New Mexico Department of
WORKFORCE SOLUTIONS

New Mexico 2019 State of the Workforce

A Report Highlighting New Mexico's Current and Future Workforce

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**2019
State of the
Workforce Report**

**Michelle Lujan Grisham
Governor
State of New Mexico**

**New Mexico Department of
Workforce Solutions**

**Bill McCamley
Cabinet Secretary**

Contributors:

**Rachel Moskowitz
Bureau Chief**

Economists:

**Michelle Doran
Mark Flaherty
Nathan Friedman
Julie Larranaga
Joseph Mayo
Bob Richards
Teresa Valverde**

For Further Information:

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WHY LOOK AT POPULATION?

Population estimates, and the characteristics of a population, are fundamental measures for assessing an area's economy. Population and its characteristics tell a story of not just what the local community looks like, but also the economic activity that can and will be generated from that population. Economic mobility, purchasing power, and demand for public services can all be evaluated with an understanding of an area's population. And as populations evolve and change, data will help determine what business and policy investments can be made to support the current well-being and future opportunities available to that population.

AN OVERVIEW FOR NEW MEXICO

New Mexico had a total population of 2,095,428 as of 2018. The state's population growth has slowed in recent years. New Mexico's population increase of 1.8 percent between 2010 and 2018 lagged the U.S. population increase of 6.0 percent. Population growth in New Mexico between 2010 and 2018 was entirely driven by natural increases (births). New Mexico experienced a negative net migration over the period, with all migration-based losses coming from persons leaving the state to live elsewhere. The state's population is projected to continuing growing into the future, at a rate of 14.4 percent between 2015 and 2040. Most of that growth is projected to occur in the MSAs and several non-MSA counties within the northwestern and southeastern quadrants of the state.

While the median age of New Mexico's population is very similar to that U.S. population, the state's oldest population (65 years old and older) has grown more quickly since 2011 than that population within the U.S. overall. New Mexico's younger population (24 years old and younger) shrank more quickly than that population within the U.S. between 2011 and 2017.

New Mexico is a minority-majority state, with the largest share of persons identifying as Hispanic or Latino (48.8 percent) of any state in the nation as of 2017. The state's Hispanic/Latino population has also been growing in recent years. New Mexico's large American Indian population, which comprised 8.8 percent of the total population as of 2017, also stands it apart from most other states.

This report also presents statistics on select subsets of the population. These populations include specific racial and ethnic groups (for which data are available), those born outside of the U.S. (the foreign-born population), persons with disabilities, veterans, and persons living in poverty.
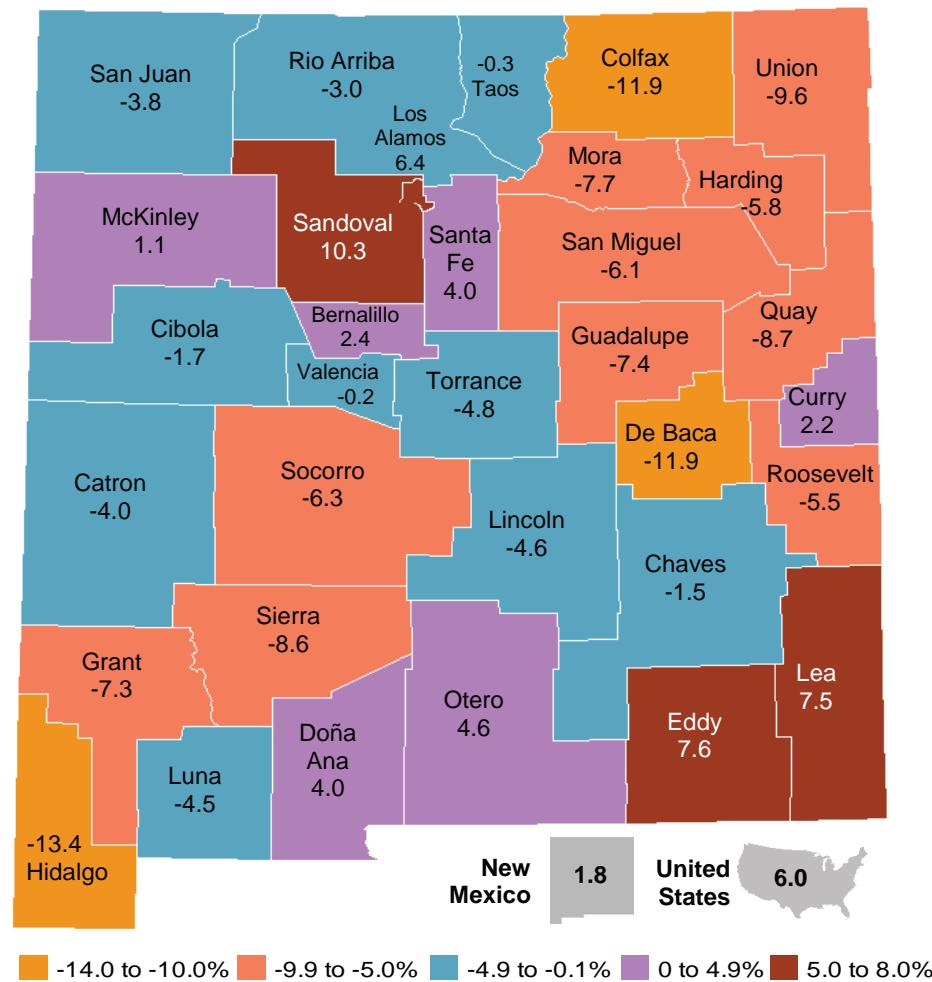
Population

POPULATION AND POPULATION CHANGE

New Mexico had a total population of 2,095,428 persons as of 2018. Close to half (43.7 percent) of that population resided in the Albuquerque MSA, including Bernalillo, Sandoval, Torrance, and Valencia Counties, and nearly one-third within Bernalillo County alone. Doña Ana, Santa Fe, Sandoval, and San Juan had populations that ranged from 6.0 percent of the state's total (San Juan) to 10.4 percent (Doña Ana). No other county had a population that exceeded five percent of the state total. The least populated counties in the state were Harding, De Baca, Catron, Union, Hidalgo, Guadalupe, and Mora. Each county's population did not exceed 5,000, or 0.2 percent of the state total.

New Mexico's population grew at a slower rate (1.8 percent) than the nation's population (6.0 percent) between 2010 and 2018. Population growth occurred in ten of the 33 counties and was driven by quick growth in select central, south, and southeastern counties. Growth was fastest in Sandoval, Eddy, and Lea. The populations of Hidalgo and Colfax declined more quickly between 2010 and 2018 than the populations of any other county.

The Data

Source: U.S. Census Bureau, Population, population change, and estimated components of population change: April 1, 2010 to July 1, 2018, https://www.census.gov/topics/population.html

Change in Population (%)
2010–2018

San Juan -3.8
Rio Arriba -3.0
Taos -0.3
Colfax -11.9
Union -9.6
Los Alamos 6.4
Mora -7.7
Harding -5.8
McKinley 1.1
Sandoval 10.3
Santa Fe 4.0
San Miguel -6.1
Cibola -1.7
Bernalillo 2.4
Valencia -0.2
Torrance -4.8
Guadalupe -7.4
Quay -8.7
Curry 2.2
Catron -4.0
Socorro -6.3
De Baca -11.9
Roosevelt -5.5
Lincoln -4.6
Chaves -1.5
Sierra -8.6
Grant -7.3
Luna -4.5
Doña Ana 4.0
Otero 4.6
Eddy 7.6
Lea 7.5
Hidalgo -13.4

New Mexico 1.8   United States 6.0

Legend:
- -14.0 to -10.0%
- -9.9 to -5.0%
- -4.9 to -0.1%
- 0 to 4.9%
- 5.0 to 8.0%

2018 Population

	2018 Population	% of NM Total
United States	327,167,434	
New Mexico	2,095,428	
Bernalillo	678,701	32.4
Doña Ana	217,522	10.4
Santa Fe	150,056	7.2
Sandoval	145,179	6.9
San Juan	125,043	6.0
Valencia	76,456	3.6
McKinley	72,290	3.4
Lea	69,611	3.3
Otero	66,781	3.2
Chaves	64,689	3.1
Eddy	57,900	2.8
Curry	49,437	2.4
Rio Arriba	39,006	1.9
Taos	32,835	1.6
San Miguel	27,591	1.3
Grant	27,346	1.3
Cibola	26,746	1.3
Luna	23,963	1.1
Lincoln	19,556	0.9
Los Alamos	19,101	0.9
Roosevelt	18,743	0.9
Socorro	16,735	0.8
Torrance	15,591	0.7
Colfax	12,110	0.6
Sierra	10,968	0.5
Quay	8,253	0.4
Mora	4,506	0.2
Guadalupe	4,341	0.2
Hidalgo	4,240	0.2
Union	4,118	0.2
Catron	3,578	0.2
De Baca	1,781	0.1
Harding	655	0.0

Population

COMPONENTS OF POPULATION CHANGE

New Mexico's population growth between 2010 and 2018 was driven by a natural increase in population from births. During the period, the natural increase of the population equaled 70,950 people, while net migration was negative by 34,628 people. (Negative net migration means more people left the state than moved to it over the period.) The state experienced positive net international migration (persons moving to New Mexico from outside of the U.S.) but negative net domestic migration (persons leaving New Mexico to live elsewhere).

Ten of the state's 33 counties experienced positive population change between 2010 and 2018, and six of those counties saw positive net migration in addition to a natural increase in population. Sandoval's net migration was the largest, at 9,811 people, followed by Santa Fe (4,218 people) and Eddy (1,775 people).

Eleven counties experienced a natural decrease in population, with the largest decrease by far occurring in Sierra (1,130 people). All of them, except Sierra, experienced negative net migration, but the net totals were not among the largest in the state. San Juan County had the largest negative net migration. About 11,873 more people left the county than moved to it over the period.

The Data

Source: U.S. Census Bureau, Population, population change, and estimated components of population change: April 1, 2010 to July 1, 2018,
https://www.census.gov/topics/population.html

Components of Population Change
2010–2018

	Total Change	Natural Increase-->			Net Migration-->		
	2010–18	Total	Births	Deaths	Total	Intern'l	Domestic
New Mexico	36,248	70,950	213,795	142,845	-34,628	27,423	-62,051
Bernalillo	16,214	21,480	65,780	44,300	-4,801	10,472	-15,273
Catron	-151	-137	159	296	-17	-6	-11
Chaves	-959	2,144	7,562	5,418	-3,083	574	-3,657
Cibola	-469	912	3,042	2,130	-1,388	185	-1,573
Colfax	-1,640	-152	1,033	1,185	-1,507	92	-1,599
Curry	1,061	4,228	7,428	3,200	-3,238	1,408	-4,646
De Baca	-241	-99	128	227	-146	13	-159
Doña Ana	8,320	12,057	24,508	12,451	-3,755	2,261	-6,016
Eddy	4,077	2,285	6,840	4,555	1,775	642	1,133
Grant	-2,164	-276	2,516	2,792	-1,876	92	-1,968
Guadalupe	-345	-1	352	353	-350	-3	-347
Harding	-40	-21	41	62	-21	1	-22
Hidalgo	-658	75	454	379	-744	8	-752
Lea	4,884	4,775	9,131	4,356	43	1,154	-1,111
Lincoln	-939	-168	1,507	1,675	-775	128	-903
Los Alamos	1,151	419	1,413	994	709	682	27
Luna	-1,132	763	3,215	2,452	-1,893	111	-2,004
McKinley	805	4,285	9,114	4,829	-3,491	816	-4,307
Mora	-375	-4	347	351	-375	-5	-370
Otero	2,949	2,745	7,536	4,791	122	3,533	-3,411
Quay	-787	-185	787	972	-613	89	-702
Rio Arriba	-1,214	1,068	4,388	3,320	-2,286	320	-2,606
Roosevelt	-1,097	1,081	2,338	1,257	-2,231	324	-2,555
Sandoval	13,559	3,756	12,136	8,380	9,811	127	9,684
San Juan	-5,002	6,779	14,824	8,045	-11,873	155	-12,028
San Miguel	-1,788	186	2,481	2,295	-2,000	605	-2,605
Santa Fe	5,829	1,745	10,938	9,193	4,218	2,278	1,940
Sierra	-1,028	-1,130	829	1,959	99	-20	119
Socorro	-1,126	330	1,756	1,426	-1,481	346	-1,827
Taos	-100	90	2,502	2,412	-168	298	-466
Torrance	-784	71	1,307	1,236	-875	427	-1,302
Union	-436	-43	330	373	-398	0	-398
Valencia	-126	1,892	7,073	5,181	-2,020	316	-2,336

Population

POPULATION MOVEMENT

In 2017, 13.8 percent of New Mexicans one year old or older had moved within the previous year. This percentage was not significantly different than national migration estimates for that year (14.6 percent). The percentage of persons who moved from another state (2.9 percent) was slightly higher than the national average (2.3 percent), while the percentage of those who moved within the state was slightly lower (1.3 percentage points). (See note.)

Migration data from the U.S. Census Bureau presented here does not fully capture movement into and out of New Mexico because it doesn't measure the population that left the state. Another source, Census Bureau Job-to-Job data, provides information on worker movement between states. While the data do not fully capture overall population changes, the data can provide a glimpse at high-level trends in migration. Between 2010 and the third quarter of 2017, approximately 174,967 persons moved to New Mexico from another state for work, while 192,583 left New Mexico to work elsewhere. This left the state with a net negative migration of 17,616 persons. Net migration has been negative since 2010, with the high being 4,464 in 2016.

The Data

Migration of the Population

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table B07001: Geographical Mobility in the Past Year by Age for Current Residence in the United States, **https://factfinder.census.gov/**
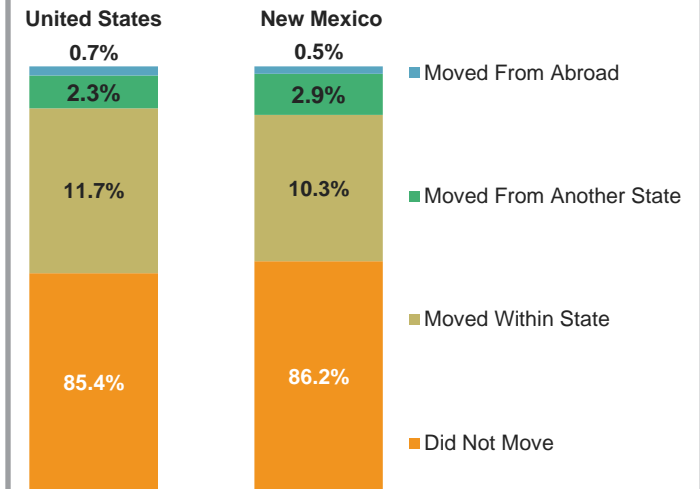
Data are for the population one year old or older. Data differ from Census components of population change, as migration of the population presented in this chart measures movement in the last year and movement into the state only. Methodological differences exist between data sources. For more information, visit **www.census.gov**.

Net Worker Flows

Source: U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics program, **https://lehd.ces.census.gov/**

Note: Job-to-job data measure job-to-job movement of people who experienced little to no nonemployment between jobs. Nonemployment can be a period of unemployment or a period where a person was not looking for employment (i.e., not in the labor force). Data, therefore, are not a complete count of workers entering and leaving the state. Data are not seasonally adjusted.

Migration of the Population (% of Total)
2017

United States
- 0.7%
- 2.3%
- 11.7%
- 85.4%

New Mexico
- 0.5%
- 2.9%
- 10.3%
- 86.2%

- Moved From Abroad
- Moved From Another State
- Moved Within State
- Did Not Move

Net Worker Flows
2010–2017*

Year	Value
2017*	-1,525
2016	-4,464
2015	-3,396
2014	-2,623
2013	-2,452
2012	-3,167
2011	-1,514
2010	129

Inflow 174,967
Outflow 192,583
Net Flow -17,616
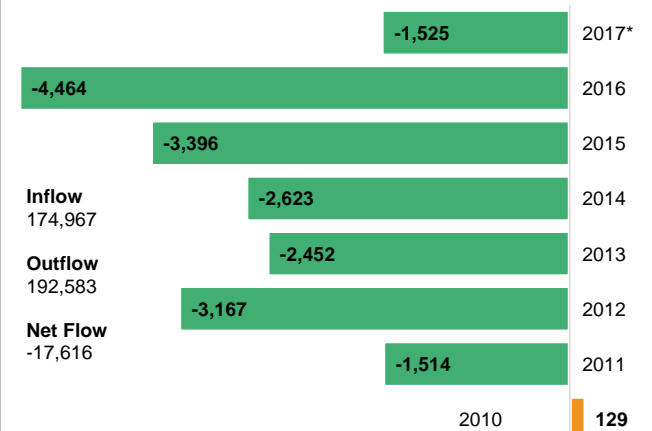
* Data for the fourth quarter 2017 are not available

Population

PROJECTED POPULATION GROWTH

New Mexico's population has been projected to grow by 14.4 percent between 2015 and 2040, representing an increase of 301,624 people. Thirteen counties are expected to see their populations grow over the period. The majority of 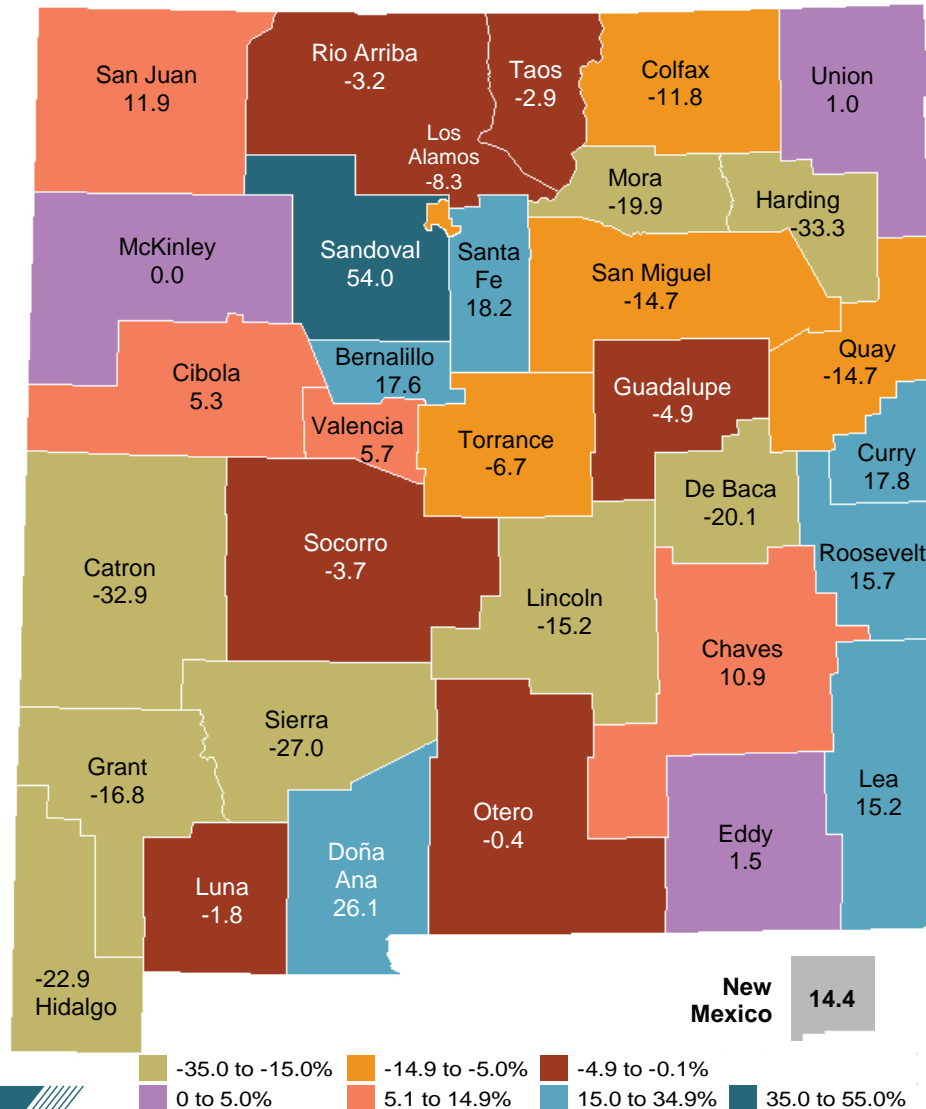growth is projected to occur within or around the state's four MSAs. That being said, quick growth is projected for several non-MSA counties, particularly those in the southeastern corner of the state. Percentage growth is anticipated to exceed 10 percent in Curry, Roosevelt, Lea, and Chaves Counties. The only other non-MSA counties projected to grow in population are Cibola, Eddy, and Union.

The counties in which population is projected to shrink the fastest include Harding, Catron, Sierra, Hidalgo, and De Baca, all with rates of decline exceeding 20.0 percent. Of the ten counties with the fastest rates of decline, San Miguel and Grant have the largest populations. Otero, Luna, Taos, and Rio Arriba, all with populations above 20,000, are projected to experience declines of 3.5 percent or less.

