



# NM CTE FORUM

## NOVEMBER 10<sup>TH</sup>, 2020

# HTTPS://WWW.CAREERPATHWAYS-NM.COM/

<https://www.careerpathways-nm.com/>

Education with Destination

Welcome to New Mexico

Get Started

Explore Your Area

Get Started



## Career Cluster : Agriculture, Food & Natural Resources

Job Zone 1 High School Diploma or Less	Job Zone 2 High School Diploma	Job Zone 3 Certificate or Associate's Degree	Job Zone 4 Bachelor's Degree	Job Zone 5 Master's or Doctorate Degree
Farmworkers and Laborers, Crop, Nursery, and Gr... Annual Openings = 805 Median Wage = \$19,420	Nonfarm Animal Caretakers Annual Openings = 312 Median Wage = \$24,340	Forest and Conservation Technicians Annual Openings = 110 Median Wage = \$42,730	Environmental Science and Protection Technician... Annual Openings = 73 Median Wage = \$44,360	Environmental Engineers Annual Openings = 36 Median Wage = \$82,510
Agricultural Equipment Operators Annual Openings = 85 Median Wage = \$29,620	Farmworkers, Farm, Ranch, and Aquacultural Anim... Annual Openings = 140 Median Wage = \$24,860	Water and Wastewater Treatment Plant and System... Annual Openings = 107 Median Wage = \$40,000	Biological Technicians Annual Openings = 30 Median Wage = \$42,000	Natural Sciences Managers Annual Openings = 32 Median Wage = \$92,950
Graders and Sorters, Agricultural Products Annual Openings = 40 Median Wage = \$19,280	Refuse and Recyclable Material Collectors Annual Openings = 85 Median Wage = \$34,320	Hazardous Materials Removal Workers Annual Openings = 92 Median Wage = \$49,640	Foresters Annual Openings = 14 Median Wage = \$48,020	Zoologists and Wildlife Biologists Annual Openings = 17 Median Wage = \$56,610
*	Pesticide Handlers, Sprayers, and Applicators, ... Annual Openings = 28 Median Wage = \$33,590	Farm Equipment Mechanics and Service Technician... Annual Openings = 10 Median Wage = \$49,510	Environmental Engineering Technicians Annual Openings = 9 Median Wage = \$54,930	Soil and Plant Scientists Annual Openings = 11 Median Wage = \$65,530
*	Pest Control Workers Annual Openings = *** Median Wage = \$36,200	*	*	*

# COVID UPDATES

- <https://www.careerpathways-nm.com/>

## Learning That Works!

« Welcome Nikhil Arur to Advance CTE!  
Beyond the Numbers: Tools and Strategies for Effective CTE Data Reporting »

### Occupations for the Future: A Glance at Post-COVID-19 Job Prospects and the Credentials Needed to Secure Them

Occupations for the Future: A Glance at Post-COVID-19 Job Prospects and the Credentials Needed to Secure Them

With the nation's economy still reeling from the COVID-19 (coronavirus) pandemic as 3.8 million Americans are now permanently out of work, it is important to invest in upskilling and reskilling the workforce and to advise secondary learners preparing to enter the workforce on career paths likely to lead to in-demand and high-wage jobs. However, state and local leaders, economists, researchers and business leaders are still working to understand the impact that the coronavirus pandemic will have on employment demand.

The Foundation for Excellence in Education (ExcelinEd) and Burning Glass Technologies launched the **Credentials Matter** project in 2019 to help stakeholders better understand

industry needs and labor opportunity in the near future and to identify the types of credentials a learner would need for a career in those

**Key Occupational Factors**  
Critical worker designation: The

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stable occupational category — laborers & freight, stock and material movers — actually experiencing a 27 percent increase in job postings during the pandemic. Industrial truck and tractor operators and transportation, storage and distribution managers were the second most stable occupations in this Career Cluster, though job postings for these occupations still declined by 19 percent overall. The overwhelming majority (96 percent) of careers in the cluster were deemed critical to the economy during the pandemic.

#### TOP 5 CREDENTIALS EARNED IN CAREER CLUSTER

Automotive Service Excellence Certification

S/P2 - Automotive Service

S/P2 - Collision Repair and Refinish

Valvoline - Motor Oil Certification

FAA Small UAS Remote Pilot Airman

**Architecture and Construction** — This Career Cluster experienced the second smallest decline in job postings, with its most stable occupational category — plumbers, pipefitters and steamfitters — experiencing a modest 5 percent increase in job postings during the pandemic. This occupational category was also less vulnerable to automation compared to others. All of the most stable occupations in this Career Cluster were deemed critical to the economy during the pandemic and in many cases pay median annual salaries well above a living wage of \$30,000.

