	0	1	4	13	11	27	27	N/A
11.0103	Information Technology	32	48	38	56	49	60	47	56	39	57	25	78%
12.0401	Cosmetology/Cosmetologist, General	0	0	0	0	0	0	0	0	11	25	25	N/A
14.0701	Chemical Engineering	11	30	19	23	30	31	54	32	40	36	25	227%
15.0000	Engineering Technology, General	34	54	53	60	81	62	55	71	47	59	25	74%
01.0901	Animal Sciences, General	50	45	54	45	61	47	65	56	47	71	21	42%
09.0702	Digital Communication/Media/Multimedia	2	6	5	10	20	34	42	18	13	23	21	1050%
13.1012	Education-Speech or Language Impairments	30	48	40	53	54	59	63	60	73	51	21	70%
51.0710	Medical Office Assistant/Specialist	1	3	22	11	14	16	26	16	19	22	21	2100%

Top Five Program Completions, 2010-2019

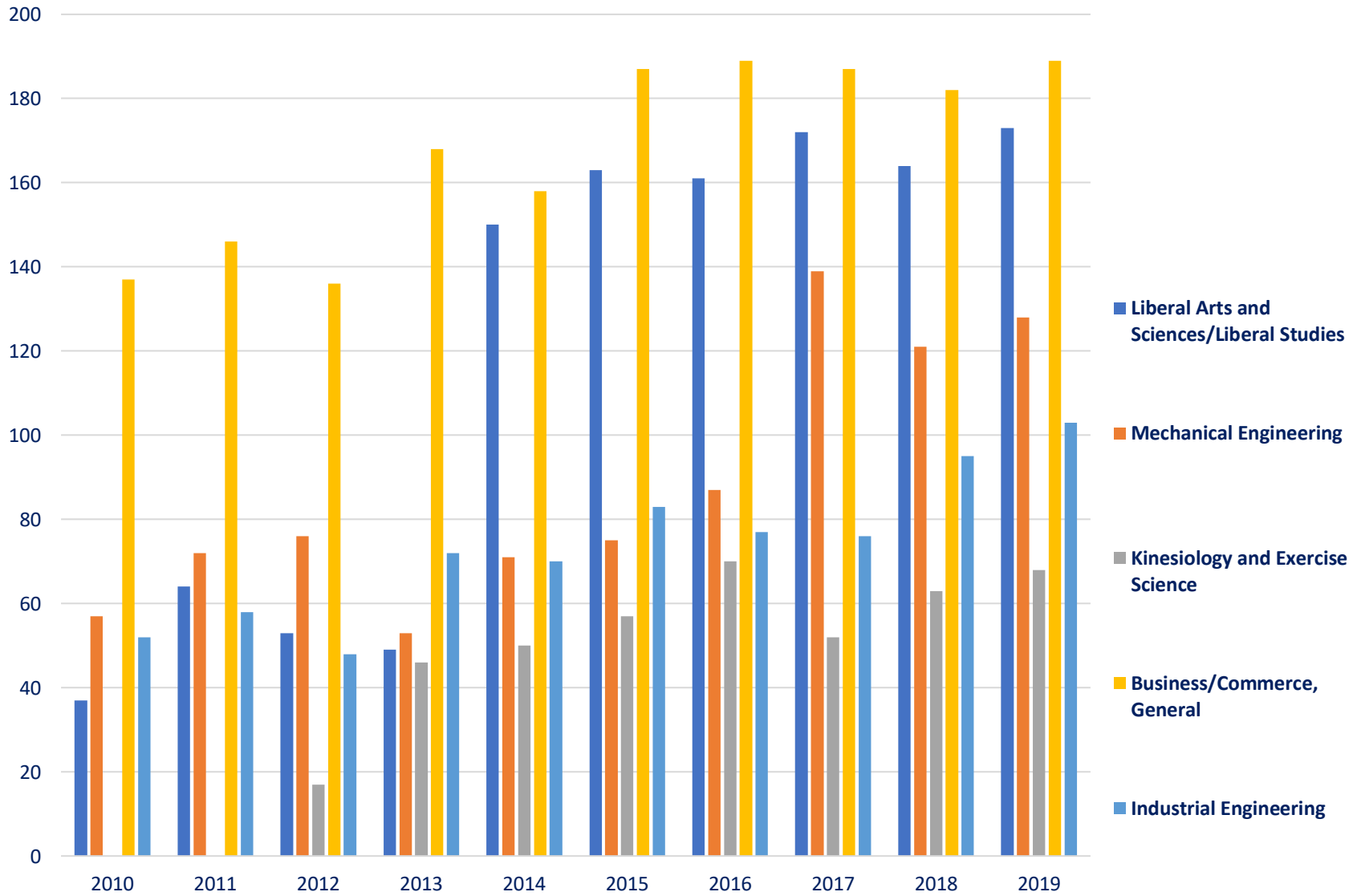


Table 12: Program Awards and Openings in Related Occupations, 20 Largest Programs

Description	2019 Awards	Openings-Related Occupations	2020 Jobs	Equilibrium Value
General Studies	520	0	0	520
Criminal Justice/Safety Studies	246	13	186	233
Business/Commerce, General	189	179	2,246	10
Liberal Arts and Sciences/Liberal Studies	173	167	2,124	6
Business Administration and Management, General	142	213	2,578	(71)
Registered Nursing/Registered Nurse	137	90	1,530	47
Mechanical Engineering	128	22	304	106
Industrial Engineering	103	15	211	88
Psychology, General	101	7	122	94
Marketing/Marketing Management, General	92	21	222	71
Social Work	89	59	569	30
Education, General	88	360	4,837	(272)
Biology/Biological Sciences, General	87	6	73	81
Electrical and Electronics Engineering	78	27	441	51
Computer and Information Sciences, General	75	54	805	21
Data Processing and Data Processing Technology/Technician	75	12	148	63
Animal Sciences, General	71	73	602	(2)
Kinesiology and Exercise Science	68	2	37	66
Accounting	67	37	442	30
Engineering Technology, General	59	57	640	2
Information Technology	57	65	1,002	(8)

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

Description	2019 Awards	Openings-Related Occupations	2020 Jobs	Equilibrium Value
Health Services/Allied Health/Health Sciences	0	1,336	11,531	(1,336)
Cooking and Related Culinary Arts, General	0	1,194	7,563	(1,194)
Retailing and Retail Operations	0	956	6,910	(956)
Food Service and Dining Room Management/Manager	0	933	5,007	(933)
Foods, Nutrition, and Wellness Studies, General	0	823	5,075	(823)
Home Health Aide/Home Attendant	0	820	5,031	(820)
Food Preparation/Professional Cooking	0	613	3,501	(613)
Selling Skills and Sales Operations	0	596	4,682	(596)
Institutional Food Workers	0	569	3,231	(569)
General Sales, Distribution, and Marketing Operations	0	398	2,851	(398)
Floriculture/Floristry Operations and Management	0	385	3,030	(385)
Education, General	88	360	4,837	(272)
Retail Management	0	331	4,049	(331)
Administrative Assistant and Secretarial Science	29	313	2,967	(284)
Executive Assistant/Executive Secretary	0	313	2,967	(313)
General Office Occupations and Clerical Services	0	291	2,626	(291)
Business, Management, Marketing & Related Support	0	284	2,873	(284)
Law Enforcement Record-Keeping/Evidence Management	0	268	3,503	(268)
Maritime Law Enforcement	0	268	3,503	(268)
Women's Health Nurse/Nursing	0	268	3,828	(268)

NS4ed

200 E Broadway
Maryville, TN

NS4ed.com

Dr. Joseph Goins, President