Projected Population Growth (%)
2015–2040

Legend:
- -35.0 to -15.0%
- -14.9 to -5.0%
- -4.9 to -0.1%
- 0 to 5.0%
- 5.1 to 14.9%
- 15.0 to 34.9%
- 35.0 to 55.0%

County	Growth %
San Juan	11.9
Rio Arriba	-3.2
Taos	-2.9
Colfax	-11.8
Union	1.0
Los Alamos	-8.3
Mora	-19.9
Harding	-33.3
McKinley	0.0
Sandoval	54.0
Santa Fe	18.2
San Miguel	-14.7
Cibola	5.3
Bernalillo	17.6
Guadalupe	-4.9
Quay	-14.7
Valencia	5.7
Torrance	-6.7
Curry	17.8
Socorro	-3.7
De Baca	-20.1
Roosevelt	15.7
Catron	-32.9
Lincoln	-15.2
Chaves	10.9
Sierra	-27.0
Grant	-16.8
Otero	-0.4
Lea	15.2
Luna	-1.8
Doña Ana	26.1
Eddy	1.5
Hidalgo	-22.9
New Mexico	14.4

2040 Projected Population

New Mexico	**2,401,480**
Bernalillo	799,465
Doña Ana	273.074
Sandoval	213,929
Santa Fe	175,242
San Juan	138,762
Lea	81,635
Valencia	80,655
McKinley	75,365
Chaves	73,393
Otero	64,402
Curry	59,581
Eddy	58,233
Rio Arriba	38,496
Taos	32,336
Cibola	29,058
Grant	24,365
Luna	24,348
San Miguel	24,123
Roosevelt	22,719
Lincoln	16,915
Socorro	16,812
Los Alamos	16,426
Torrance	14,684
Colfax	11,397
Sierra	8,368
Quay	7,323
Union	4,413
Guadalupe	4,251
Mora	3,774
Hidalgo	3,535
Catron	2,418
De Baca	1,520
Harding	462

The Data

Source: University of New Mexico Institute for Geospatial and Population Studies, https://gps.unm.edu/pru/projections

Population

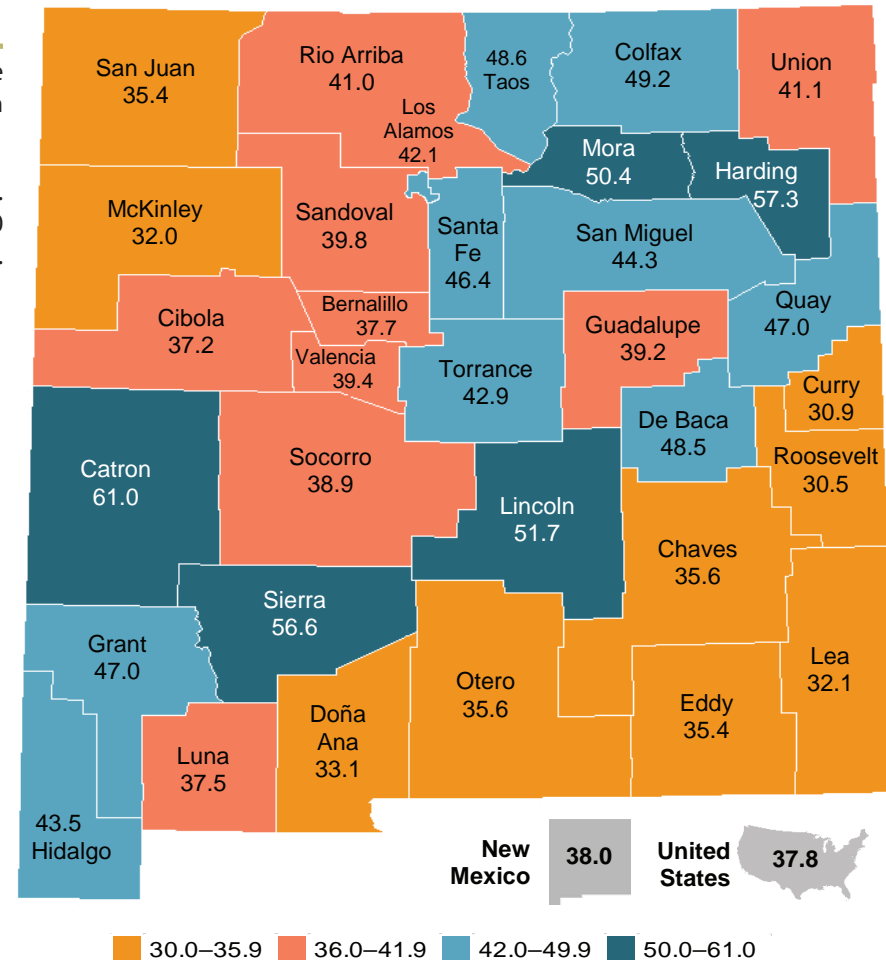## MEDIAN AGE AND POPULATION BY AGE GROUP

As of 2017, New Mexico's median age was 37.8 years, very near the U.S. median age of 38.0 years. The county with the oldest median age was Catron (61.0 years), while the county with the youngest median age was Roosevelt (30.5 years).

The large Baby Boomer generation has slowly increased the average age of the population nationwide. Between 2011 and 2017, the population between the ages of 65 and 74 grew the fastest (around 32.0 percent) in both New Mexico and the U.S. Persons 55 to 64 and 75 and older also increased in number.

The population of those 75 and older grew more quickly in New Mexico (16.4 percent) than in the nation (12.2 percent), whereas the population 55 and 64 grew more slowly (3.2 versus 10.3, respectively). The only younger population to grow in New Mexico over the period were persons 25 to 34 (3.2 percent).

Population by Age Group and Change
2011–2017

	U.S. 2017 Pop.	Numeric/Percentage Growth From 2011	
Total	325,719,178	14,074,898	4.5
Under 5	19,938,860	-183,786	-0.9
5 to 14	41,082,692	35,689	0.1
15 to 24	43,250,295	-572,452	-1.3
25 to 34	45,342,672	3,535,245	8.5
35 to 44	40,875,370	221,457	0.5
45 to 54	42,374,952	-2,370,072	-5.3
55 to 64	41,995,658	3,914,338	10.3
65 to 74	29,683,446	7,190,300	32.0
75+	21,175,233	2,304,179	12.2

	NM 2017 Pop.	Numeric/Percentage Growth From 2011	
Total	2,088,070	10,326	0.5
Under 5	128,145	-15,616	-10.9
5 to 14	276,312	-10,319	-3.6
15 to 24	282,779	-10,965	-3.7
25 to 34	281,932	8,792	3.2
35 to 44	245,955	-1,081	-0.4
45 to 54	245,656	-39,877	-14.0
55 to 64	274,690	8,468	3.2
65 to 74	210,796	50,958	31.9
75+	141,805	19,966	16.4

Median Age
2017

County	Median Age
San Juan	35.4
Rio Arriba	41.0
Taos	48.6
Colfax	49.2
Union	41.1
Los Alamos	42.1
Mora	50.4
Harding	57.3
McKinley	32.0
Sandoval	39.8
Santa Fe	46.4
San Miguel	44.3
Cibola	37.2
Bernalillo	37.7
Guadalupe	39.2
Quay	47.0
Valencia	39.4
Torrance	42.9
De Baca	48.5
Curry	30.9
Catron	61.0
Socorro	38.9
Lincoln	51.7
Roosevelt	30.5
Chaves	35.6
Sierra	56.6
Grant	47.0
Otero	35.6
Lea	32.1
Luna	37.5
Doña Ana	33.1
Eddy	35.4
Hidalgo	43.5
New Mexico	38.0
United States	37.8

Legend: 30.0–35.9 | 36.0–41.9 | 42.0–49.9 | 50.0–61.0

The Data

Source: U.S. Census Bureau, Annual Estimates of the Resident Population for Selected Age Groups by Sex: April 1, 2011 to July 1, 2017, https://www.census.gov/topics/population.html

Population

POPULATION AND CHANGE BY RACE AND ETHNICITY

New Mexico is a minority-majority state, as 48.8 percent of the population identified as Hispanic/Latino (of any race) as of 2017. This is the largest concentration of all U.S. states. When looking at race, persons identifying as American Indian/Alaskan Native represented 8.8 percent of the state's population. These two groups comprise a much larger share of the population in the state than in the U.S. On the other hand, persons identifying as Black or African America, Asian, Native Hawaiian or Pacific Islander, or two or more races represented a larger share of the total population in the U.S. than in New Mexico.

Racial and ethnic composition has changed over time. In New Mexico, the percentage of the population identifying as White alone shrank between 2011 and 2017, while the population of all other minority groups, except Native Hawaiian or Pacific Islander, increased. The largest percentage point increase in population share was realized for those persons identifying as Hispanic/Latino (2.0 percentage points). American Indian/Alaskan Native and Asian populations each increased 0.2 percentage point, while Black or African Americans and two or more races saw an increase in share of 0.1 percentage point each.

The U.S. experienced similar changes in racial and ethnic composition over the period. The percentage of the population identifying as While alone shrank 2.6 percentage points, while the Hispanic/Latino population share increased by 1.4 percentage points. The share of the population identifying as Asian increased, while that of American Indian or Alaska Native and the share of Native Hawaiian or Pacific Islander remained the same.

The Data

Population by Race and Ethnicity (% of Total)
2011 and 2017

New Mexico — 2017 Population 2,088,070

Race/Ethnicity	2011	2017	2017 Population
White Alone	40.1%	37.5%	783,064
Black/Af. Amer.	1.7%	1.8%	37,933
AIAN	8.6%	8.8%	184,669
Asian	1.3%	1.5%	31,231
NHOPI	0.1%	0.1%	1,382
Two+ Races	1.4%	1.5%	31,442
Hispanic	46.8%	48.8%	1,018,349

United States — 2017 Population 325,719,178

Race/Ethnicity	2011	2017	2017 Population
White Alone	63.4%	60.7%	197,803,083
Black/Af. Amer.	12.3%	12.5%	40,652,365
AIAN	0.7%	0.7%	2,403,292
Asian	4.9%	5.6%	18,398,646
NHOPI	0.2%	0.2%	576,773
Two+ Races	1.9%	2.1%	6,938,290
Hispanic	16.7%	18.1%	58,946,729

Source: U.S. Census Bureau, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin: April 1, 2011 to July 1, 2017, **https://www.census.gov/topics/population.html**

Acronyms: AIAN, American Indian Alaska Native; NHOPI, Native Hawaiian or Other Pacific Islander
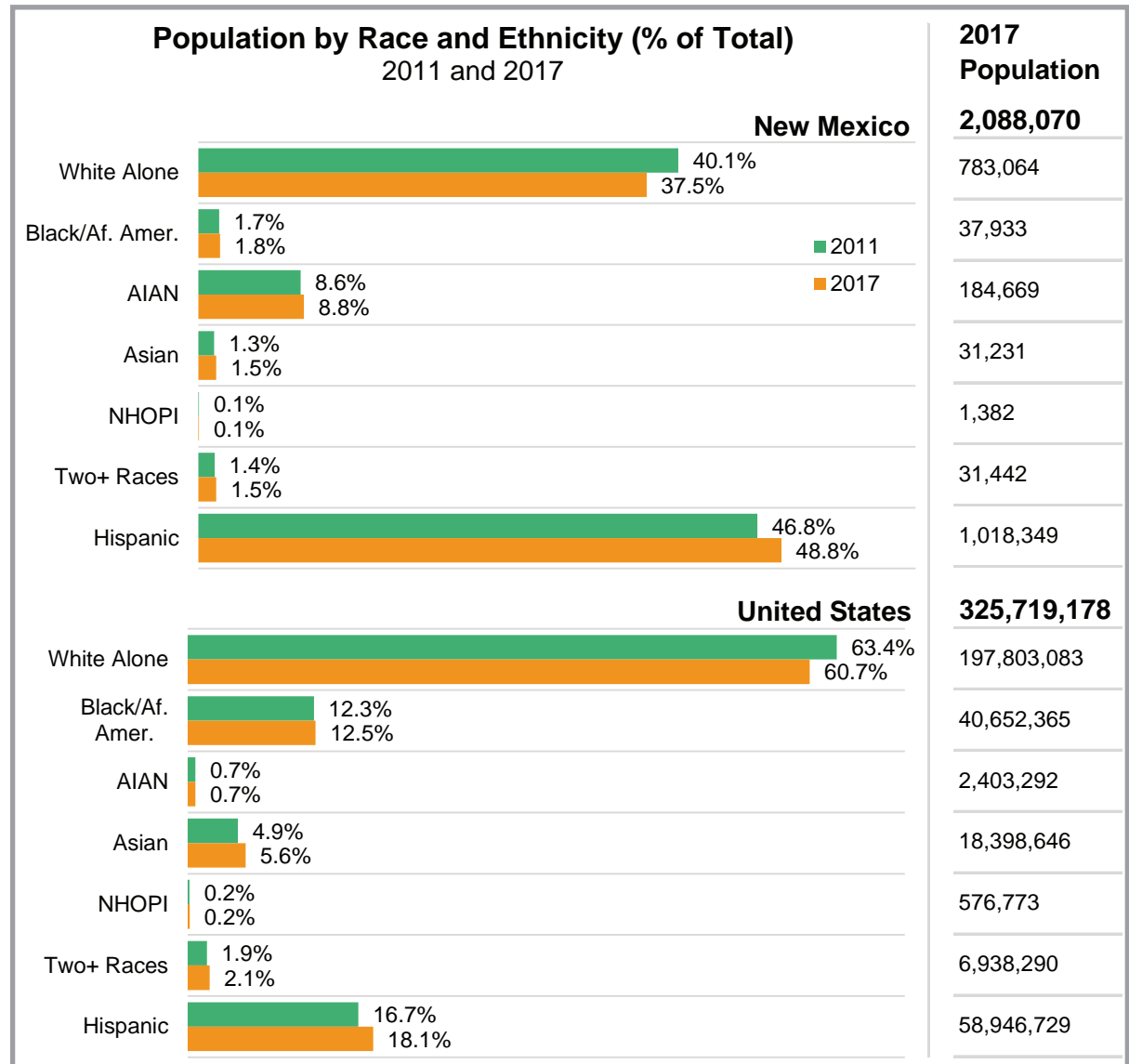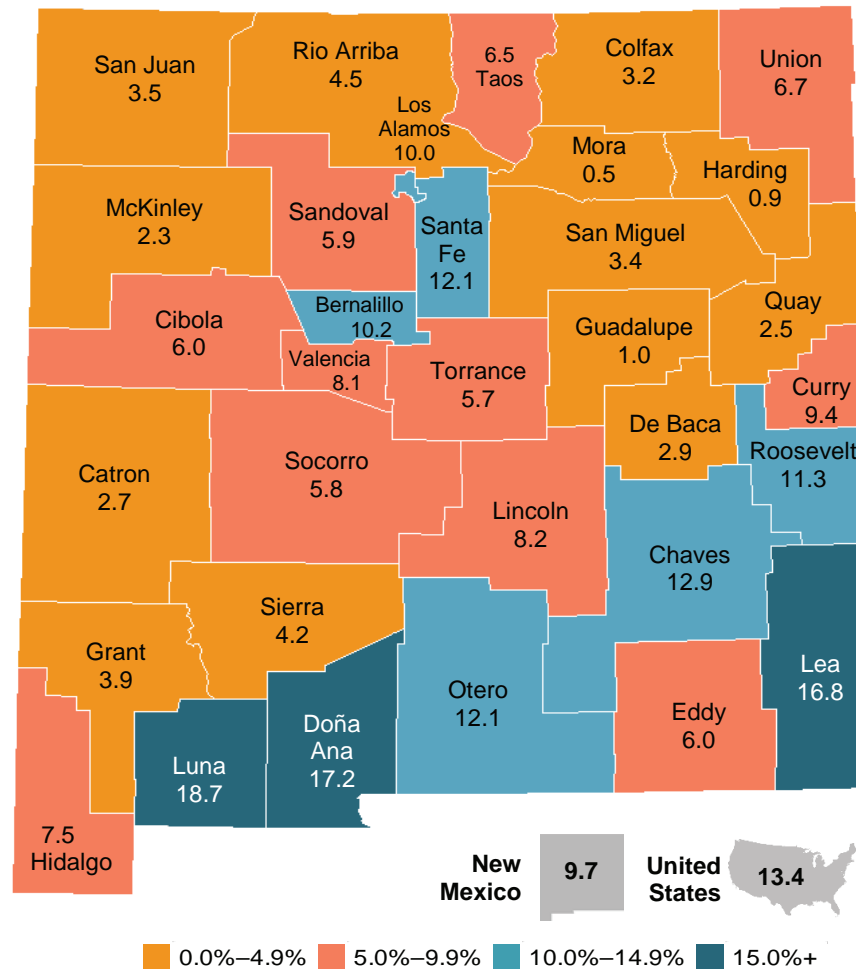
Population

FOREIGN-BORN POPULATION

As of 2017, there were approximately 201,298 persons in New Mexico who were born outside of the country. This represented 9.7 percent of New Mexico's total population, a share that was 3.7 percentage points smaller than the U.S. share of 13.4 percent. There were three counties with shares of foreign-born persons above 15 percent of the total population. All three were along the southern border of the state and included Luna, Doña Ana, and Lea. Chaves, Otero, and Roosevelt were other southern/southeastern counties that had shares exceeding 10.0 percent. Bernalillo, Los Alamos, and Santa Fe were the only other counties with foreign-born population shares at or above 10.0 percent. Counties with the smallest shares of persons born outside of the U.S. included Mora, Harding, and Guadalupe, all with shares below 2.0 percent of the total population.

Foreign-Born Population (% of Total)
2017

San Juan 3.5 · Rio Arriba 4.5 · Taos 6.5 · Colfax 3.2 · Union 6.7 · Los Alamos 10.0 · Mora 0.5 · Harding 0.9 · McKinley 2.3 · Sandoval 5.9 · Santa Fe 12.1 · San Miguel 3.4 · Cibola 6.0 · Bernalillo 10.2 · Valencia 8.1 · Torrance 5.7 · Guadalupe 1.0 · Quay 2.5 · Curry 9.4 · Catron 2.7 · Socorro 5.8 · Lincoln 8.2 · De Baca 2.9 · Roosevelt 11.3 · Sierra 4.2 · Chaves 12.9 · Grant 3.9 · Otero 12.1 · Eddy 6.0 · Lea 16.8 · Luna 18.7 · Doña Ana 17.2 · Hidalgo 7.5

New Mexico **9.7** — United States **13.4**

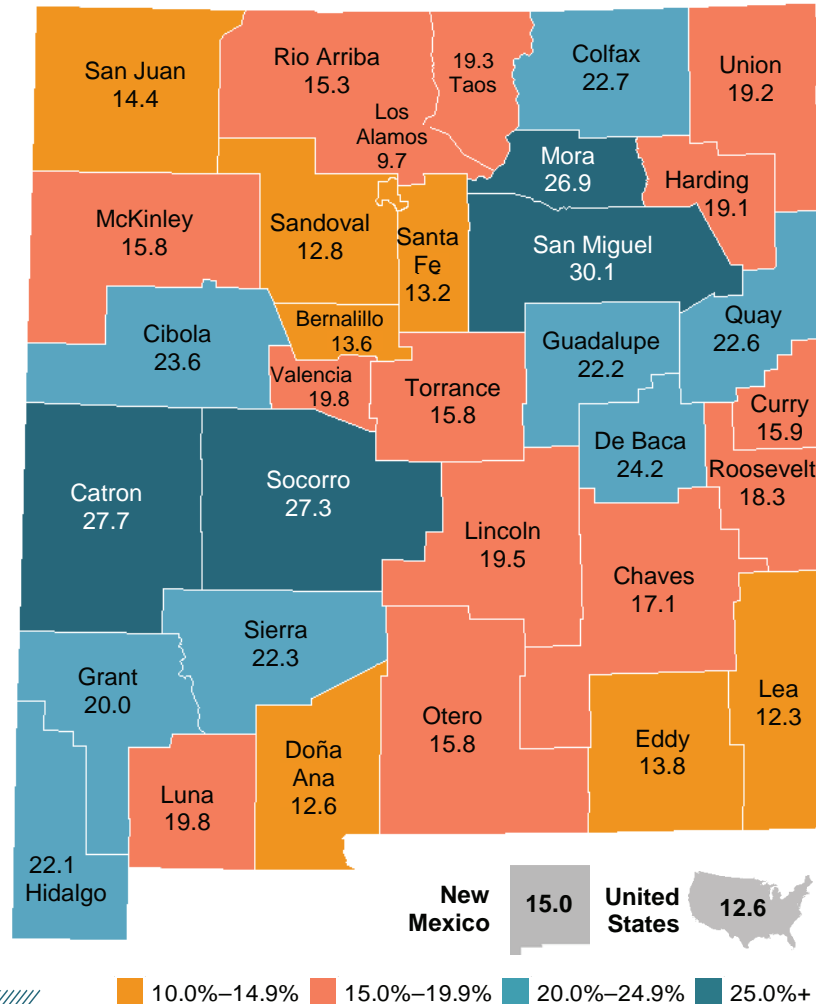Legend: 0.0%–4.9% | 5.0%–9.9% | 10.0%–14.9% | 15.0%+

The Data

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table B05002: Place of Birth by Nativity and Citizenship Status, **https://factfinder.census.gov/**

2017 Foreign-Born Population	
United States	43,028,127
New Mexico	201,298
Bernalillo	68,646
Doña Ana	36,758
Santa Fe	17,782
Lea	11,680
Chaves	8,463
Sandoval	8,143
Otero	7,869
Valencia	6,181
Curry	4,705
Luna	4,554
San Juan	4,469
Eddy	3,406
Roosevelt	2,175
Taos	2,145
Los Alamos	1,801
Rio Arriba	1,771
McKinley	1,672
Cibola	1,612
Lincoln	1,594
Grant	1,115
Socorro	986
San Miguel	967
Torrance	879
Sierra	471
Colfax	399
Hidalgo	332
Union	284
Quay	210
Catron	97
De Baca	59
Guadalupe	43
Mora	25
Harding	5

Population

POPULATION LIVING WITH A DISABILITY

As of 2017, there were approximately 308,280 persons in New Mexico who reported living with a disability. This represented 15.0 percent of New Mexico's total population, a share that was 2.4 percentage points larger than the U.S. share of 12.6 percent. Counties in which persons with a disability represented at least one-quarter of the population included San Miguel, Catron, Socorro, and Mora. Counties with the smallest shares of the population reporting a disability included Sandoval, Doña Ana, Lea, and Los Alamos. These counties reported less than 13 percent of the population having a disability.