#### TOP 5 CREDENTIALS EARNED IN CAREER CLUSTER

NCCER - Core Curriculum

NCCER - Carpentry

Autodesk Certified User

NCCER - Electrical

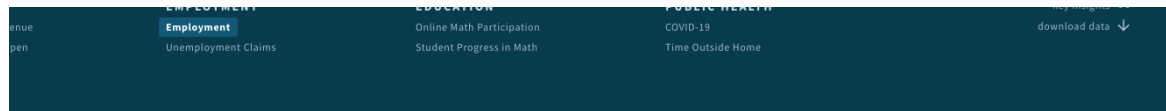
NCCER - Masonry

**Manufacturing** — This Career Cluster experienced the fifth smallest decline in job postings. The occupations in this Career Cluster with the largest share of workers experienced a smaller decline in opportunities when compared to the national average. These occupations also pay median annual salaries

#### TOP 5 CREDENTIALS EARNED IN CAREER CLUSTER

# ECONOMIC TRACKER

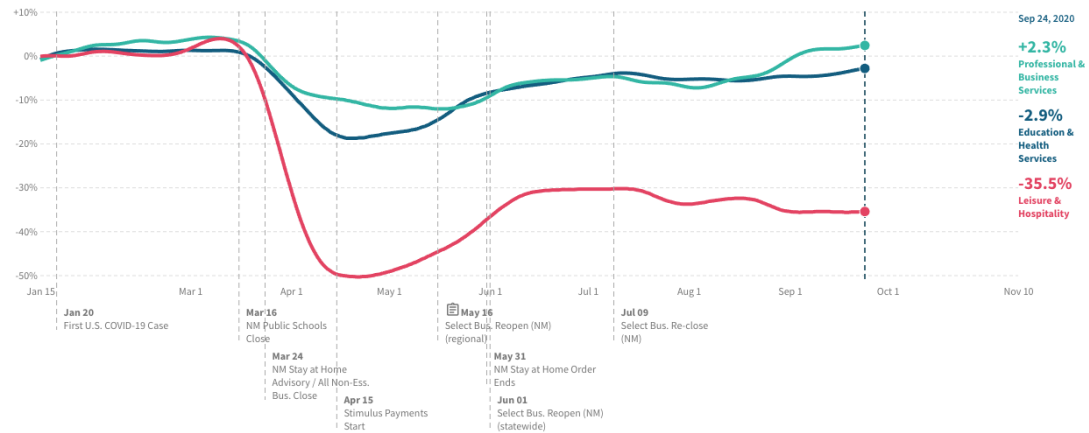
- <https://www.careerpathways-nm.com/>



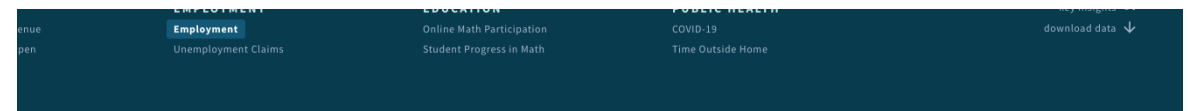
☐ show all subcategories ☒ show key dates

In **New Mexico**, as of September 24, 2020, employment rates in education and health services decreased by **2.9%** compared to January 2020 (not seasonally adjusted).

DOWNLOAD CHART



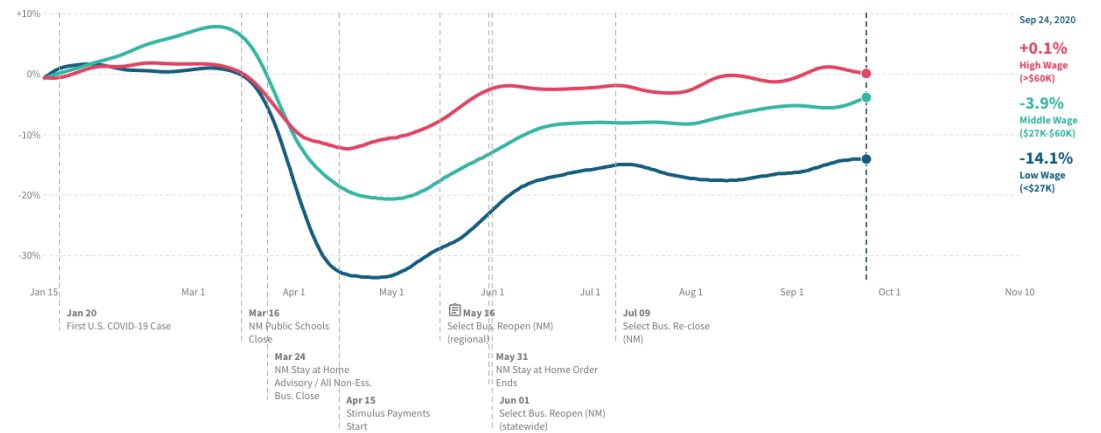
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☐ show all subcategories ☒ show key dates