The Data

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table B18101: Sex by Age by Disability Status,
https://factfinder.census.gov/

Population With a Disabilty (% of Total)
2017

San Juan 14.4
Rio Arriba 15.3
19.3 Taos
Colfax 22.7
Union 19.2
Los Alamos 9.7
Mora 26.9
Harding 19.1
McKinley 15.8
Sandoval 12.8
Santa Fe 13.2
San Miguel 30.1
Cibola 23.6
Bernalillo 13.6
Guadalupe 22.2
Quay 22.6
Valencia 19.8
Torrance 15.8
Curry 15.9
De Baca 24.2
Roosevelt 18.3
Catron 27.7
Socorro 27.3
Lincoln 19.5
Chaves 17.1
Sierra 22.3
Grant 20.0
Otero 15.8
Lea 12.3
Luna 19.8
Doña Ana 12.6
Eddy 13.8
22.1 Hidalgo

New Mexico 15.0 — United States 12.6

10.0%–14.9% | 15.0%–19.9% | 20.0%–24.9% | 25.0%+

2017 Population With A Disability

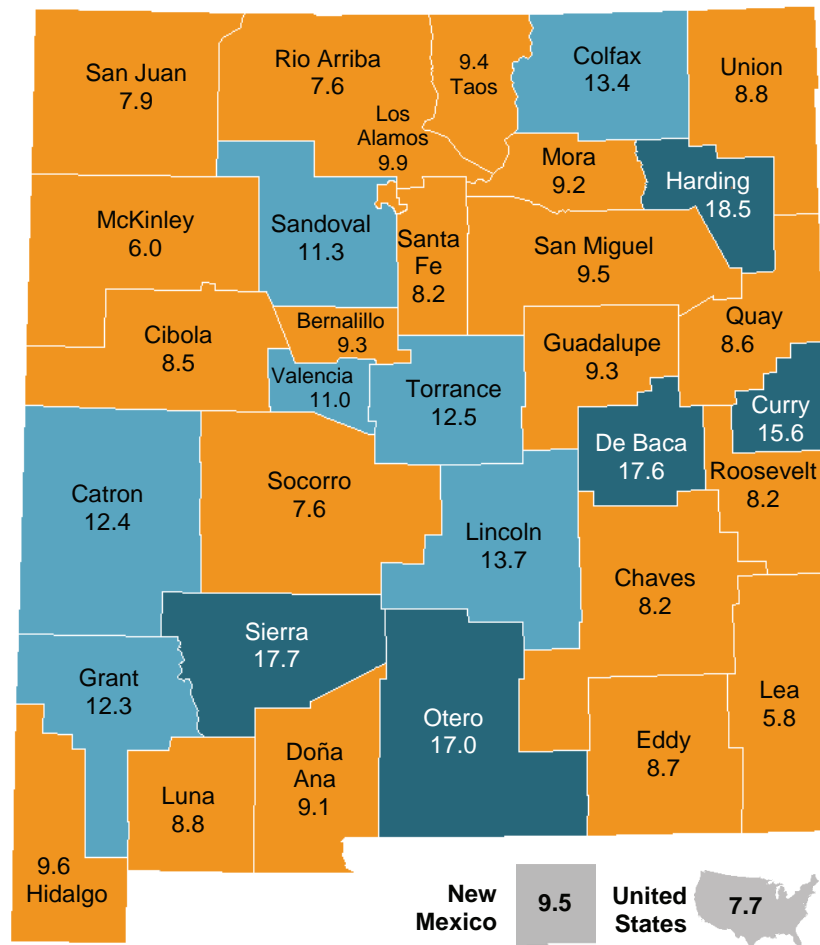|	
United States	39,792,082
New Mexico	308,280
Bernalillo	90,735
Doña Ana	26,607
Santa Fe	19,318
Sandoval	18,274
San Juan	17,716
Valencia	14,755
McKinley	11,456
Chaves	11,033
Otero	9,491
San Miguel	8,316
Lea	8,316
Curry	7,773
Eddy	7,610
Rio Arriba	6,286
Taos	6,014
Grant	5,969
Cibola	5,578
Luna	4,736
Socorro	4,634
Lincoln	3,776
Roosevelt	3,418
Sierra	2,730
Colfax	2,451
Torrance	2,363
Quay	1,899
Los Alamos	1,732
Mora	1,238
Catron	981
Hidalgo	961
Guadalupe	838
Union	690
De Baca	482
Harding	104

Population

VETERAN POPULATION

As of 2017, there were 150,650 veterans in New Mexico. This represented 9.5 percent of New Mexico's civilian population 18 years old and older, a share that was 1.8 percentage point larger than the U.S. share of 7.7 percent.

The concentration of veterans in New Mexico's counties ranged from a low of 5.8 percent (Lea) to a high of 18.5 percent (Harding). The veteran population equaled or exceeded ten percent of the total population in 12 counties and exceeded 15 percent of the total population in five counties. White Sands Missile Range and Holloman Air Force Base, both located in Otero County, likely contribute to that county's large concentration of veterans, which was the fourth-highest (17.0 percent) and, to some degree, the concentration in Sierra, its close neighbor. Sierra is also known for its retiree population, which includes many veterans.

Curry and Harding Counties also had veteran populations that made up over 15 percent of the total population in 2017. Curry County is the home of Canon Air Force Base. Harding's large concentration was, in part, due to its small total population.

Veteran Population (% of Total)
2017

County	%
San Juan	7.9
Rio Arriba	7.6
Taos	9.4
Colfax	13.4
Union	8.8
Los Alamos	9.9
Mora	9.2
Harding	18.5
McKinley	6.0
Sandoval	11.3
Santa Fe	8.2
San Miguel	9.5
Cibola	8.5
Bernalillo	9.3
Guadalupe	9.3
Quay	8.6
Valencia	11.0
Torrance	12.5
Curry	15.6
De Baca	17.6
Roosevelt	8.2
Catron	12.4
Socorro	7.6
Lincoln	13.7
Chaves	8.2
Sierra	17.7
Grant	12.3
Otero	17.0
Lea	5.8
Doña Ana	9.1
Eddy	8.7
Luna	8.8
Hidalgo	9.6

New Mexico 9.5 | United States 7.7

5.0%–9.9% | 10.0%–14.9% | 15.0%+

The Data

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table S2101: Veteran Status, **https://factfinder.census.gov/**

Data measure the percentage of the civilian population 18 years old and over who previously served in the military.

2017 Veteran Population

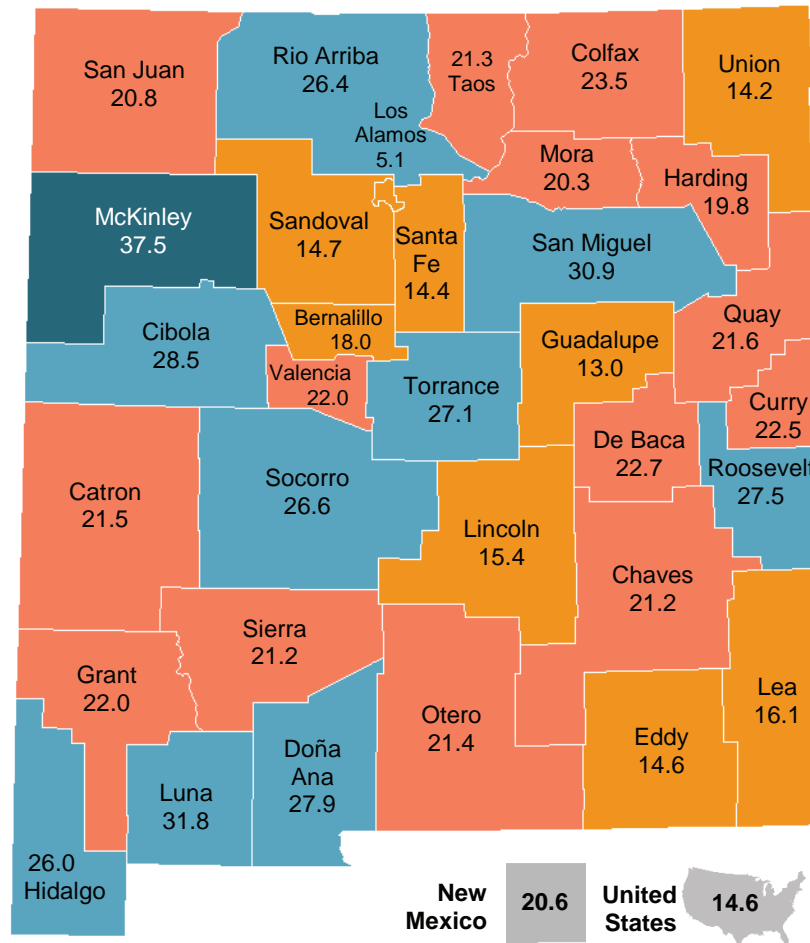|	
United States	18,939,219
New Mexico	150,650
Bernalillo	48,309
Doña Ana	14,404
Sandoval	11,891
Santa Fe	9,739
Otero	8,033
San Juan	7,291
Valencia	6,289
Curry	5,408
Chaves	3,925
Eddy	3,618
McKinley	3,065
Lea	2,808
Grant	2,761
Taos	2,495
Rio Arriba	2,283
Lincoln	2,178
San Miguel	2,144
Cibola	1,742
Sierra	1,666
Luna	1,583
Torrance	1,538
Los Alamos	1,366
Colfax	1,363
Roosevelt	1,162
Socorro	1,000
Quay	563
Catron	375
Mora	346
Guadalupe	335
Hidalgo	324
Union	295
De Baca	269
Harding	82

Population

POPULATION IN POVERTY

As of 2017, there were 420,293 persons living below the poverty level in New Mexico. This represented 20.6 percent of New Mexico's total population, a share that was 6.0 percentage points larger than the U.S. share of 14.6 percent.

The share of persons living in poverty in New Mexico's counties ranged from just 5.1 percent in Los Alamos to a high of 37.5 percent in McKinley. The population living in poverty equaled or exceeded one-quarter of the total population in ten counties and exceeded 30 percent of the total population in three counties (McKinley, Luna, and San Miguel). Besides Los Alamos, counties in which those persons living in poverty represented a share equal to or smaller than the U.S. share included Eddy (14.6 percent), Santa Fe (14.4 percent), Union (14.2 percent), and Guadalupe (13.0 percent).

Population Living in Poverty (% of Total)
2017

County	%
San Juan	20.8
Rio Arriba	26.4
Taos	21.3
Colfax	23.5
Union	14.2
Los Alamos	5.1
Mora	20.3
Harding	19.8
McKinley	37.5
Sandoval	14.7
Santa Fe	14.4
San Miguel	30.9
Quay	21.6
Cibola	28.5
Bernalillo	18.0
Guadalupe	13.0
Valencia	22.0
Torrance	27.1
Curry	22.5
De Baca	22.7
Roosevelt	27.5
Catron	21.5
Socorro	26.6
Lincoln	15.4
Chaves	21.2
Sierra	21.2
Grant	22.0
Otero	21.4
Lea	16.1
Eddy	14.6
Luna	31.8
Doña Ana	27.9
Hidalgo	26.0

New Mexico 20.6 United States 14.6

Legend: 5.0%–18.9% | 19.0%–25.9% | 26.0%–33.9% | 34.0%+

2017 Population Living in Poverty

United States	**45,650,345**
New Mexico	**420,293**
Bernalillo	119,697
Doña Ana	58,114
McKinley	27,086
San Juan	26,248
Santa Fe	20,817
Sandoval	20,258
Valencia	16,266
Chaves	13,488
Otero	13,183
Curry	11,064
Lea	10,794
Rio Arriba	10,338
San Miguel	8,267
Eddy	8,164
Luna	7,611
Cibola	7,201
Taos	6,939
Grant	6,101
Roosevelt	4,974
Socorro	4,411
Torrance	4,031
Lincoln	2,987
Colfax	2,820
Sierra	2,322
Quay	1,805
Hidalgo	1,133
Mora	933
Los Alamos	920
Catron	761
Union	508
Guadalupe	492
De Baca	452
Harding	108

The Data

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table S1701: Poverty Status in the Past 12 Months, https://factfinder.census.gov/

Data measure poverty status over the last 12 months for those surveyed.

Education

THE IMPORTANCE OF EDUCATION IN WORKFORCE DEVELOPMENT

Educational attainment is important for the overall economic success of New Mexico. A more educated and skilled workforce assists in developing, staffing, retaining, and supporting businesses that provide better employment opportunities. For their part, communities must foster a healthy business environment and provide competitive employment opportunities so that they can retain, and attract new, skilled residents. Though increasing the educational attainment levels of a population is a large task requiring a multifaceted approach, higher educational attainment levels typically correlate with higher incomes, lower poverty rates, and lower unemployment.

AN OVERVIEW FOR NEW MEXICO

The educational attainment of New Mexico's population is lower for associate's degree and bachelor's degree than attainment of the nation's population. The share of the state's population that had not completed high school as of 2017 (15.0 percent) was higher than the share of the U.S. population (12.6 percent), while the share that had earned a bachelor's degree or more (26.9 percent) was lower than the share of the U.S. population (30.9 percent).

The good news is that the educational attainment of New Mexico's population has been increasing in recent years. The share of the population with an associate degree all the way up to a graduate or professional degree increased between 2011 and 2017.

The state's graduation rates have increased since 2014. As of 2018, 73.9 percent of students (based on a four-year cohort) graduated from high school. Graduation rates increased the most for the Hispanic/Latino population (of the racial and ethnic groups). The graduation rate of Native American students was the lowest of the racial/ethnic groups but increased by 4.1% between 2014 and 2018.

As educational attainment increases, labor force participation rates rise, and unemployment rates fall. New Mexicans with a bachelor's degree or higher were the most likely to participate in the labor force as of 2017, and this population was also the least likely to be unemployed. The opposite is true of persons who had not completed high school.

Education

EDUCATIONAL ATTAINMENT AND CHANGE

The share of the New Mexico population that had not completed high school as of 2017 was 15.0 percent, a share that was 2.4 percentage points higher than the U.S. share of 12.6 percent. About 26.4 percent of the state's population had completed high school as of 2017, while 27.3 percent of the U.S. population had completed high school. The share of the New Mexico population that had attained a mid-level of education (some college or an associate's degree, at 31.7 percent) was 2.6 percentage points higher than the share of the U.S. population (29.1 percent). Persons with a bachelor's degree or more comprised 26.9 percent of the state's population, a share that was 4.0 percentage points lower than the U.S. share of 30.9 percent.

The education level attained by New Mexico's population has increased in recent years. Between 2011 and 2017, the share of the New Mexico population with a bachelor's degree increased by 0.4 percentage point, while those earning an associate's degree increased by 0.9 percentage point and those with a graduate or professional degree jumped 1.0. The share of the New Mexico population with an educational attainment of some college but no degree or less decreased over the same time period.

The Data

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table S1501: Educational Attainment, **https://factfinder.census.gov/**

Data are for persons 25 years old and older.

Population by Educational Attainment Level (% of Total)
2017

United States	New Mexico	
11.8%	11.8%	Graduate or Professional Degree
19.1%	15.1%	Bachelor's Degree
8.3%	8.2%	Associate's Degree
20.8%	23.5%	Some College, No Degree
27.3%	26.4%	High School Graduate (or Equiv.)
7.2%	8.5%	9th to 12th, No Diploma
5.4%	6.5%	Less Than 9th Grade
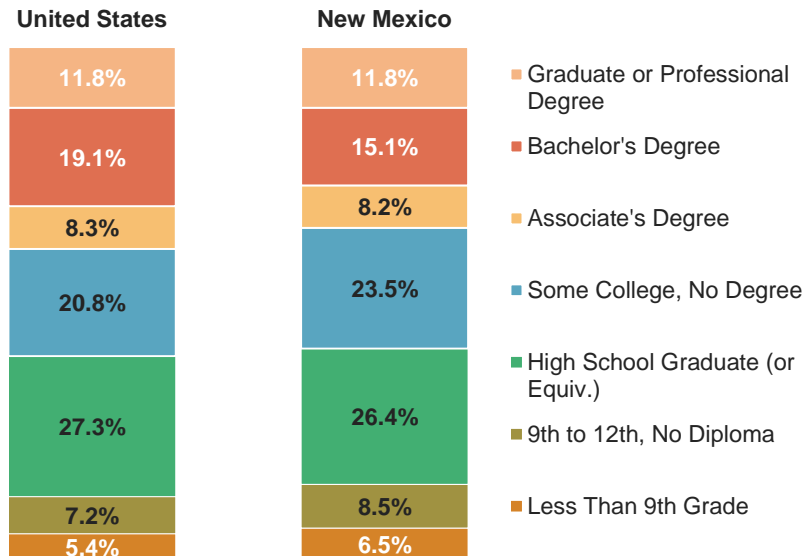
Change in Population by Educational Attainment Level (Percentage Point)
2011–2017

Graduate or Professional Degree	1.0
Bachelor's Degree	0.4
Associate's Degree	0.9
Some College, No Degree	-0.1
High School Graduate (or Equiv.)	-0.3
9th to 12th, No Diploma	-0.8
Less Than 9th Grade	-1.2
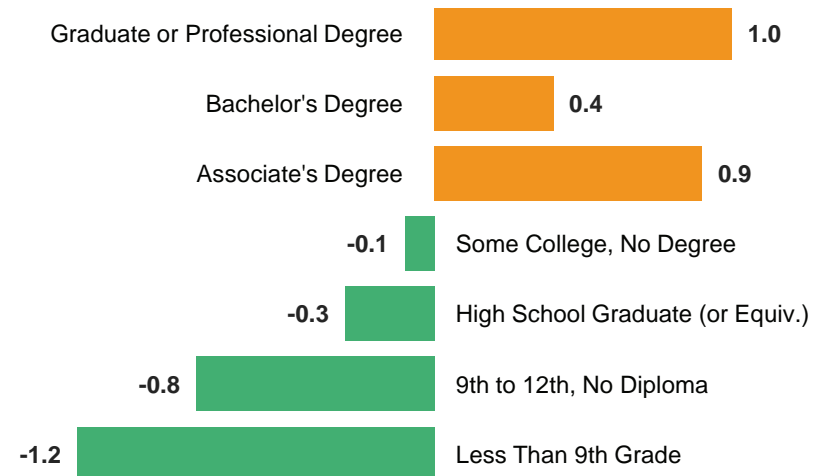
Education

GRADUATION RATES

The New Mexico Public Education Department tracks graduation rates on an annual basis. As of 2018, 73.9 percent of New Mexico's high school students graduated from a public school district. This was an increase of 4.6 percentage point from 2014.

Some subgroups of the student population face greater challenges when it comes to completing high school. About 70.6 percent of New Mexico's male students who were enrolled in a public school district graduated in 2018, compared to 77.2 percent of female students. While the graduation rate for Asian students reached 86.0 percent, the graduation rate for the state's Native American students reached just 65.8 percent. Of students who were economically disadvantaged, had a disability or disabilities, were learning English, or were homeless, it was students who were homeless that had the lowest graduation rate (52.5 percent).

Graduation rates for all racial/ethnic groups increased between 2014 and 2018 (2014 graduation rates for homeless students are not available). The largest increase in graduation rates (5.5 percentage points) occurred for Hispanic students. The lowest increase in graduation rates (0.6 percentage points) occurred for Asian students. Looking at the three non-race/ethnicity categories that were measured in both 2014 and 2018, the largest increase (8.2 percentage points) occurred for students with disabilities.

Graduation Rates (% of 4-Year Cohort)
2014–2018

Group	2014	2018
All Students	69.3	73.9
Female	73.9	77.2
Male	64.8	70.6
Caucasian	75.7	79.3
African American	64.3	69.2
Hispanic	67.6	73.1
Asian	85.4	86.0
Native American	61.7	65.8
Economically Disadvantaged	63.0	69.0
Students With Disabilities	57.4	65.6
English Language Learners	64.5	71.1
Homeless	*	52.5
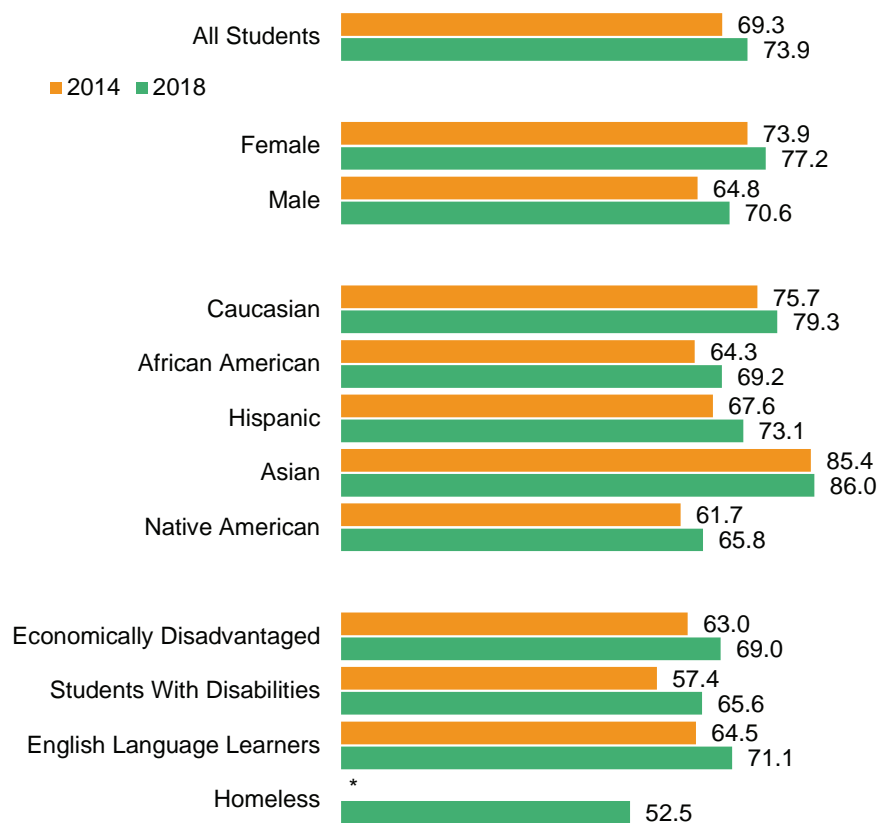
* Data not available for 2014

The Data

Source: New Mexico Public Education Department, 4-Year Graduation Rates, **http://webnew.ped.state.nm.us/bureaus/accountability/graduation/**

Schools are counted only if they have at least one grade combination between the ninth and twelfth grades (cohort). Rates are not calculated for schools with fewer than four student records. District rates include locally-authorized schools and non-school locations.

Education

HIGHER EDUCATION PROGRAM COMPLETERS

Data on higher education program completers are useful in assessing at least a portion of potential supply of workers in New Mexico. In 2016-2017, 37,809 students completed a higher education program across 49 New Mexico institutions tracked by the U.S. Department of Education. Central New Mexico Community College reported 12,909 students completed programs in the 2016-2017 school year, the most of any institution, followed by the University of New Mexico's main campus (5,873) and New Mexico State University's main campus (3,513).

The Data

Source: National Center for Education Statistics, Integrated Postsecondary Education Data System, https://nces.ed.gov/ipeds/, and NMDWS Economic Research and Analysis Bureau. Data is non-duplicated and counts the first major only.

Higher Education Program Completers
(2016-2017)

Institution	Completers	Institution	Completers
All Institution & Completers	**37,809**	New Mexico State University-Grants	101
Aveda Institute-New Mexico	93	New Mexico State University-Main Campus	3,513
Brookline College-Albuquerque	165	Northern New Mexico College	173
Brown Mackie College-Albuquerque	173	Olympian Academy of Cosmetology	540
Carrington College-Albuquerque	242	Pima Medical Institute-Albuquerque	557
Central New Mexico Community College	12,909	Pima Medical Institute-Albuquerque West	91
Clovis Community College	758	San Juan College	1,921
De Wolff College Hair Styling and Cosmetology	22	Santa Fe Community College	990
Eastern New Mexico University-Main Campus	1,355	Santa Fe University of Art and Design	161
Eastern New Mexico University-Roswell Campus	824	Southwest Acupuncture College-Santa Fe	22
Eastern New Mexico University-Ruidoso Campus	104	Southwest University of Visual Arts-Albuquerque	29
Institute of American Indian and Alaska Native Culture	62	Southwestern College	39
Luna Community College	145	Southwestern Indian Polytechnic Institute	87
Massage Therapy Training Institute	48	St. John's College	99
Mesalands Community College	206	Toni & Guy Hairdressing Academy-Albuquerque	84
National American University-Albuquerque	44	Universal Therapeutic Massage Institute	54
National American University-Albuquerque West	46	University of New Mexico-Gallup Campus	282
Navajo Technical University	242	University of New Mexico-Los Alamos Campus	109
New Mexico Highlands University	997	University of New Mexico-Main Campus	5,873
New Mexico Institute of Mining and Technology	408	University of New Mexico-Taos Campus	132
New Mexico Junior College	646	University of New Mexico-Valencia County Campus	256
New Mexico Military Institute	117	University of Phoenix-New Mexico	183
New Mexico State University-Alamogordo	127	University of the Southwest	273
New Mexico State University-Carlsbad	114	Vogue College of Cosmetology-Santa Fe	43
New Mexico State University-Dona Ana	1,625	Western New Mexico University	725

Education

LABOR FORCE PARTICIPATION AND UNEMPLOYMENT BY EDUCATIONAL ATTAINMENT LEVEL

As of 2017, 71.2 percent of New Mexico's civilian noninstitutionalized population between the ages of 25 and 64 participated in the labor force. This rate was 6.0 percentage points lower than the U.S. rate of 77.2 percent and 2.5 percentage points lower than 2011.

Persons with less than a high school diploma or equivalent certificate (e.g., GED) had the lowest labor force participation rate, at 56.1 percent. Labor force participation rates increase as educational attainment level increases, with 81.3 percent of persons with a bachelor's degree or more participating in the labor force in New Mexico in 2017. And, while labor force participation increases with educational attainment level, persons with a high school diploma or equivalent or some college but no degree or an associate's degree experienced the largest drops in labor force participation between 2011 and 2017 (3.1 and 2.2 percentage points, respectively). Persons with higher levels of educational attainment (bachelor's or more) saw participation drop the least over the period (1.8 percentage points).

The unemployment rate of New Mexicans with less than a high school diploma or equivalent certificate was 12.4 percent in 2017. This dropped to just 3.1 percent for New Mexicans with a bachelor's degree or higher. Persons who didn't complete high school were also the most adversely effected by increases in unemployment over the period. Their unemployment rate increased 0.7 percentage points between 2011 and 2017, whereas persons with at least a bachelor's degree remained the same between this period.

The Data

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table B23006: Educational Attainment by Employment Status for the Population 25 to 64 Years, **https://factfinder.census.gov/**

Data are for the civilian labor force 25 to 64 years old. Because the military has specific educational requirements, education data for that population may impact results, thus armed forces data are excluded.

Labor Force Participation by Educational Attainment
2017

■ United States
■ New Mexico

Category	United States	New Mexico	Percentage Point Change from 2011 (NM)
Total	77.2%	71.2%	-2.5
Less than High School	60.5%	56.1%	-4.3
High School	72.2%	66.8%	-3.1
Some College or Associate's Degree	78.5%	73.2%	-2.2
Bachelor's Degree or Higher	85.8%	81.3%	-1.8
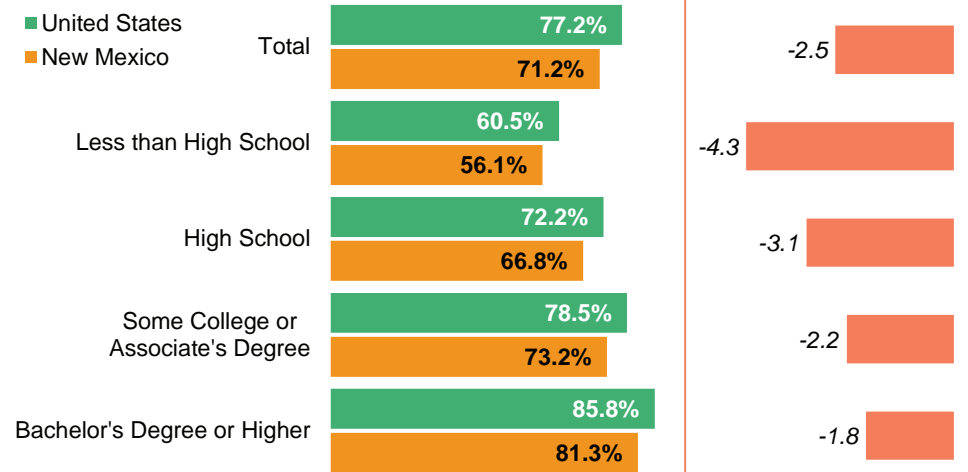
Unemployment Rate by Educational Attainment

■ United States
■ New Mexico

Category	United States	New Mexico	Percentage Point Change from 2011 (NM)
Total	5.4%	6.4%	-0.2
Less than High School	10.0%	12.4%	0.7
High School	7.1%	7.8%	-0.1
Some College or Associate's Degree	5.5%	6.1%	-0.4
Bachelor's Degree or Higher	3.1%	3.1%	0.0
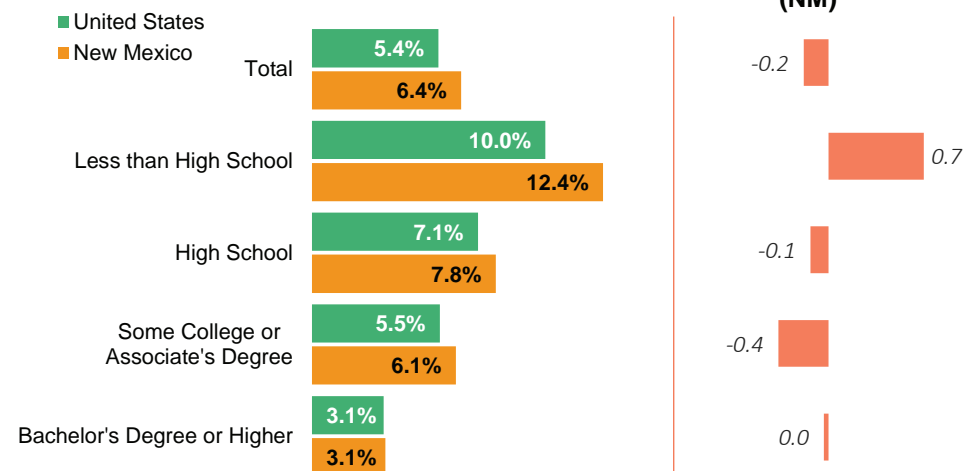
Labor Force and Unemployment

WHAT TO KNOW WHEN EVALUATING THE LABOR FORCE AND UNEMPLOYMENT

Labor force participation and unemployment are some of the most used measures for evaluating the health of an area's economy. Typically, higher labor force participation rates and lower unemployment rates point towards a strong economy that is providing employment opportunities for the population. Poverty levels, demographics, educational attainment, and business climate are just a few variables that impact labor force participation and unemployment. These variables must be incorporated into any analysis of the employment situation of an area to fully understand the dynamics impacting an individual's ability and willingness to participate in the labor force and gain employment.

AN OVERVIEW FOR NEW MEXICO

New Mexico's population has been participating in the labor force at a lower rate than the U.S. population overall in recent years, and labor force participation has also generally been declining. As of 2018, the state's labor force participation rate was 57.6 percent. The unemployment rate for New Mexico has also been declining, but has remained above the U.S. rate in the last five years. As of 2018, the state's unemployment rate was 4.9 percent.

The decline in unemployment rates has been spread across most New Mexico's counties. Only one county, Harding, saw unemployment rates increase over the last five years.

Some subsets of the population face greater barriers to employment. This report presents statistics on select subsets of the population (racial/ethnic groups, foreign-born persons, individuals with disabilities, veterans, and persons living in poverty). New Mexico's population with a disability or disabilities and persons living in poverty were far less likely to participate in the labor force and more likely to be unemployed than persons without a disability and living above the poverty level. Of the racial and ethnic minority groups, persons identifying as American Indian had the lowest labor force participation rate and highest unemployment rate. While New Mexico's veterans were less likely to be unemployed than nonveterans, they were also less likely to participate in the labor force. Persons who were born outside of the U.S. and were living in New Mexico as of 2017 were more likely to participate in the labor force than persons born within the U.S., and unemployment rates for this group were lower than those of U.S.-born workers.

Labor Force and Unemployment

LABOR FORCE PARTICIPATION AND UNEMPLOYMENT

As of 2018, 57.6 percent of New Mexico's population 16 and older participated in the labor force. This rate was 5.3 percentage points lower than the U.S. rate of 62.9 percent. Labor force participation rates nationwide have generally been falling since the late 1990s. From 2014 to 2018, New Mexico's rate fell 0.4 percentage point, from 58.0 percent to 57.6. During that same period, the U.S. rate held steady at 62.9 percent, with the rate seeing a downtick in 2015 and 2016.

The unemployment rate in New Mexico in 2018 was 4.9 percent, 1.0 percentage point higher than the U.S. rate. Although New Mexico's 2018 unemployment rate was the lowest annual rate since 2008, it has been declining more slowly than the U.S. rate. Between 2014 and 2018, the state's rate fell by 1.8 percentage points, while the nation's rate fell by 2.3 percentage points.

Labor Force Participation Rates
2014–2018
■ New Mexico ■ United States

Year	New Mexico	United States
2014	58.0%	62.9%
2015	58.0%	62.7%
2016	57.9%	62.8%
2017	57.6%	62.9%
2018	57.6%	62.9%
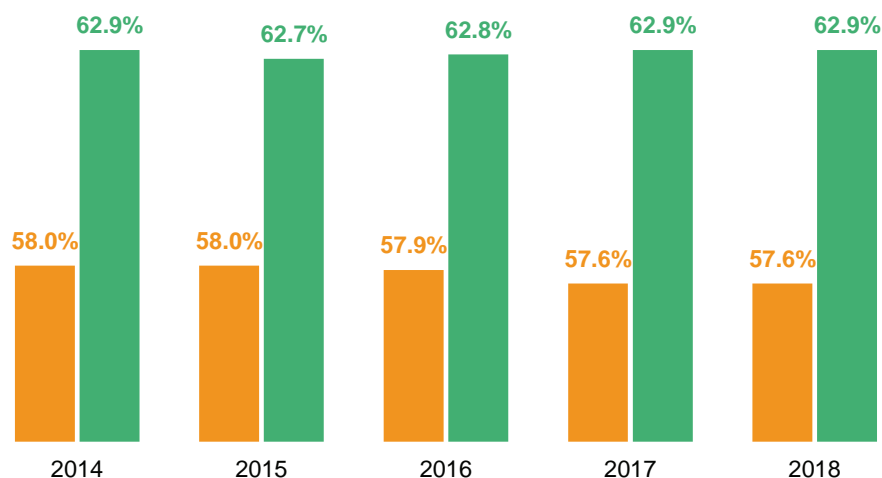
Unemployment Rates
2014–2018
■ New Mexico ■ United States
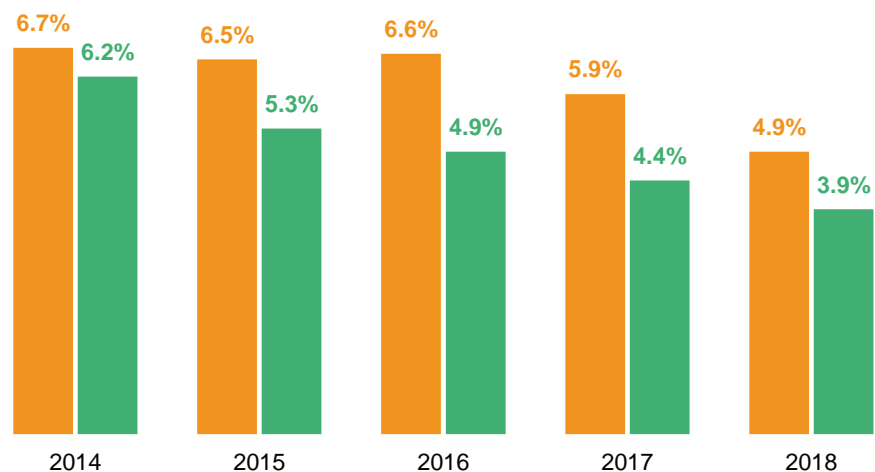
Year	New Mexico	United States
2014	6.7%	6.2%
2015	6.5%	5.3%
2016	6.6%	4.9%
2017	5.9%	4.4%
2018	4.9%	3.9%

The Data

Source: NMDWS Economic Research and Analysis Bureau and the U.S. Bureau of Labor Statistics, Employment Status of the Civilian Noninstitutional Population, Annual Averages, **www.jobs.state.nm.us/laus**

Data measure the civilian noninstitutionalized population.

Labor Force and Unemployment

COUNTY UNEMPLOYMENT RATES

As of 2018, the counties with the lowest unemployment rate were Union and Eddy (3.3 percent each). These counties (along with Los Alamos and Hidalgo) were the only counties that had an unemployment rate that registered below the national rate of 3.9 percent. Twelve counties had an unemployment rate below the state average of 4.9 percent.

The county with the highest unemployment rate in 2018 was Luna, at 11.9 percent. Luna has historically had one of the highest rates, if not the highest rate, in the state. That being said, Luna saw its unemployment rate drop the most between 2014 and 2018 (6.2 percentage points).

Only one county (Harding) experienced an increase in unemployment rate between 2014 and 2018. The scale of Harding's rate increase was at least partially related to the small population and labor force of that county.

Percentage Point Change in Unemployment Rate
2014–2018

San Juan -0.6
Rio Arriba -3.6
-3.4 Taos
Colfax -1.4
Union -1.3
Los Alamos -0.7
Mora -4.9
Harding 0.3
McKinley -3.0
Sandoval -2.2
Santa Fe -1.3
San Miguel -2.2
Quay -1.8
Cibola -2.3
Bernalillo -1.7
Valencia -2.4
Torrance -2.2
Guadalupe -2.2
Curry -1.0
De Baca -0.1
Roosevelt -1.2
Catron -2.0
Socorro -2.1
Lincoln -1.4
Chaves -1.2
Sierra -2.1
Grant -1.7
Otero -1.4
Eddy -1.1
Lea -0.3
Luna -6.2
Doña Ana -1.6
-3.3 Hidalgo

New Mexico -1.8   United States -2.3

Legend: -6.2 to -3.6 | -3.5 to -2.0 | -1.9 to -1.0 | -0.9 to 0.3

2018 Unemployment Rate	
United States	3.9
New Mexico	4.9
Union	3.3
Eddy	3.3
Los Alamos	3.4
Hidalgo	3.8
Santa Fe	4.1
Curry	4.1
Lea	4.1
Roosevelt	4.3
Bernalillo	4.5
Lincoln	4.6
De Baca	4.6
Quay	4.8
Grant	4.9
Colfax	4.9
Otero	4.9
Chaves	4.9
Sandoval	5.0
Rio Arriba	5.2
Socorro	5.3
Harding	5.3
Valencia	5.5
Guadalupe	5.5
Doña Ana	5.7
San Juan	5.8
San Miguel	5.9
Mora	6.1
Cibola	6.3
Catron	6.4
Taos	6.5
McKinley	7.1
Sierra	7.1
Torrance	7.6
Luna	11.9

The Data

Source: NMDWS Economic Research and Analysis Bureau and the U.S. Bureau of Labor Statistics, Employment Status of the Civilian Noninstitutional Population, Annual Averages, www.jobs.state.nm.us/laus

Data measure the civilian noninstitutionalized population.

Labor Force and Unemployment

ALTERNATIVE MEASURES OF UNEMPLOYMENT

The U.S. Bureau of Labor Statistics produces alternative measures of labor underutilization in addition to the traditional unemployment rate. The U-6 rate measures all persons who are unemployed as well as marginally attached workers (those who want to work but are discouraged and not looking) and workers employed part-time but who would work full-time if they could. The U-6 rate is the broadest measure of unemployment.

As of 2018, 9.1 percent of the civilian noninstitutionalized labor force 16 years old and older was categorized under the U-6 rate. This rate was 1.4 percentage points higher than the U.S. rate of 7.7 percent. While the U-6 rate was stubbornly higher for New Mexico than the nation, the rate did fall between 2014 and 2018 (by 4.1 percentage points). Like the traditional unemployment rate, New Mexico's U-6 rate has fallen less rapidly than the U.S. rate in recent years.

U-6 Rates of Unemployment
2014–2018

Year	New Mexico	United States
2014	13.2%	12.0%
2015	12.6%	10.4%
2016	12.6%	9.6%
2017	11.3%	8.5%
2018	9.1%	7.7%
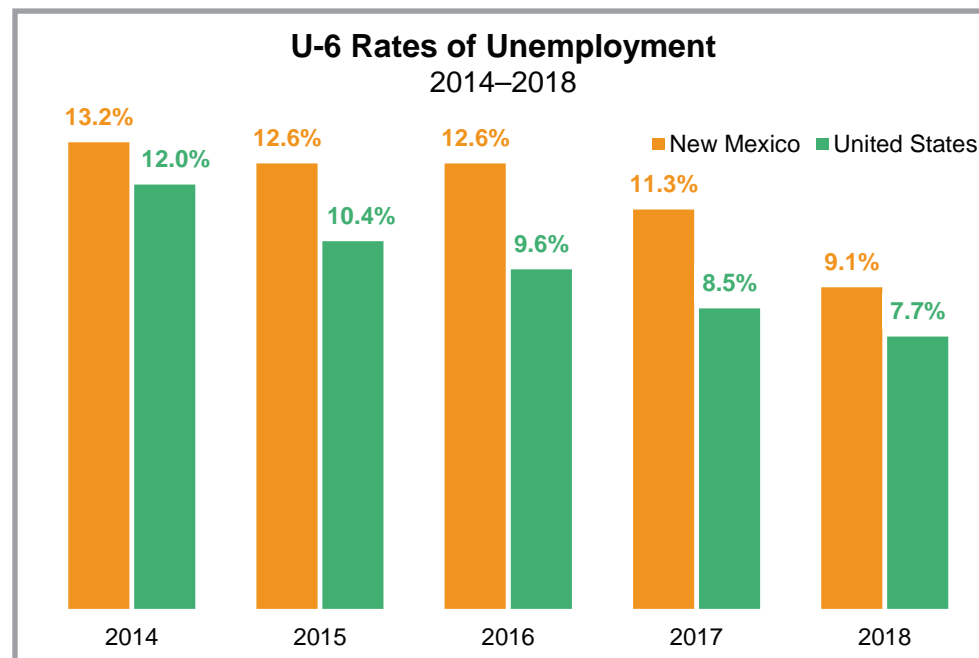
The Data

Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics Program Alternative Measures of Labor Underutilization, **https://www.bls.gov/lau/**

Data measure the total unemployed, plus all marginally attached workers, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all marginally attached workers. Data are updated for states on a four-quarter moving-average basis. Due to the inclusion of lagged quarters, the state alternative measures may not fully reflect the current status of the labor market.

Labor Force and Unemployment

LABOR FORCE AND UNEMPLOYMENT BY RACE AND ETHNICITY

In 2017, the labor force participation rate for each racial/ethnic group in New Mexico was equal to or higher than the all-race/ethnicity average (58.5 percent), except for that of American Indians (55.5 percent, 3.0 percentage points lower than the New Mexico average). Rates that fell above the average ranged between 59.4 percent (persons identifying as Other Race) and 64.2 percent (persons identifying as Asian).

American Indians not only had the lowest labor force participation in 2017, they also experienced the highest unemployment rate (16.1 percent). Other rates ranged from 5.4 percent (persons identifying as Asian) and 9.4 percent (persons identifying as Black/African American). The unemployment rates for persons identifying as Asian and persons identifying as White alone were the only rates that fell below the all-race/ethnicity average of 7.7 percent.

Labor Force Participation and Unemployment Rates by Race and Ethnicity
2017

■ Labor Force Participation Rate   ■ Unemployment Rate

All Races & Ethnicities   **UR | 7.7%**   **LFP | 58.5%**

Race/Ethnicity	LFP Rate	UR
White	58.5%	6.7%
Black/African American	60.6%	9.4%
American Indian	55.5%	16.1%
Asian	64.2%	5.4%
Other Race	59.4%	8.1%
Two/More Races	61.3%	8.2%
Hispanic/Latino (All Races)	60.7%	8.1%

The Data

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table S2301: Employment Status, **https://factfinder.census.gov/**

Data are for the population 16 years old and older. Estimates for Native Hawaiian and Other Pacific Islander are not available.

Labor Force and Unemployment

LABOR FORCE AND UNEMPLOYMENT OF THE FOREIGN-BORN POPULATION

In 2017, persons living in New Mexico but who were born outside of the U.S. participated in the labor force at a higher rate (61.6 percent) than persons who were born in the U.S. (57.5 percent). This trend held true at the national level as well, with 66.1 percent of the foreign-born population participating in the labor force versus 62.4 percent of the U.S.-born population.

Even with higher labor force participation rates, the unemployment rate of those born outside the U.S. was very close to the unemployment rate of those born within it. In New Mexico, the unemployment rate of the foreign-born population was 4.1 percent, just 0.4 percentage point lower than the rate of 4.5 percent for the U.S.-born population. At the national level, the unemployment rate of the foreign-born population was 3.8 percent, also just 0.4 percentage point less than the rate of those born within the U.S.
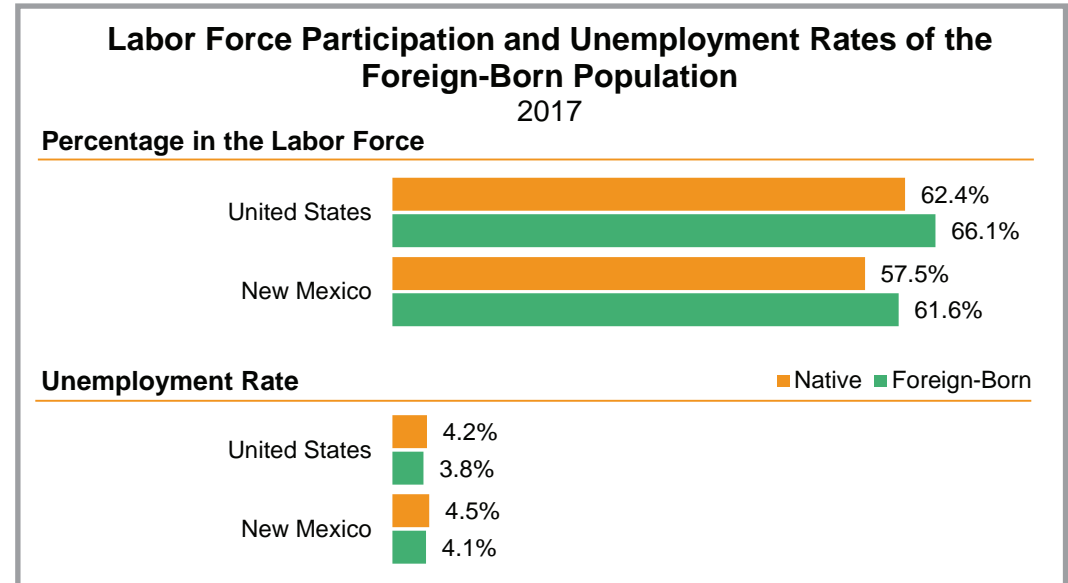
Labor Force Participation and Unemployment Rates of the Foreign-Born Population
2017

Percentage in the Labor Force

United States	62.4%
	66.1%
New Mexico	57.5%
	61.6%

Unemployment Rate ■ Native ■ Foreign-Born

United States	4.2%
	3.8%
New Mexico	4.5%
	4.1%

The Data

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table S0501: Selected Characteristics of the Native and Foreign-Born Populations, **https://factfinder.census.gov/**
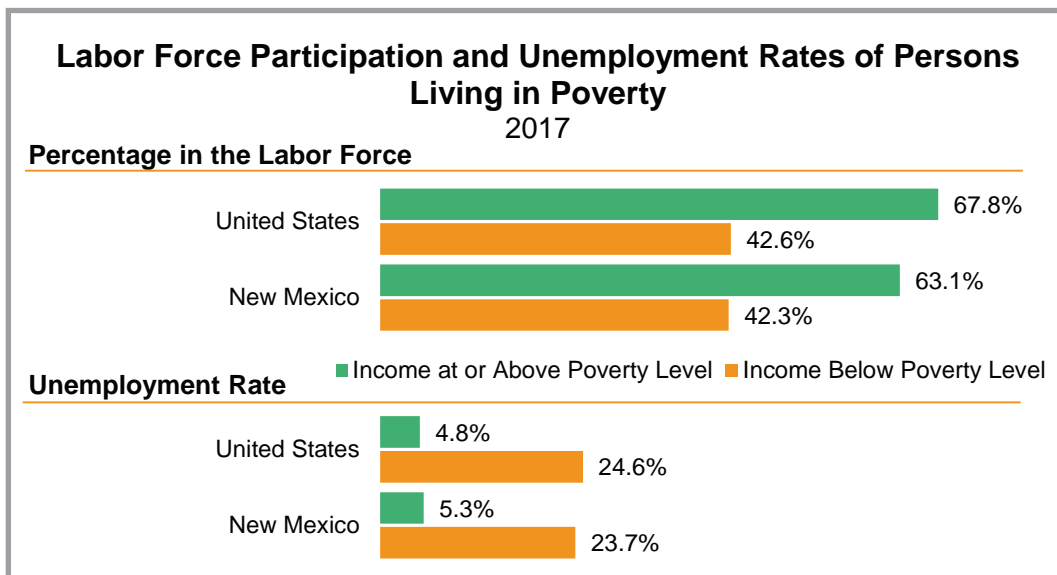
Data are for the civilian population 16 years old and older.

Labor Force and Unemployment

LABOR FORCE AND UNEMPLOYMENT OF THE POPULATION LIVING WITH A DISABILITY

In 2017, persons living in New Mexico who reported having a disability participated in the labor force at a much lower rate (38.0 percent) than persons without a disability (77.2 percent). This trend held true at the national level as well, with 41.4 percent of the population with a disability participating in the labor force versus 81.0 percent of the population without a disability.

Unemployment rates for the population with a disability were also much higher than the rates for the population without a disability. In New Mexico, the unemployment rate for persons with a disability was 14.8 percent, 7.6 percentage points higher than the rate for persons without a disability. At the national level, the rate for those with a disability was 14.2 percent, 8.2 percentage points higher than the rate for those without a disability.

Labor Force Participation and Unemployment Rates of the Population Living With A Disability
2017

Percentage in the Labor Force
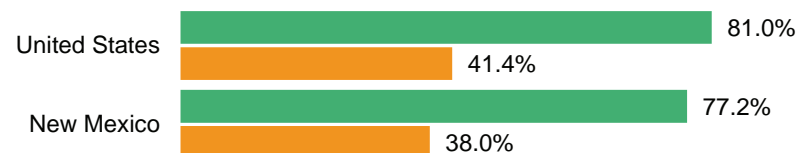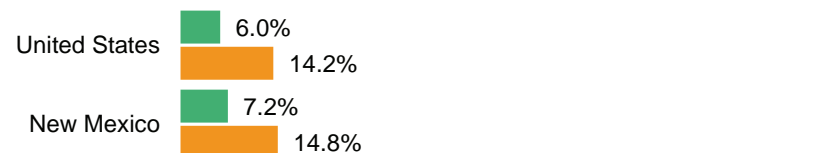
Region	Not Disabled	Disabled
United States	81.0%	41.4%
New Mexico	77.2%	38.0%

Unemployment Rate

Region	Not Disabled	Disabled
United States	6.0%	14.2%
New Mexico	7.2%	14.8%

Legend: ■ Not Disabled ■ Disabled

The Data

Labor Force and Unemployment

LABOR FORCE AND UNEMPLOYMENT
OF THE VETERAN POPULATION

In 2018, 45.7 percent of New Mexico's military veterans participated in the labor force, a rate that was 15.4 percentage points lower than the rate for non-veterans (61.1 percent). Veterans nationwide had a lower participation rate than non-veterans (49.2 percent versus 65.5 percent, respectively).

While veterans were less likely to participate in the labor force as of 2018, those that were participating were less likely to be unemployed. In New Mexico, the unemployment rate for the veteran population was 4.5 percent, 0.1 percentage points lower than the rate for the non-veteran population. New Mexico's veterans had a comparatively lower unemployment rate than veterans nationwide. The average unemployment rate for veterans across the country was 3.5 percent, 0.3 percentage point lower than the rate for non-veterans in New Mexico.

Labor Force Participation and Unemployment Rates of Veterans
2018

Percentage in the Labor Force

United States Nonveteran	65.5%
United States Veteran	49.2%
New Mexico Nonveteran	61.1%
New Mexico Veteran	45.7%

■ Nonveteran ■ Veteran

Unemployment Rate

United States Nonveteran	3.8%
United States Veteran	3.5%
New Mexico Nonveteran	4.6%
New Mexico Veteran	4.5%

The Data

Source: U.S. Bureau of Labor Statistics, Current Population Survey, **https://www.bls.gov/cps/**

Data are for the civilian population 18 years old and older.

Labor Force and Unemployment

LABOR FORCE AND UNEMPLOYMENT OF THE POPULATION LIVING IN POVERTY

In 2017, persons living below the poverty level in New Mexico participated in the labor force at a much lower rate (42.3 percent) than persons not living in poverty (63.1 percent). This trend held true at the national level as well, with 42.6 percent of the population in poverty participating in the labor force versus 67.8 percent of the population not living in poverty.

Persons struggling with poverty also experienced much higher unemployment rates. In New Mexico, the unemployment rate for those in poverty was 23.7 percent, 18.4 percentage points higher than the rate for those not in poverty (5.3 percent). Nationally, the unemployment rate of the population in poverty was 24.6 percent, 19.8 percentage points higher than the rate for those not in poverty.

Labor Force Participation and Unemployment Rates of Persons Living in Poverty
2017

Percentage in the Labor Force

United States	67.8%
	42.6%
New Mexico	63.1%
	42.3%

■ Income at or Above Poverty Level   ■ Income Below Poverty Level

Unemployment Rate

United States	4.8%
	24.6%
New Mexico	5.3%
	23.7%

The Data

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table B17005: Poverty Status in the Past 12 Months of Individuals by Sex by Employment Status, **https://factfinder.census.gov/**

Data are for the civilian population 16 years old and older for whom poverty status was determined.

Employment and Industry

EMPLOYMENT AND HOW IT'S USED TO MEASURE ECONOMIC HEALTH

Employment growth, alongside labor force participation and unemployment, is commonly used to measure the health of an area's economy. Employment growth is typically measured by comparing estimates over a one-year period (e.g., January 2016 compared to January 2017). Employment growth becomes an even more powerful indicator of economic well-being when evaluated at the industry level. Industry employment change over time can highlight which sectors of an economy are struggling and could benefit from additional investment and support, as well as highlight industries that are particularly important and bolstering economic activity. Within each industry are jobs across hundreds of occupations. Occupational employment data are particularly significant for individuals, as it provides a glimpse at the job market and the best employment opportunities for those seeking work.

OVERVIEW

New Mexico's over-the-year employment growth has generally been lagging that of the nation since September 2009. Gains in employment in New Mexico since that time have been primarily driven by gains in the private sector. When looking at county-level growth between 2013 and 2017 (the latest year for which county-level data are available), slightly over half of the state's counties experienced an increase in employment over the period.

New Mexico's employment growth over the last five years (2014 through 2018) was driven by growth in the education and health services industry sector. It, and the leisure and hospitality industry, were the only sectors to register percentage growth higher than the growth at the U.S. level. Overall employment growth over the period was dampened by losses in four sectors: information; manufacturing; government; and trade, transportation, and utilities.

Health care and social assistance was the largest employing industry in New Mexico as of 2017, and employment concentration was greater in metropolitan areas than non-metropolitan areas. While it was the largest employing industry, its share of total employment was marginally greater than the industry's share of total employment at the national level. The industries for which the share of total employment within the state was significantly greater than the share within the U.S. were mining and oil and gas extraction, agriculture, and utilities.

Looking at occupations, one in every three jobs in New Mexico as of 2017 fell within three major occupational groups: office and administrative support, food preparation and serving related, and sales and related occupations. Jobs in legal, arts and design, and computer and mathematical were more prevalent in metropolitan areas, while jobs in construction and extraction were more prevalent in non-metropolitan areas. The most common detailed occupations were related to retail sales, administrative functions, personal care services, and food service.

*Note: ER&A publishes two different establishment-based employment measures through the Quarterly Census of Employment and Wages and Current Employment Statistics programs. The source used is dependent on the geography and level of industry detail being analyzed. Data collection and methodologies differ by source. Information on each program can be found in the **Labor Market Information Data Program Guide** at http://www.dws.state.nm.us/Labor-Market-Information/Publications/Economic-Research-Publications.*

Employment and Industry

CHANGE IN EMPLOYMENT

New Mexico's over-the-year percentage growth in total nonfarm employment ranged between -0.3 percent (most recently, November 2016) and 1.6 percent (most recently, March 2015) since September 2011. (September 2011 was the first month since the start of the Great Recession in which New Mexico posted positive over-the-year employment growth.) As of December 2018, the state had seen 22 consecutive months of positive over-the-year job growth, with recent rates as high as 1.5 percent.

The nation's over-the-year employment growth rate has been higher than New Mexico's in every month since February 2013, with the difference between New Mexico's growth rate and the nation's ranging between 0.3 percentage point in February 2013 and 2.2 percentage points in December 2015. The gap between the state's and the nation's over-the-year growth rates shrank during 2017. New Mexico's growth rate exceeded 1.0 percent in each month of 2018.

The majority of total nonfarm growth in New Mexico following the end of the Great Recession can primarily be attributed to growth within the private sector. New Mexico's over-the-year percentage growth in private-sector employment was positive in 94 of the 112 months since September 2009, whereas public-sector growth was positive in 30 of those months. Between December 2016 and December 2018, the public sector registered 21 months of over-the-year job losses, while the private sector registered 25 consecutive months of over-the-year job gains. The five-year average growth rate in the private sector was 1.1 percent as of December 2018, compared to -0.5 percent in the public sector.

The Data

Over-the-Year Employment Growth (%)
January 2002–December 2018

— United States   — New Mexico

Total Nonfarm

Private Sector

Public Sector

Source: NMDWS Economic Research and Analysis Bureau Current Employment Statistics program, **www.jobs.state.nm.us/ces**
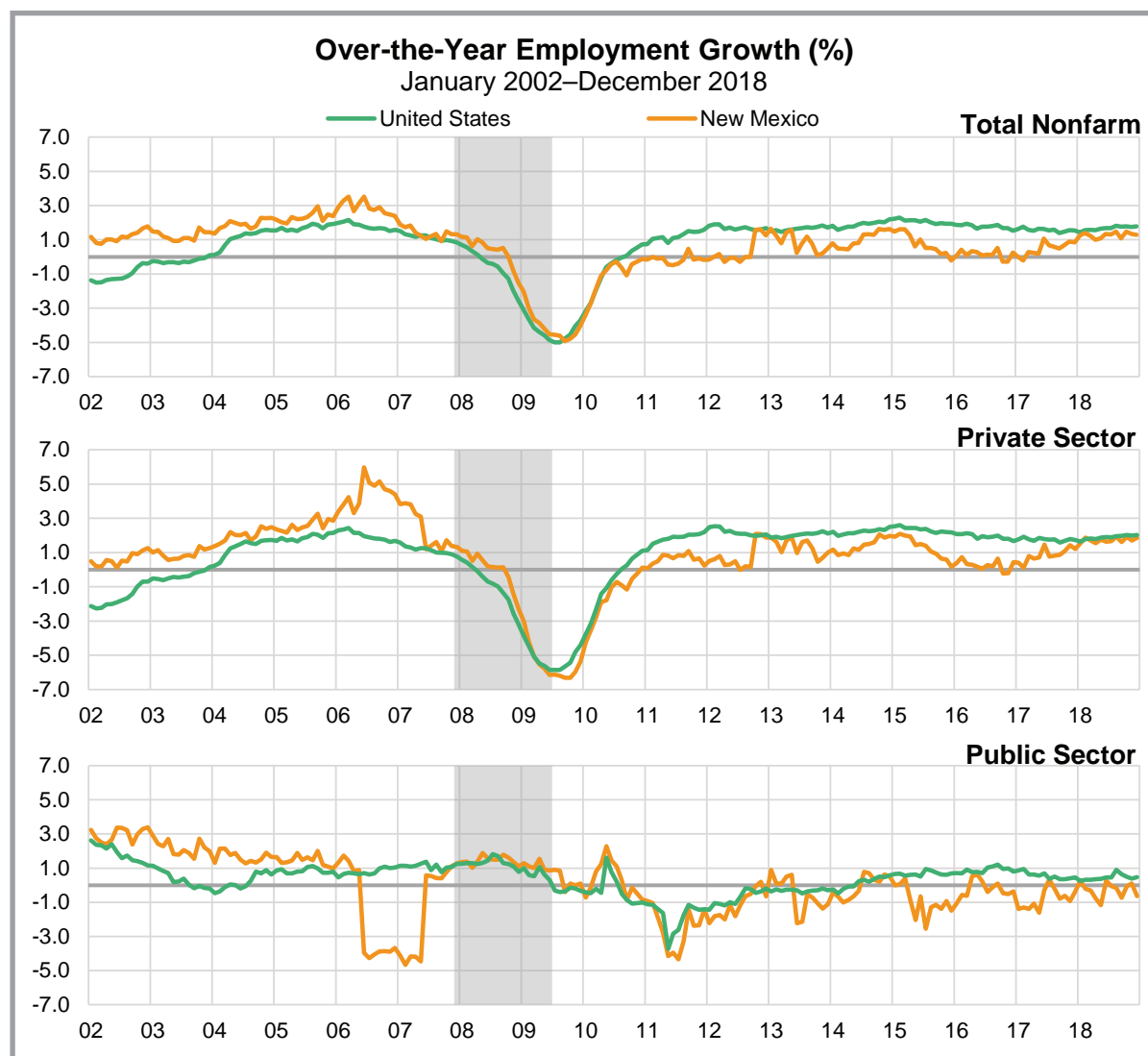
Employment and Industry

CHANGE IN EMPLOYMENT BY COUNTY

Based on county-level data from the Quarterly Census of Employment and Wages (QCEW) Program, between 2013 and 2017, employment in New Mexico increased by 2.3 percent. Ten of the state's 33 counties experienced greater percentage growth than the statewide average, led by Guadalupe County (16.0 percent growth, or 210 jobs). There were employment gains in the state's two most populated counties, Bernalillo (15,119 jobs, or 4.9 percent growth) and Doña Ana (700 jobs, or 1.0 percent growth). Santa Fe, the third most populated county, experienced neither an increase or decrease in employment, while Sandoval (the fourth most populated county) saw a 1.3 percent increase and San Juan (the fifth most populated county) experienced an employment decrease of 2.8 percent.

Counties that experienced the largest percentage decline in employment included Lea (10.0 percent, or 3,185 jobs), Colfax (8.0 percent, or 404 jobs), Roosevelt (7.4 percent, or 468 jobs), and Grant (6.3 percent, or 600 jobs). Lea's employment change is reflective of the volatile oil and gas market since the county sits on top of the Permian Basin.

The Data

Change in Employment (%)
2013–2017

Map of New Mexico counties showing change in employment (%), 2013–2017:
- San Juan -2.8
- Rio Arriba 5.9
- Taos 3.1
- Colfax -8.0
- Union 9.8
- Los Alamos 5.5
- Mora 1.2
- Harding -4.1
- McKinley 0.9
- Sandoval 1.3
- Santa Fe 0.0
- San Miguel -1.6
- Cibola 0.0
- Bernalillo 4.9
- Valencia 5.2
- Torrance 2.3
- Guadalupe 16.0
- Quay -2.1
- Catron 0.8
- Socorro -1.2
- Lincoln 0.1
- De Baca -4.6
- Curry 2.9
- Roosevelt -7.4
- Grant -6.3
- Sierra 3.4
- Chaves 1.8
- Lea -10.0
- Luna -1.1
- Doña Ana 1.0
- Otero -2.1
- Eddy 3.8
- Hidalgo -3.9

New Mexico 2.3 — United States 7.4

Legend:
- -12.0 to -8.1
- -8.0 to -4.1
- -4.0 to -0.1
- 0.0 to 3.9
- 4.0 to 7.9
- 8.0 to 11.9
- 12.0+

2017 Employment

	2017 Employment	% of NM Total
United States	143,859,855	
New Mexico	810,512	
Bernalillo	326,579	40.3
Doña Ana	71,077	8.8
Santa Fe	60,658	7.5
San Juan	47,970	5.9
Sandoval	29,916	3.7
Lea	28,575	3.5
Eddy	27,410	3.4
Chaves	21,135	2.6
McKinley	20,712	2.6
Otero	17,345	2.1
Curry	17,308	2.1
Los Alamos	16,394	2.0
Valencia	14,141	1.7
Taos	10,710	1.3
Rio Arriba	9,928	1.2
Grant	8,979	1.1
San Miguel	8,072	1.0
Cibola	7,691	0.9
Luna	7,599	0.9
Lincoln	6,422	0.8
Roosevelt	5,831	0.7
Socorro	5,219	0.6
Colfax	4,656	0.6
Sierra	3,363	0.4
Torrance	3,238	0.4
Quay	2,569	0.3
Hidalgo	1,567	0.2
Guadalupe	1,523	0.2
Union	1,372	0.2
Mora	682	0.1
Catron	668	0.1
De Baca	453	0.1
Harding	162	0.0

Source: NMDWS Economic Research and Analysis Bureau, Quarterly Census of Employment and Wages Program, **www.jobs.state.nm.us/qcew**

Employment and Industry

INDUSTRY GROWTH

Between 2014 through 2018, the major industry sector that experienced the largest numeric and percentage growth in New Mexico was education and health services. With an increase of 3,025 jobs, the industry's employment grew by 2.4 percent. The industry's employment growth rate in New Mexico was only 0.2 percentage points less than that reported in the nation as a whole. Other industries with percentage growth of 1.0 percent or more included leisure and hospitality (1.9 percent) and professional and business services (1.8 percent).

Annual Average Change in Total Employment by Major Industry Sector
2014–2018

	United States		%/# Growth		New Mexico		%/# Growth	
Total Nonfarm Employment	149,073,000		1.8%	2,528,750	842,200		0.7%	5,500
Education & Health Services	23,667,000		2.6%	557,000	139,700		2.4%	3,025
Leisure & Hospitality	16,347,000		2.8%	412,750	98,000		1.9%	1,750
Professional & Business Services	20,999,000		2.5%	468,750	106,400		1.8%	1,825
Financial Activities	8,569,000		1.9%	148,000	34,200		0.8%	250
Natural Resources, Mining, Construction	8,021,000		3.5%	244,750	71,700		0.4%	250
Other Services	5,845,000		1.2%	69,500	28,900		0.3%	75
Trade, Transportation & Utilities	27,659,000		1.3%	334,500	137,600		-0.1%	-175
Government	22,450,000		0.6%	142,000	186,800		-0.6%	-1,100
Manufacturing	12,688,000		1.0%	125,750	27,000		-0.9%	-250
Information	2,828,000		0.9%	25,500	11,900		-1.2%	-150

Four major industry sectors reported a decline in employment over the five-year period, with the largest percentage loss occurring in information (-1.2 percent). Manufacturing; government; and trade, transportation, and utilities all reported employment losses as well. Nationally, no major industry sector reported losses over the period. The mining and construction sector saw the biggest disparity between New Mexico's growth rate and the nation as a whole. The industry reported the fastest growth in the nation between 2014 and 2018, 3.5 percent, while in New Mexico the industry's employment grew by only 0.4 percent. This disparity falls mainly on the construction subsector. Employment in the mining subsector shrank both in the U.S. and in New Mexico, but at a faster rate nationally. The construction subsector grew in both geographies, but growth nationally was much more robust than in New Mexico.

The Data

Source: NMDWS Economic Research and Analysis Bureau and the U.S. Bureau of Labor Statistics, Current Employment Statistics program, **www.jobs.state.nm.us/ces**

Employment and Industry

INDUSTRY COMPOSITION

The largest employing industry in New Mexico in 2017 was health care and social assistance, with industry employment of 140,146 jobs comprising 17.3 percent of total employment. The six largest employing industries, including health care and social assistance, were retail trade, accommodation and food services, educational services, public administration, and professional and technical services. These are all service industries, and their combined employment made up 63.7 percent of total employment in the state.

Some industries have a greater presence in urban areas than in rural areas. The health care and social assistance industry comprised 18.1 percent of metropolitan employment in New Mexico as of 2017, a share that was 2.6 percentage points higher than the industry's share in non-metropolitan areas. The difference in share between urban and rural areas for this industry was by far the largest of all industries in the state. Manufacturing had the second-largest disparity between share of total employment in metropolitan and non-metropolitan areas (1.1 percentage points higher, with the metropolitan share being higher).

Industry Composition
(Employment and Share of Total)
2017

All Industries	New Mexico 810,512		Metro 553,578		Non-Metro 256,934	
Health Care & Social Asst.	140,146	17.3%	100,210	18.1%	39,936	15.5%
Retail Trade	92,075	11.4%	63,591	11.5%	28,484	11.1%
Accommodation & Food Svcs	91,566	11.3%	62,979	11.4%	28,587	11.1%
Educational Services	74,492	9.2%	49,867	9.0%	24,625	9.6%
Public Administration	61,486	7.6%	42,850	7.7%	18,636	7.3%
Professional & Tech. Svcs	56,793	7.0%	38,037	6.9%	18,756	7.3%
Construction	49,243	6.1%	34,338	6.2%	14,905	5.8%
Admin. Support & Waste Mgmt	45,079	5.6%	31,987	5.8%	13,092	5.1%
Manufacturing	26,405	3.3%	19,905	3.6%	6,500	2.5%
Transp. & Warehousing	23,050	2.8%	15,379	2.8%	7,671	3.0%
Finance & Insurance	22,739	2.8%	16,523	3.0%	6,216	2.4%
Wholesale Trade	21,121	2.6%	15,211	2.7%	5,910	2.3%
Mining & Oil & Gas Extraction	21,056	2.6%	5,412	1.0%	15,644	6.1%
Other Services	21,036	2.6%	14,944	2.7%	6,092	2.4%
Arts, Entert. & Recreation	17,502	2.2%	12,828	2.3%	4,674	1.8%
Information	13,443	1.7%	9,686	1.7%	3,757	1.5%
Agriculture	11,528	1.4%	4,685	0.8%	6,843	2.7%
Real Estate	10,144	1.3%	7,493	1.4%	2,651	1.0%
Utilities	6,227	0.8%	3,496	0.6%	2,731	1.1%
Mgmt of Companies	5,384	0.7%	4,157	0.8%	1,227	0.5%

On the other hand, employment in the mining and oil and gas extraction industry represented 6.1 percent of total employment in non-metropolitan areas in 2017, a share that was 5.1 percentage points higher than the share for metropolitan areas. Unsurprisingly, the agriculture industry had the second largest disparity between share of total employment in metropolitan and non-metropolitan areas (1.8 percentage point, with the non-metropolitan share being higher).

The Data

Employment and Industry

INDUSTRY CONCENTRATION

The location quotient (LQ) is one measure used to identify industry concentration. An LQ is essentially a ratio of ratios that measures the concentration of an industry's employment against the concentration of that industry's employment in a larger reference area (e.g., the state or nation). If an LQ is equal to 1, the industry has the same share of its area employment as it does in the larger reference area. An LQ greater than 1 indicates an industry with a greater share of the local area employment than is the case in the larger reference area. An LQ less than 1 indicates an industry with a lesser share of the local area employment than is the case in the larger reference area. (Source: U.S. Bureau of Labor Statistics)

There are several major private-sector industries in which the share of employment in New Mexico was notably greater than the share in the nation as of 2017. The mining, quarrying, and oil and gas extraction industry in New Mexico had an LQ of 6.52, making it the industry with the largest LQ in the state. This LQ was significantly larger than the LQ of any other major industry. Agriculture had an LQ of 1.72 as of 2017, the second largest LQ of all industries. The only other industry in New Mexico with an LQ of more than 1.50 was utilities.

Industries with the lowest LQs in New Mexico in 2017, indicating comparatively smaller concentrations of employment in the state than in the nation, included manufacturing and management of companies. Each industry had an LQ in 2017 of 0.50 or less.

Ten of the 19 major industry sectors for which LQ was calculated saw a decrease in LQ between 2008 and 2017. The largest drops in LQ occurred within construction (0.16 point) and administrative and waste services (0.11 point). The largest increases in LQ over the ten-year period occurred in mining and oil and gas extraction (1.28 points), utilities (0.15 point), health care and social assistance (0.10 point), and educational services (0.10 point).

Private Industry Employment and Location Quotients
2008 and 2017

Industry	Employment & LQ 2017		Employment & LQ 2008		Change Employment	Change LQ
Mining	21,056	6.52	21,078	5.24	-22	1.28
Agriculture	11,219	1.72	11,224	1.70	-5	0.02
Utilities	4,354	1.53	4,328	1.38	26	0.15
Construction	45,511	1.27	57,317	1.43	-11,806	-0.16
Accommodation & Food Svcs.	86,516	1.23	78,006	1.21	8,510	0.02
Professional & Tech. Svcs.	55,873	1.20	56,759	1.29	-886	-0.09
Health Care & Social Assist.	118,319	1.18	95,477	1.09	22,842	0.10
Retail Trade	91,288	1.11	96,432	1.12	-5,144	0.00
Admin. & Waste Services	43,178	0.92	46,311	1.03	-3,133	-0.11
Other Services	20,593	0.90	22,846	0.90	-2,253	-0.01
Real Estate & Rental	9,998	0.89	11,009	0.93	-1,011	-0.04
Information	12,398	0.86	15,970	0.95	-3,572	-0.09
Arts, Entertainment, Rec.	9,805	0.83	8,624	0.77	1,181	0.05
Finance & Insurance	22,601	0.74	22,338	0.68	263	0.06
Transp., Warehousing	17,962	0.70	18,547	0.77	-585	-0.07
Wholesale Trade	21,092	0.69	23,855	0.71	-2,763	-0.02
Educational Services	9,485	0.65	7,382	0.55	2,103	0.10
Mgmt. of Companies	5,384	0.46	5,370	0.50	14	-0.05
Manufacturing	26,398	0.41	35,035	0.46	-8,637	-0.05

The Data

Source: NMDWS Economic Research and Analysis Bureau, Quarterly Census of Employment and Wages Program, **www.jobs.state.nm.us/qcew**

Employment and Industry

INDUSTRY CONCENTRATION IN NEW MEXICO'S REGIONS

The major private-sector industries in New Mexico in which the share of employment in New Mexico was notably greater than the share in the nation as of 2017 included mining and oil and gas extraction, agriculture, utilities, and construction. New Mexico's four workforce regions each have their own unique industry concentrations, and LQs, calculated by comparing regional industry employment share to state industry employment share.

An LQ threshold of 1.25 is applied to classify industries with comparatively large concentrations in New Mexico's regions. Based on this approach, the private sector industries with employment concentrations that were larger in the Central Region than in the state as of 2017 included management of companies and enterprises (1.43), information (1.26), and manufacturing (1.25). None of these three industries had LQs greater than 1.25 in any other region of the state in 2017. The Eastern Region had comparatively large concentrations of employment in the mining and oil and gas extraction industry. The Eastern and Southwestern Regions both had comparatively large concentrations of employment in agriculture. Utilities had a large LQ in the Northern, Eastern, and Southwestern Regions. Industries with LQs of 1.25 or greater that were unique to a region included transportation and warehousing (Eastern); arts, entertainment, and recreation, educational services, and professional and technical (Northern); and health care and social assistance (Southwestern).

Private Industry Employment and Location Quotients by Region
2017

Industries With LQs > 1.24	Employment	& LQ
Central		
Mgmt of Companies	3,624	1.43
Information	7,334	1.26
Manufacturing	15,551	1.25
Eastern		
Mining, Oil & Gas Extraction	12,952	3.72
Agriculture	4,924	2.66
Transp. & Warehousing	****	****
Utilities	1,092	1.52
Northern		
Utilities	1,482	1.56
Arts, Entert. & Recreation	2,864	1.34
Educational Services	2,659	1.28
Other Services	5,614	1.25
Professional, Technical	15,206	1.25
Southwestern		
Agriculture	4,800	3.74
Health Care & Social Asst.	18,298	1.35
Utilities	624	1.25

The Data

Source: NMDWS Economic Research and Analysis Bureau, Quarterly Census of Employment and Wages Program, **www.jobs.state.nm.us/qcew**

Employment and Industry

OCCUPATIONAL COMPOSITION

As of 2017, one in every three jobs in New Mexico fell within three major occupational groups: office and administrative support, food preparation and serving related, and sales and related occupations. Employment within these three groups comprised 35.4 percent of all jobs in the state. The employment share of each of the remaining 19 major occupational groups didn't exceed 6.5 percent. Almost half of all employment in the state (48.0 percent) fell into the five largest major occupational groups (education, training, and library and construction and extraction, in addition to the top three). The other half was divided among the remaining 17 groups. Employment was smallest in the farming, fishing, and forestry and legal occupational groups (0.3 percent and 0.7 percent of total employment, respectively).

Some occupations are more common in urban than in rural areas. Jobs within the business and financial operations group comprised 4.7 percent of metropolitan employment in New Mexico as of 2017, a share that was 1.3 percentage points higher than the industry's share in non-metropolitan areas. Other occupational groups in which metropolitan share exceeded non-metropolitan share by 1.0 percentage point or more included sales and related and business and financial operations (both at 1.4 percentage points); healthcare practitioners and technical (1.3 percentage points); and office and administrative support (1.1 percentage point).

On the other hand, construction and extraction occupations represented 8.0 percent of total employment in non-metropolitan areas in 2017, a share that was 2.7 percentage points higher than the share for metropolitan areas. Other occupational groups in which non-metropolitan share exceeded metropolitan share by 1.0 percentage point or more included education, training and library, and installation, maintenance and repair (1.3 percentage points each) and transportation and material moving, and life, physical, and social science (1.1 percentage points each).

Occupational Composition
(Employment and Percent of Total)
2017

All Occupations	New Mexico 801,080		Metro 562,090		Non-Metro 238,990	
Office & Administrative Support	125,150	15.6%	89,630	15.9%	35,520	14.9%
Food Preparation & Serving Related	80,910	10.1%	56,810	10.1%	24,100	10.1%
Sales & Related	77,590	9.7%	56,720	10.1%	20,870	8.7%
Education, Training & Library	52,050	6.5%	34,270	6.1%	17,780	7.4%
Construction & Extraction	48,880	6.1%	29,770	5.3%	19,110	8.0%
Healthcare Practitioners & Technical	46,490	5.8%	34,760	6.2%	11,730	4.9%
Transportation & Material Moving	42,420	5.3%	27,950	5.0%	14,470	6.1%
Personal Care & Service	39,960	5.0%	27,650	4.9%	12,310	5.2%
Management	38,550	4.8%	27,920	5.0%	10,630	4.4%
Business & Financial Operations	34,740	4.3%	26,640	4.7%	8,100	3.4%
Installation, Maintenance & Repair	32,400	4.0%	20,570	3.7%	11,830	4.9%
Building/Grounds Cleaning & Maint.	26,560	3.3%	20,390	3.6%	6,170	2.6%
Healthcare Support	26,060	3.3%	18,040	3.2%	8,020	3.4%
Production	25,670	3.2%	17,290	3.1%	8,380	3.5%
Protective Service	25,370	3.2%	16,540	2.9%	8,830	3.7%
Architecture & Engineering	20,440	2.6%	15,480	2.8%	4,960	2.1%
Computer & Mathematical	14,750	1.8%	11,460	2.0%	3,290	1.4%
Community & Social Services	13,580	1.7%	9,750	1.7%	3,830	1.6%
Life, Physical & Social Science	11,570	1.4%	6,240	1.1%	5,330	2.2%
Arts, Design, Entert., Sports & Media	9,400	1.2%	7,580	1.3%	1,820	0.8%
Legal	5,770	0.7%	4,720	0.8%	1,050	0.4%
Farming, Fishing & Forestry	2,780	0.3%	1,870	0.3%	910	0.4%

The Data

Employment and Industry

MOST COMMON OCCUPATIONS

In 2017, employment was estimated for 768 detailed occupations in New Mexico. About one in every seven jobs in New Mexico were for retail salespersons, secretaries and administrative assistants (except legal, medical, and executive), personal care aides, cashiers, and combined food preparation and serving workers (including fast food). No detailed occupation had employment that exceed 3.4 percent of total employment.

Twelve detailed occupations had employment of more than 10,000 as of 2017. Of these occupations, just three had a median wage above the all-occupation median ($33,450). Those three included general and operations managers, registered nurses, and supervisors of office and administrative support workers.

The Data

Most Common Occupations
2017

	Employment and % of Total		Median Wage Hourly	Median Wage Annual
All Occupations	**801,080**		**$16.08**	**$33,450**
Retail Salespersons	27,610	3.4%	$11.07	$23,030
Secretaries & Admin. Assts, Ex. Legal, Medical, Exec.	25,480	3.2%	$15.71	$32,680
Personal Care Aides	24,700	3.1%	$9.36	$19,470
Cashiers	20,420	2.5%	$9.56	$19,890
Combined Food Prep. & Serving Wkrs, Incl. Fast Food	19,540	2.4%	$9.06	$18,840
Customer Service Representatives	18,220	2.3%	$13.93	$28,970
Waiters & Waitresses	17,050	2.1%	$9.01	$18,740
Registered Nurses	16,290	2.0%	$33.45	$69,570
General & Operations Managers	14,670	1.8%	$39.83	$82,840
Janitors/Cleaners, Ex. Maids & Housekeeping	11,920	1.5%	$10.88	$22,640
Stock Clerks & Order Fillers	11,110	1.4%	$11.61	$24,150
Spvrs of Office & Admin. Support Wkrs	10,170	1.3%	$23.74	$49,380
Heavy & Tractor-Trailer Truck Drivers	9,940	1.2%	$19.60	$40,780
Office Clerks, General	9,300	1.2%	$11.36	$23,620
Laborers & Freight, Stock & Material Movers	8,880	1.1%	$12.01	$24,970
Construction Laborers	8,630	1.1%	$14.37	$29,900
Spvrs of Retail Sales Wkrs	8,520	1.1%	$17.43	$36,250
Maintenance & Repair Workers, General	8,490	1.1%	$15.58	$32,400
Cooks, Restaurant	8,120	1.0%	$10.95	$22,770
Elementary School Teachers, Ex. Special Ed.	7,580	0.9%	n/a	$56,250
Bookkeeping, Accounting & Auditing Clerks	7,580	0.9%	$16.58	$34,480
Spvrs of Food Prep. & Serving Wkrs	7,570	0.9%	$12.15	$25,280
Home Health Aides	7,330	0.9%	$10.61	$22,070
Teacher Assistants	7,290	0.9%	n/a	$22,110
Maids & Housekeeping Cleaners	6,960	0.9%	$9.73	$20,230

Source: NMDWS Economic Research and Analysis Bureau, Occupational Employment Statistics Program, **www.jobs.state.nm.us/oeswage**

Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours. Wages for some occupations that do not generally work year-round full time are reported either as hourly wages or annual salaries depending on how they are typically paid.

Employment Projections

WHAT IT IS USED FOR

Occupational employment projections are some of the most demanded labor market data. Businesses, workforce and economic development professionals, researchers, and government use industry employment projections to identify business activities that are expected to contribute significantly and positively to an area's economy. With such information, these stakeholders outline economic goals, strategies, and investments that can bolster the economy and ensure the future workforce can meet the demands of business and business can provide meaningful and stable employment opportunities to area residents.

Occupational employment projections are used by job seekers, students, and educators because they provide an outlook for targeted and in-demand occupations within the economy that are expected to provide some of the best employment opportunities. Often combined with wages, occupational employment projections inform the decisions of individuals seeking to develop a career path that will ensure meaningful, stable, and financially satisfying employment. Educators use projections to help align programs with the needs and demands of businesses, ultimately helping bridge supply and demand gaps within the workforce.

OVERVIEW

New Mexico's employment is projected to grow by 6.7 percent between 2016 and 2026. Projected employment growth is expected to be strongest in New Mexico's urban areas (particularly the Las Cruces MSA). Growth in the health care and social assistance, accommodation and food services, and professional and technical services industries is expected to lead growth in the state, and growth in these three industries is expected to be significant in all four regions of the state.

New jobs for personal care and service and food preparation and serving related occupations are projected to comprise over half of all occupational employment growth between 2016 and 2026. Occupations within these major groups are also projected to produce more job openings than most other occupational groups.

Looking at detailed occupations, personal care aides are by far projected to see the largest numeric and percentage growth of any other detailed occupation. Most of the detailed occupations projected to see the largest numeric growth typically do not require a high level of education or a large amount of experience. When looking at detailed occupations projected to grow the fastest (i.e., have an increasing number of new jobs), the list is well represented by personal and healthcare-related occupations. The employment outlook for these occupations is particularly strong, as more and more workers are expected to be needed to fill a growing number of open positions.

Looking at future labor demand by typical education required, jobs requiring more education (bachelor's or more) are projected to grow more quickly than jobs requiring little education (high school or less) or a mid-level of education (some college through an associate's degree).

Employment Projections

PROJECTED GROWTH BY REGION

New Mexico's 2016 employment of 861,820 is projected to grow to 919,400 by 2026. This increase represents an additional 57,580 jobs, or 6.7 percent growth. Of the state's four workforce regions, the Southwestern Region is projected to experience the highest percentage growth (7.0 percent). Growth in the Las Cruces MSA (7.3 percent) is anticipated to be the primary driver of that region's growth. The MSA also has the highest projected percentage growth across the state's four MSAs. The largest numeric growth is anticipated to occur in the state's most populated region (Central) and MSA (Albuquerque). The Santa Fe MSA is projected to experience the lowest percentage growth (5.9 percent).

Projected Employment Growth by Substate Area
2016–2026

		2016	2026	#	%
	New Mexico	**861,820**	**919,400**	**57,580**	**6.7%**
REGIONS	Central	392,390	418,150	25,760	6.6%
	Eastern	138,840	148,220	9,370	6.8%
	Northern	198,110	211,360	13,250	6.7%
	Southwestern	107,020	114,520	7,500	7.0%
MSAs	Albuquerque	392,390	418,150	25,760	6.6%
	Farmington	50,490	54,060	3,560	7.1%
	Las Cruces	76,840	82,410	5,570	7.3%
	Santa Fe	65,230	69,080	3,850	5.9%

(Employment columns: 2016, 2026; Growth columns: #, %)

The Data

Source: NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment Statistics Programs, **www.jobs.state.nm.us/occprj**

Projected numeric growth for industries is rounded.

Employment Projections

PROJECTED GROWTH BY INDUSTRY

Nearly two-thirds of all projected employment growth is anticipated to occur in just four major sectors—health care and social assistance (25,960 jobs, or 19.5 percent growth), accommodation and food services (7,120 jobs, or 7.9 percent growth), professional and technical services (6,090 jobs, or 11.2 percent growth), and administrative support and waste management (3,930 jobs, or 9.5 percent growth). These sectors are among a group of sectors projected to see the fastest growth. Another sector with projected growth at or above the all-industry average of 6.7 percent includes mining and oil and gas extraction (3,090 jobs, or 15.6 percent growth). Four sectors are projected to see a decline in employment over the period, including manufacturing (-1,750 jobs, or -6.5 percent), wholesale trade (-120 jobs, or -0.6 percent), public administration (-60 jobs, or -0.3 percent), and information (-50 jobs, or -0.4 percent).

Projected Employment Growth by Major Industry
2016–2026

Industry	Jobs	Percent
Health Care & Social Asst.	25,960	19.5%
Accommodation & Food Svcs	7,120	7.9%
Professional & Tech. Svcs	6,090	11.2%
Admin. Support & Waste Mgmt	3,930	9.5%
Educational Services	3,700	4.9%
Mining & Oil & Gas Extraction	3,090	15.6%
Self-Employed	2,670	5.1%
Construction	2,290	5.3%
Transportation & Warehouse	920	4.7%
Other Services	880	4.3%
Retail Trade	800	0.9%
Finance & Insurance	590	2.7%
Arts & Recreation	580	4.4%
Real Estate	300	3.0%
Management of Companies	300	5.6%
Federal Government	220	0.9%
Agriculture	90	0.8%
Utilities	30	0.6%
Local Government	0	0.0%
Information	-50	-0.4%
Public Administration	-60	-0.3%
Wholesale Trade	-120	-0.6%
Manufacturing	-1,750	-6.5%

The Data

Source: NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment Statistics Programs, **www.jobs.state.nm.us/indprj**

Projected numeric growth for industries is rounded.

Employment Projections

PROJECTED INDUSTRY GROWTH BY REGION

The top five industries projected to grow the most and the top five projected to grow the fastest are, for the most part, the same across all four regions. The health care and social assistance sector is projected to lead the growth of all sectors in every area of the state. Employment in accommodation and food service is projected to be particularly strong in all regions as well. The professional and technical services industry makes the list for increased numbers and/or percentage growth in most areas of the state. This is important as capital projects tend to begin with planning and engineering services, offering a sign of things to come.

Additional highlights of regional industry growth:

- Projected growth in agriculture is concentrated in the Southwestern Region, including the Las Cruces MSA.

- Manufacturing is projected to shrink in nearly all areas of the state.

- Growth in transportation and warehousing is projected to be notably strong in the Southwestern Region.

- Projected growth in professional, scientific, and technical services is expected to spread to nearly all areas of the state.

The Data

Source: NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment Statistics Programs, **www.jobs.state.nm.us/indprj**

Projected numeric growth is rounded.

*** Represents data that have been suppressed to meet confidentiality requirements.

Industry Sectors With the Largest Projected Employment Growth
2016–2026

Region	MOST GROWTH		FASTEST GROWTH	
Central/ABQ MSA	Health Care & Social Assist	12,330	18.8%	Health Care & Social Assist
	Professional & Tech Svcs	3,290	11.2%	Professional & Tech Svcs
	Accomm. & Food Svcs	3,260	9.3%	Administrative Support
	Administrative Support	2,180	8.1%	Accomm. & Food Svcs
	Educational Services	1,530	5.7%	Self-Employed
Eastern	Health Care & Social Assist	3,210	19.5%	Health Care & Social Assist
	Mining	***	***	Mining
	Accomm. & Food Svcs	1,180	***	Professional & Tech Svcs
	Educational Services	590	10.3%	Administrative Support
	Administrative Support	560	7.5%	Accomm. & Food Svcs
Northern	Health Care & Social Assist	5,930	19.2%	Health Care & Social Assist
	Accomm. & Food Svcs	1,760	13.4%	Mining
	Professional & Tech Svcs	1,640	11.2%	Professional & Tech Svcs
	Educational Services	900	9.7%	Administrative Support
	Mining	770	7.6%	Accomm. & Food Svcs
S.Western	Health Care & Social Assist	3,970	21.3%	Health Care & Social Assist
	Accomm. & Food Svcs	870	11.2%	Professional & Tech Svcs
	Educational Services	670	9.5%	Administrative Support
	Professional & Tech Svcs	490	8.5%	Accomm. & Food Svcs
	Self-Employed	330	6.3%	Transp. & Warehousing
Farmington MSA	Health Care & Social Assist	1,420	18.2%	Health Care & Social Assist
	Mining	730	14.5%	Mining
	Accomm. & Food Svcs	410	11.2%	Professional & Tech Svcs
	Educational Services	250	10.7%	Administrative Support
	Self-Employed	180	8.6%	Accomm. & Food Svcs
Las Cruces MSA	Health Care & Social Assist	3,060	21.8%	Health Care & Social Assist
	Accomm. & Food Svcs	640	11.2%	Professional & Tech Svcs
	Educational Services	480	9.4%	Administrative Support
	Professional & Tech Svcs	420	8.9%	Accomm. & Food Svcs
	Administrative Support	280	7.2%	Transp. & Warehousing
Santa Fe MSA	Health Care & Social Assist	1,890	21.0%	Health Care & Social Assist
	Accomm. & Food Svcs	690	11.2%	Professional & Tech Svcs
	Professional & Tech Svcs	270	9.2%	Administrative Support
	Educational Services	230	7.5%	Accomm. & Food Svcs
	Self-Employed	220	5.7%	Mgmt. of Companies

Employment Projections

PROJECTED GROWTH BY OCCUPATION

Growth in the personal care and service (11,380 jobs), food preparation and serving related (7,380 jobs), and healthcare practitioners and technical (6,270 jobs) occupational groups represent 43.5 percent of total projected employment growth (57,580) between 2016 and 2026. New demand for workers in these three occupational groups is projected to grow quickly between 2016 and 2026. Jobs for personal care and service workers are projected to grow by 25.1 percent, while jobs for food preparation and servers are projected to increase by 9.0 percent. Jobs for healthcare practitioners and techs are projected to increase by 12.2 percent.

A basic assumption is that large occupations would face the largest numeric increase in employment over time, and this assumption generally holds true when looking at projected employment of occupational groups with the most employment. There are several major occupational groups that, while not being the largest in terms of total employment, are projected to see swift increases in employment. Healthcare support occupations, with 27,330 jobs in 2016 and a ranking of thirteenth among the 22 occupational groups for most employment, is projected to experience the second-fastest employment growth (21.2 percent) between 2016 and 2026. Community and social service jobs comprised about 1.6 percent of total jobs in New Mexico in 2016. With total employment of just under 14,000, the occupational group was ranked as having the fifth smallest employment level in the state. That being said, it is projected to see employment grow by 12.6 percent, a rate that is the third-fastest. Computer and mathematical jobs are also projected to see employment increase faster than the statewide average of 6.7 percent. Employment in the major occupational group represented 1.8 percent of total employment, the sixth smallest, and yet it is projected to see employment increase by 11.8 percent.

Projected Employment Growth by Major Occupational Group
2016–2026

Occupational Group	Numeric Growth	Percent Growth
Personal Care & Service	11,380	25.1%
Food Prep. & Serving Related	7,380	9.0%
Healthcare Practitioners & Tech.	6,270	12.2%
Healthcare Support	5,780	21.2%
Construction & Extraction	4,200	7.4%
Management	3,310	6.3%
Education, Training & Library	3,250	6.4%
Business & Financial Operations	2,600	7.2%
Bldg & Grounds Clean. & Maint.	2,490	8.0%
Transportation & Material Moving	2,080	4.4%
Computer & Mathematical	1,830	11.8%
Community & Social Service	1,750	12.6%
Installation, Maintenance & Repair	1,710	5.0%
Architecture & Engineering	1,510	7.1%
Life, Physical & Social Science	1,160	10.4%
Sales & Related	1,010	1.2%
Arts & Entertainment	510	4.4%
Protective Service	400	1.6%
Legal	380	5.8%
Farming, Fishing & Forestry	-140	-1.9%
Production	-410	-1.6%
Office & Administrative Support	-880	-0.7%

The Data

Source: NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment Statistics Programs, **www.jobs.state.nm.us/occprj**

Projected numeric growth is rounded.

Employment Projections

PROJECTED ANNUAL JOB OPENINGS

Occupational projections data also measure projected annual job openings. Openings data take into account job openings from growth as well as openings that come from workers exiting the workforce (also called exits) and those who leave an occupation to enter a different one (also called transfers).

The food preparation and serving related occupational group is projected to provide the largest number of annual job openings (15,200) between 2016 and 2026. Although negative job growth is expected in office and administrative support, this occupational group will have the second-highest number of job opportunities due to workers leaving the occupation (13,770 jobs). Other groups with a large number of openings include sales and related and personal care and service groups. Occupations with a large number of projected openings due to exits and transfers typically offer lower wages and do not require lengthy educational preparation when compared to occupations with a lower number of exit and transfer openings.

Projected Annual Job Openings by Major Occupational Group
2016–2026

	Openings Due to Exits & Transfers	Openings Due to Growth	Total
Food Prep. & Serving Related	14,460	740	15,200
Office & Administrative Support	13,770	-90	13,690
Sales & Related	11,870	100	11,970
Personal Care & Service	7,310	1,140	8,450
Construction & Extraction	6,080	420	6,500
Transportation & Material Moving	5,610	210	5,820
Education, Training & Library	4,390	330	4,710
Management	4,150	330	4,480
Bldg & Grounds Clean. & Maint.	4,010	250	4,260
Healthcare Support	3,360	580	3,930
Business & Financial Operations	3,280	260	3,540
Installation, Maintenance & Repair	3,330	170	3,500
Healthcare Practitioners & Tech.	2,830	630	3,460
Production	2,930	-40	2,890
Protective Service	2,590	40	2,630
Architecture & Engineering	1,580	150	1,730
Community & Social Service	1,540	180	1,720
Computer & Mathematical	1,080	180	1,260
Arts & Entertainment	1,160	50	1,210
Life, Physical & Social Science	1,020	120	1,130
Farming, Fishing & Forestry	1,050	-10	1,030
Legal	420	40	450

Totals may not sum due to rounding

The Data

Source: NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment Statistics Programs, **www.jobs.state.nm.us/occprj**

Employment Projections

PROJECTED GROWTH BY DETAILED OCCUPATION

As the personal care and service major occupational group is projected to see the most growth, it's not surprising that within that group—personal care aides, with an employment increase of 10,090– tops the list of specific occupations projected to grow the most numerically. Four specific occupations within the food preparation and serving related occupational group are within the top 15: food preparation and serving workers; waiters and waitresses; restaurant cooks; and supervisors of food preparation and serving workers. Employment growth in these occupations is projected to be about 6,170 when combined. Of the specific occupations that are projected to grow the most between 2016 and 2026, two are also projected to see employment grow quickly– personal care aides (40.2 percent growth) and home health aides (36.5 percent growth). Some occupations with low employment in 2016 are expected to see the fastest growth, including solar photovoltaic installers (112.6 percent, or 120 jobs); wind turbine service technicians (57.5 percent, or 40 jobs); mathematicians (33.9 percent, or 20 jobs); and statisticians (28.4 percent, or 20 jobs).

Detailed Occupations With the Largest and Fastest Projected Employment Growth
2016–2026

MOST GROWTH		FASTEST GROWTH	
Personal Care Aides	10,090	112.6%	Solar Photovoltaic Installers
Food Prep. & Serving Wkrs	3,540	57.5%	Wind Turbine Service Technicians
Home Health Aides	3,030	40.2%	Personal Care Aides
Registered Nurses	2,290	37.2%	Information Security Analysts
General & Operations Managers	1,220	36.5%	Home Health Aides
Waiters & Waitresses	1,090	33.9%	Mathematicians
Janitors & Cleaners	1,060	31.2%	Nurse Practitioners
Medical Assistants	1,020	28.4%	Statisticians
Cooks, Restaurant	820	27.9%	Machine Feeders & Offbearers
Customer Service Reps	790	27.4%	Physician Assistants
Construction Laborers	750	25.7%	Roustabouts, Oil & Gas
Spvrs of Food Prep & Servers	720	25.1%	Physical Therapist Aides
Nursing Assistants	720	24.2%	Derrick Operators, Oil & Gas
Medical Secretaries	680	24.0%	Rotary Drill Operators, Oil & Gas
Maids & Housekeep Cleaners	620	23.6%	Physical Therapist Assistants

The Data

Employment Projections

PROJECTED GROWTH BY TYPICAL EDUCATION REQUIREMENT

Jobs requiring more education (bachelor's degree or more) are projected to grow more quickly, at 8.9 percent, than jobs requiring little education (high school or less, at 5.8 percent growth) or a mid-level of education (some college through an associate's degree, at 7.3 percent growth). Looking at educational attainment in detail, occupations that require a high school diploma or equivalent certificate or less are projected to add approximately 32,750 jobs. This growth represents larger numerical and percentage growth over the ten-year period than all other attainment levels. However, jobs requiring a master's degree are projected to have the fastest rate of growth; these jobs are expected to increase by 13.9 percent, or by approximately 2,210 jobs, totaling about 18,090 jobs in 2026. The growth rates of jobs requiring a bachelor's degree and jobs requiring a doctoral or professional degree are also high (8.1 percent and 10.5 percent, respectively).

Employment Projections by Minimum Educational Requirement
2016–2026

	2016	2026	Numeric/Percentage Growth	
Total	**861,820**	**919,400**	**57,580**	**6.7%**
No Formal Education Required	222,190	234,410	12,220	5.5%
HS Diploma or Equivalent	342,880	363,410	20,530	6.0%
Some College, No Degree	20,650	21,160	500	2.4%
Postsecondary, Non-Degree Award	50,960	55,360	4,400	8.6%
Associate's Degree	22,570	24,560	1,990	8.8%
Bachelor's Degree	163,140	176,390	13,250	8.1%
Master's Degree	15,880	18,090	2,210	13.9%
Doctoral/Professional	23,550	26,020	2,470	10.5%

Totals may not sum due to rounding

The Data

Earnings, Income, and Wages

CONNECTING DATA TO THE ECONOMIC WELL-BEING OF INDIVIDUALS

Data on earnings, income, and wages are used to measure the economic well-being of an area's residents. Greater earnings and higher incomes and wages directly correspond to greater purchasing power, economic security, and economic mobility for an area's population, and hence correspond to a more robust economy. As such, earnings, income, and wage data are used by a variety of groups, including policymakers, seeking to measure economic opportunity and identify and influence factors that impact the lives of residents.

On the flip side, when earnings, incomes, and wages are low, it often means that a high percentage of the population struggles with poverty. Poverty is an incredibly complex issue, influencing and influenced by an interconnecting web of social and historical issues impacting the lives of many New Mexicans both directly and indirectly. Stimulating economic growth and supporting paths out of poverty, partially through improved earnings, incomes, and wages, are necessary steps for reducing the state's poverty level and ultimately improving the economy and economic well-being of New Mexicans.

OVERVIEW

Earnings, income, and wages in New Mexico tend to be lower than at the national level. New Mexico's median annual earnings of $27,254 as of 2017 were nearly 85 percent of U.S. median annual earnings, and median household income of $46,718 was 81 percent of U.S. median household income.

Median annual earnings, unsurprisingly, increase as educational attainment increases. For each additional level of education attainment, median earnings in New Mexico went up anywhere from 16.8 percent (high school completion to some college or an associate's degree) to 42.3 percent (some college or an associate's degree to Bachelor's degree).

The average weekly wage in New Mexico as of the third quarter of 2017 exceeded $1,000 in eight major industry sectors, with wages the highest in the professional and technical services industry. At the occupational level, the median annual wage was highest for architecture and engineering occupations, followed by management and computer and mathematical occupations. Occupations within these three groups are often found in the high-paying professional and technical industry.

Earnings, Income, and Wages

MEDIAN EARNINGS

As of 2017, New Mexico's median annual earnings (for persons 16 and older) reached $27,254, equaling 84.8 percent of U.S. annual earnings of $32,141. The county with the highest median earnings, by far, was Los Alamos ($64,186). Eddy and Lea Counties, in which the oil and gas extraction industry is prominent, had the second- and third-highest median annual earnings, at $35,563 and $34,584, respectively. Sandoval County had the fourth-highest median earnings, at $32,904.

The county with the lowest annual median earnings was Luna ($16,238), followed by Mora, with annual median earnings of $17,484 as of 2017. When looking at all 33 counties, the median of all earnings was $23,890 (Catron), with half of the counties reporting median earnings above and half reporting median earnings below that amount.
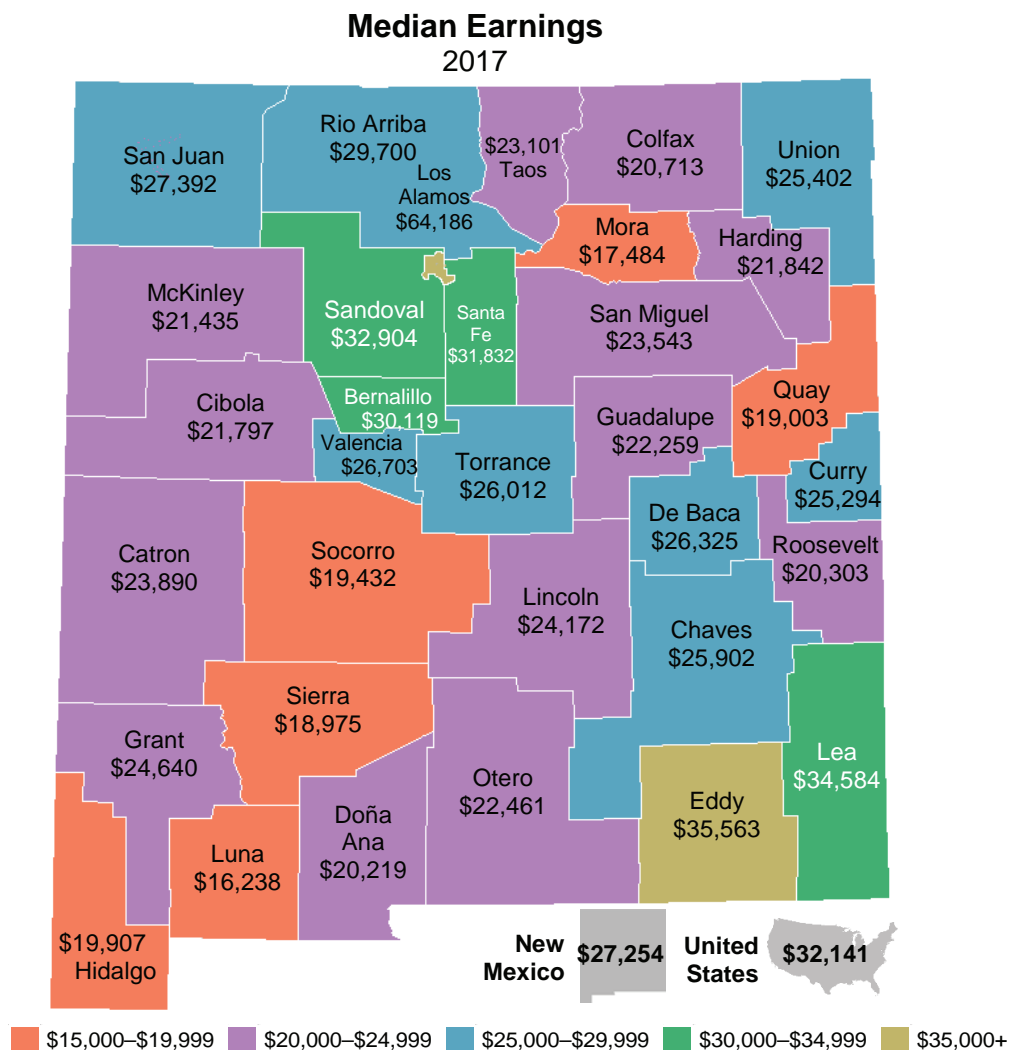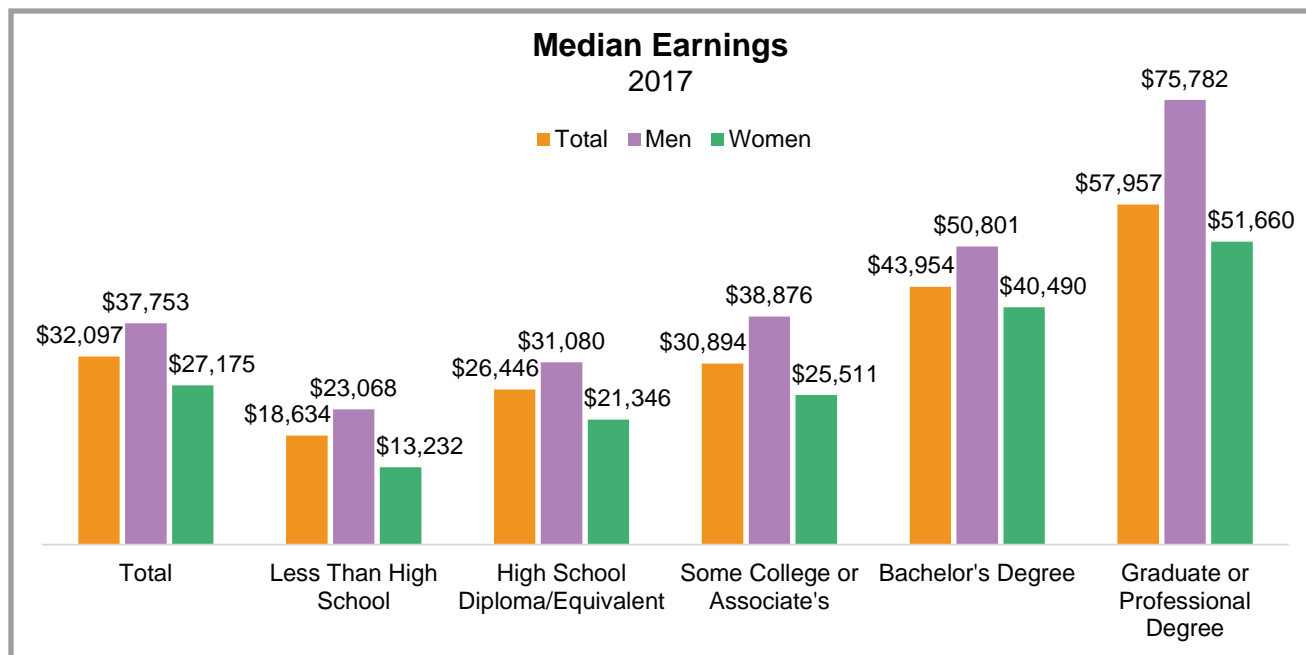
Median Earnings 2017

San Juan $27,392	Rio Arriba $29,700	$23,101 Taos	Colfax $20,713	Union $25,402
Los Alamos $64,186	Mora $17,484	Harding $21,842
McKinley $21,435	Sandoval $32,904	Santa Fe $31,832	San Miguel $23,543
Cibola $21,797	Bernalillo $30,119	Valencia $26,703	Torrance $26,012	Guadalupe $22,259	Quay $19,003
Catron $23,890	Socorro $19,432	Lincoln $24,172	De Baca $26,325	Curry $25,294
			Chaves $25,902	Roosevelt $20,303
Grant $24,640	Sierra $18,975	Otero $22,461	Eddy $35,563	Lea $34,584
$19,907 Hidalgo	Luna $16,238	Doña Ana $20,219		

New Mexico $27,254   **United States** $32,141

| $15,000–$19,999 | $20,000–$24,999 | $25,000–$29,999 | $30,000–$34,999 | $35,000+ |

The Data

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table S2001: Earnings in the Past 12 Months, **https://factfinder.census.gov/**

Data are for the population 16 years old and older. Earnings are for the past 12 months and are in 2017 inflation-adjusted dollars.

Earnings, Income, and Wages

EARNINGS BY EDUCATIONAL ATTAINMENT LEVEL AND SEX

As of 2017, the median annual earnings of persons 25 and older in New Mexico reached $32,097. The annual median earnings for men reached $37,753, compared to $27,175 for women.

Unsurprisingly, as educational attainment level increases, so do median earnings. Persons who had not completed high school (or received an equivalent certificate) had median earnings of $18,634. This was $39,323 less than the median earnings of persons who had earned a graduate or professional degree. Completing high school significantly increases the potential earnings of an individual. The annual median earnings of high school graduates was 42 percent, or $7,812, higher than the median earnings of non-graduates. Attending some college or getting an associate's degree pushed median earnings up (from high school completion) another 16.8 percent, or $4,448, while earning a bachelor's degree increased median earnings up (from some college or an associate's degree) 42.3 percent, or $13,060. Finally, those who had a graduate or professional degree had median earnings that were 31.9 percent, or $14,003, higher than the earnings of those with just a bachelor's degree.

Median Earnings 2017

Legend: Total, Men, Women

Category	Total	Men	Women
Total	$32,097	$37,753	$27,175
Less Than High School	$18,634	$23,068	$13,232
High School Diploma/Equivalent	$26,446	$31,080	$21,346
Some College or Associate's	$30,894	$38,876	$25,511
Bachelor's Degree	$43,954	$50,801	$40,490
Graduate or Professional Degree	$57,957	$75,782	$51,660

The Data

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table S2001: Earnings in the Past 12 Months, **https://factfinder.census.gov/**
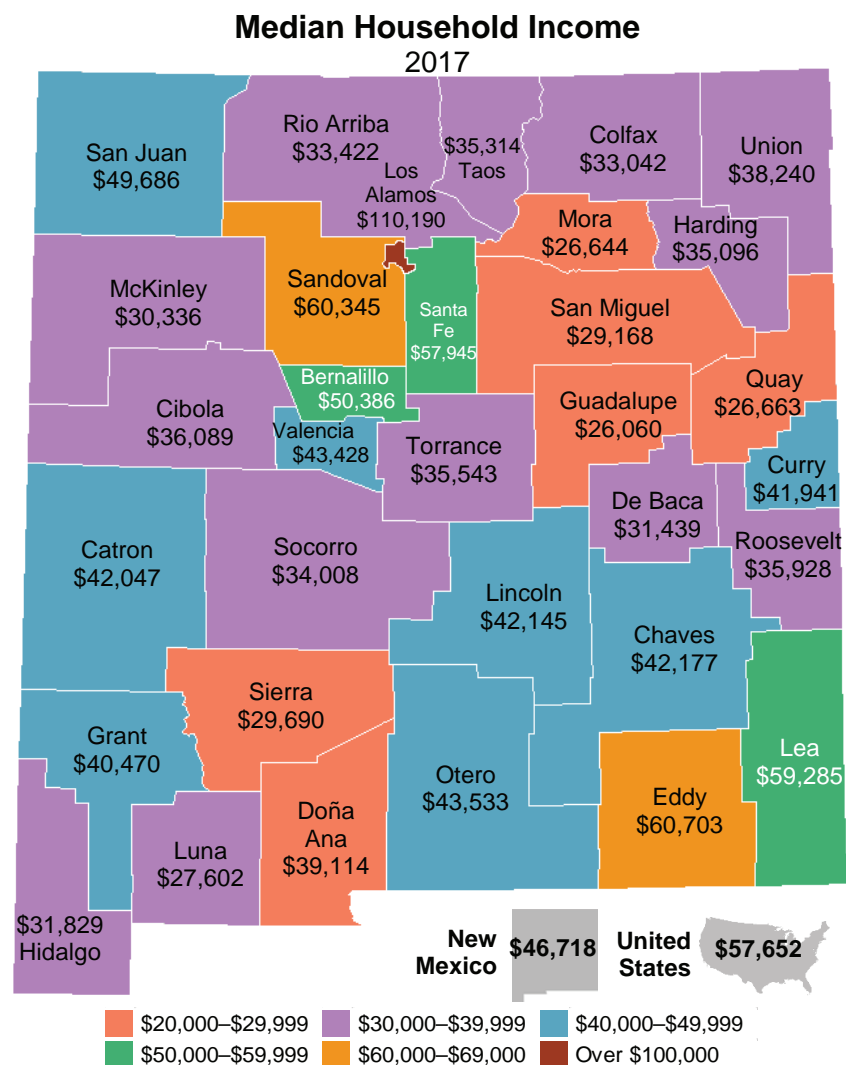
Data are for the population 25 years old and older. Earnings are for the past 12 months and are in 2017 inflation-adjusted dollars.

Earnings, Income, and Wages

HOUSEHOLD INCOME

As of 2017, New Mexico's median household income reached $46,718, equaling 81 percent of the U.S. household income of $57,652. The county with the highest median household income, by far, was Los Alamos ($110,190). Other counties in which median household income exceeded the U.S. median included Eddy ($60,703), Sandoval ($60,345), Lea ($59,285), and Santa Fe ($57,945).

The county with the lowest median household income was Guadalupe ($26,060). When looking at all 33 counties, the median of all household incomes was $36,089 (Cibola), with half of the counties reporting median household incomes above and half reporting household incomes below that amount.

Median Household Income
2017

San Juan $49,686

Rio Arriba $33,422

$35,314 Taos

Colfax $33,042

Union $38,240

Los Alamos $110,190

Mora $26,644

Harding $35,096

McKinley $30,336

Sandoval $60,345

Santa Fe $57,945

San Miguel $29,168

Cibola $36,089

Bernalillo $50,386

Valencia $43,428

Torrance $35,543

Guadalupe $26,060

Quay $26,663

De Baca $31,439

Curry $41,941

Catron $42,047

Socorro $34,008

Lincoln $42,145

Roosevelt $35,928

Chaves $42,177

Sierra $29,690

Grant $40,470

Otero $43,533

Eddy $60,703

Lea $59,285

Doña Ana $39,114

Luna $27,602

$31,829 Hidalgo

New Mexico $46,718   **United States** $57,652

$20,000–$29,999 $30,000–$39,999 $40,000–$49,999
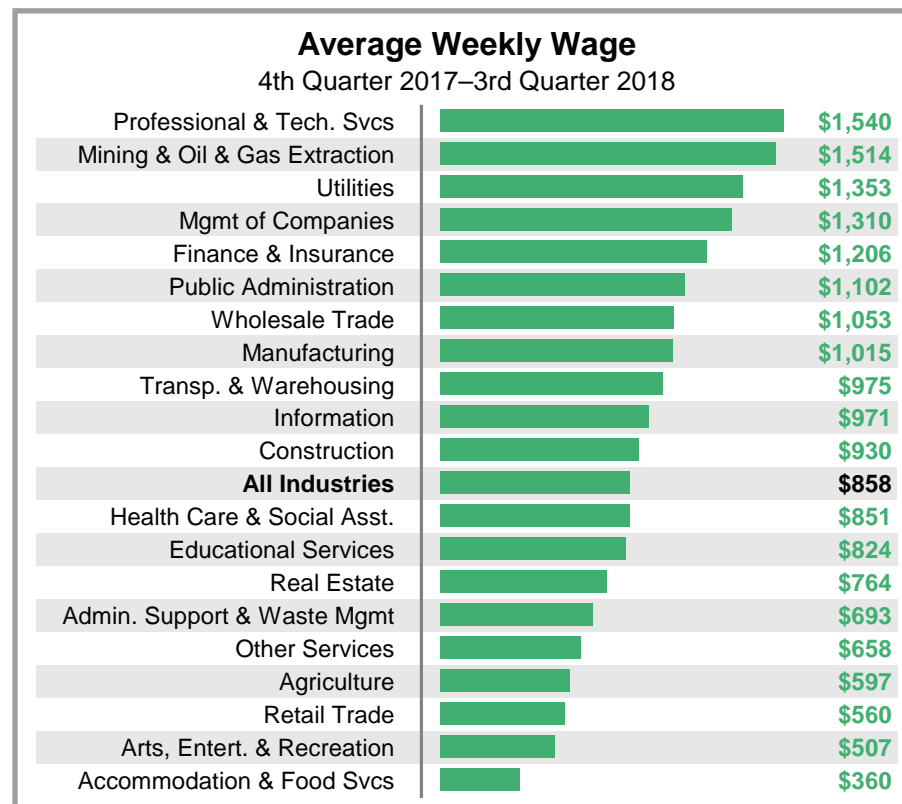$50,000–$59,999 $60,000–$69,000   Over $100,000

The Data

Source: U.S. Census Bureau, 2013–2017 American Community Survey 5-Year Estimates, Table B19013: Median Household Income in the Past 12 Months, https://factfinder.census.gov/

Data measure earnings are for the past 12 months and are in 2017 inflation-adjusted dollars.

Earnings, Income, and Wages

INDUSTRY WAGES

The average weekly wage across all industries during the period of the fourth quarter 2017 through the third quarter 2018 was $858. Eleven industries had an average weekly wage above and nine had a wage below this amount. Average weekly wages were highest ($1,540) in the professional and technical services industry. Wages in the mining and oil and gas extraction industry followed closely, at $1,514. Six other industries had average weekly wages of more than $1,000, including utilities, management of companies and enterprises, finance and insurance, public administration, wholesale trade, and manufacturing.

The accommodation and food services industry had, by far, the lowest average weekly wages during the year, at just $360, or 41.9 percent of the all-industry average weekly wage. Other industries with average weekly wages below $600 included arts, entertainment, and recreation ($507), retail trade ($560), and agriculture ($597).

Average Weekly Wage
4th Quarter 2017–3rd Quarter 2018

Industry	Average Weekly Wage
Professional & Tech. Svcs	$1,540
Mining & Oil & Gas Extraction	$1,514
Utilities	$1,353
Mgmt of Companies	$1,310
Finance & Insurance	$1,206
Public Administration	$1,102
Wholesale Trade	$1,053
Manufacturing	$1,015
Transp. & Warehousing	$975
Information	$971
Construction	$930
All Industries	**$858**
Health Care & Social Asst.	$851
Educational Services	$824
Real Estate	$764
Admin. Support & Waste Mgmt	$693
Other Services	$658
Agriculture	$597
Retail Trade	$560
Arts, Entert. & Recreation	$507
Accommodation & Food Svcs	$360

The Data

Source: NMDWS Economic Research and Analysis Bureau, Quarterly Census of Employment and Wages Program, **www.jobs.state.nm.us/qcew**

Data are a calculated quarterly average.

Earnings, Income, and Wages

OCCUPATIONAL WAGES

The median wage of all New Mexico occupations was $33,450 in 2017. Of the five major occupational groups with the most employment, only education, training, and library and construction and extraction had a median wage higher than the all-occupation median. Of the top three occupational groups with the most jobs (office and administrative support, food preparation and serving related, and sales and related), food preparation and serving was not only the lowest-paying occupational group of the three, but also the lowest-paying of all 22 groups. Its median annual wage was $19,580 in 2017, 58.5 percent of the all-occupation median.

There were 13 major occupational groups with a median wage above the all-occupation median and their employment comprised 44.3 percent of total employment in the state. Architecture and engineering had the highest median annual wage ($88,030), followed by management ($83,640). Education, training, and library had the highest share of employment (6.5 percent) in the group that had a median wage above the all-occupation median. Its median wage was $45,270 in 2017.

Median Occupational Wages
2017

	Employment	Entry Wage	Median Wage	Experienced Wage
Architecture & Engineering	20,440	$50,940	$88,030	$113,140
Management	38,550	$47,500	$83,640	$120,310
Computer & Mathematical	14,750	$41,980	$72,670	$96,370
Life, Physical & Social Science	11,570	$39,190	$68,240	$103,570
Healthcare Practitioners & Technical	46,490	$36,920	$65,050	$99,640
Legal	5,770	$35,690	$64,820	$95,770
Business & Financial Operations	34,740	$36,770	$58,220	$79,910
Education, Training & Library	52,050	$22,870	$45,270	$64,490
Community & Social Services	13,580	$28,410	$41,960	$53,820
Arts, Design, Entert., Sports & Media	9,400	$21,090	$41,150	$72,710
Installation, Maintenance & Repair	32,400	$25,160	$39,420	$53,860
Construction & Extraction	48,880	$27,600	$38,570	$51,100
Protective Service	26,060	$23,640	$36,880	$51,230
All Occupations	**801,080**	**$20,050**	**$33,450**	**$57,240**
Production	25,370	$21,090	$32,770	$48,010
Office & Administrative Support	125,150	$22,020	$31,160	$40,650
Transportation & Material Moving	42,420	$19,880	$30,230	$42,820
Healthcare Support	26,560	$20,560	$27,580	$33,250
Sales & Related	77,590	$18,590	$24,480	$39,050
Building/Grounds Cleaning & Maint.	25,670	$18,200	$22,820	$28,060
Farming, Fishing & Forestry	2,780	$17,700	$22,120	$30,450
Personal Care & Service	39,960	$17,690	$20,040	$25,600
Food Preparation & Serving Related	80,910	$17,700	$19,580	$23,950

The Data

Employment data are rounded. Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours. The entry wage represents the average of the bottom one-third of all wages, while the experienced wage represents the average of the top one-third of all wages.

New Mexico Department of Workforce Solutions
P.O. Box 1928
Albuquerque, NM 87103
www.dws.state.nm.us