In **New Mexico**, as of September 24, 2020, employment rates among workers in the bottom wage quartile decreased by **14.1%** compared to January 2020 (not seasonally adjusted).

DOWNLOAD CHART



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# Connection to Careers

**Trevor Stokes**  
*President & CEO*



**PARTNERSHIP FOR  
WORKFORCE INNOVATION**

*Making The World of Work Understandable*



# Agenda

**01** Introduction and Expectations

**02** Career Literacy

**03** The New Mexico Labor Market

**04** What Employers Want

**05** Call to Action

# Agenda

## 02 Career Literacy



# Labor Market Intelligence for Students

*"I have never seen my kids more excited about their education than they are right now. They are lined up at my desk to make counseling appointments."*

-Karen



# Labor Market Intelligence for Students

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-Karen, Adobe Mountain High School  
Arizona Department of Juvenile Corrections



# Agenda



## 03 The New Mexico Labor Market



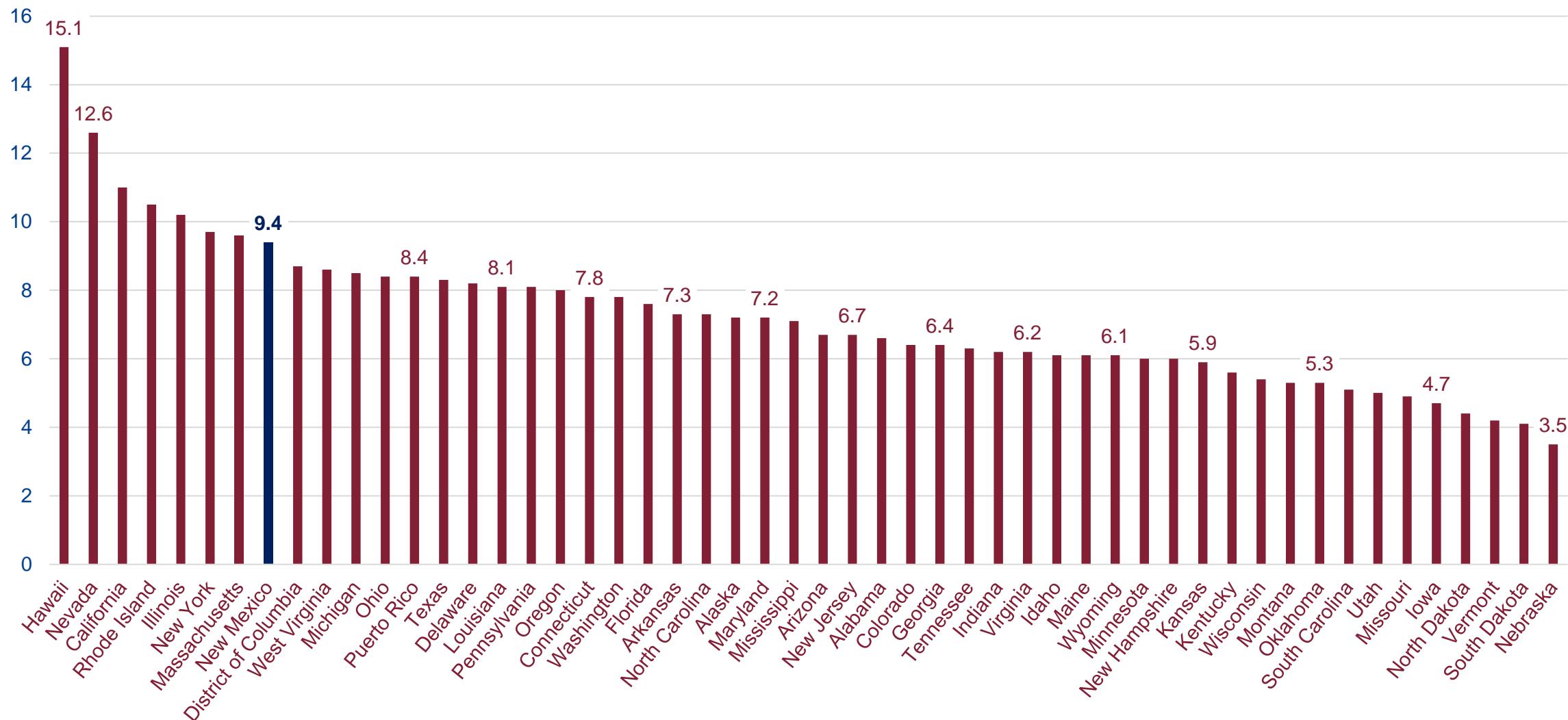
# IMPACT OF THE PANDEMIC





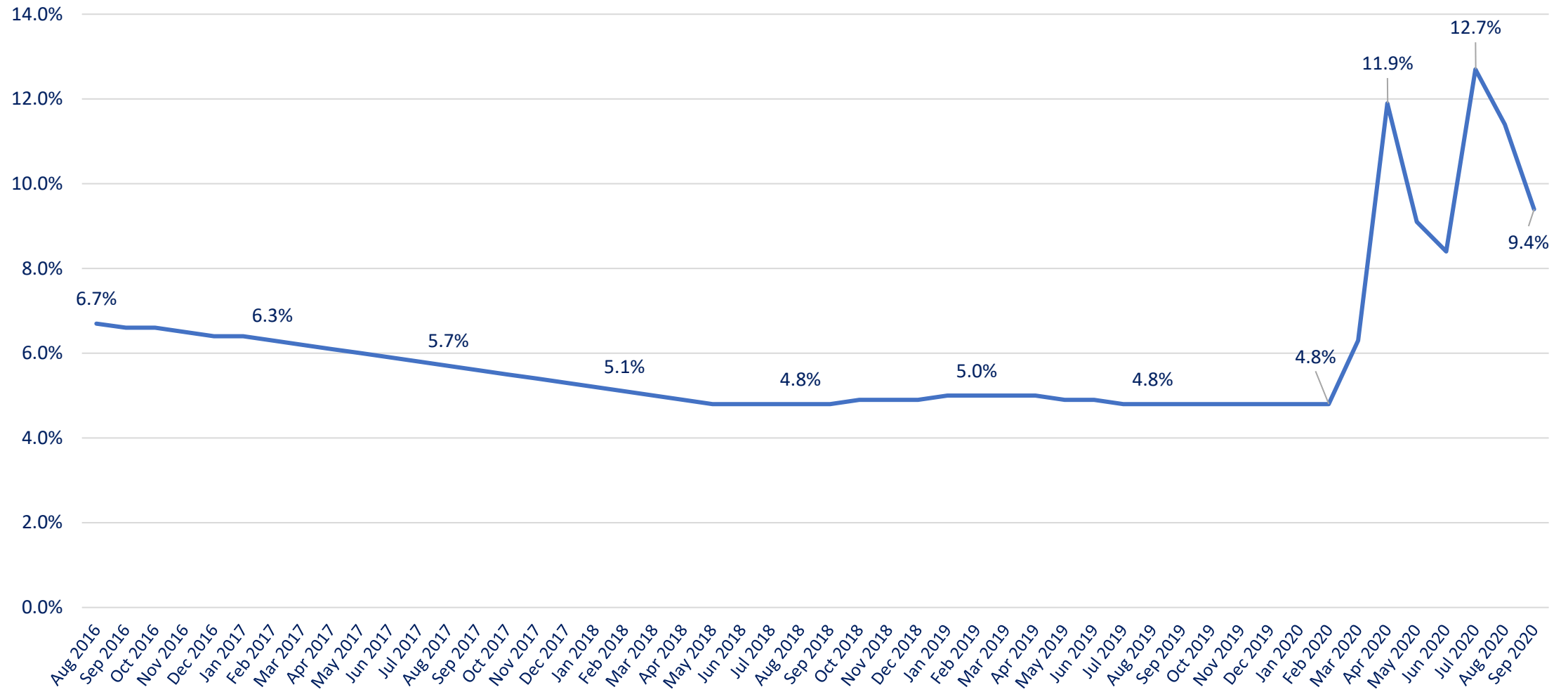
# Labor Market Intelligence for Educators

## Unemployment Rates by State, September 2020



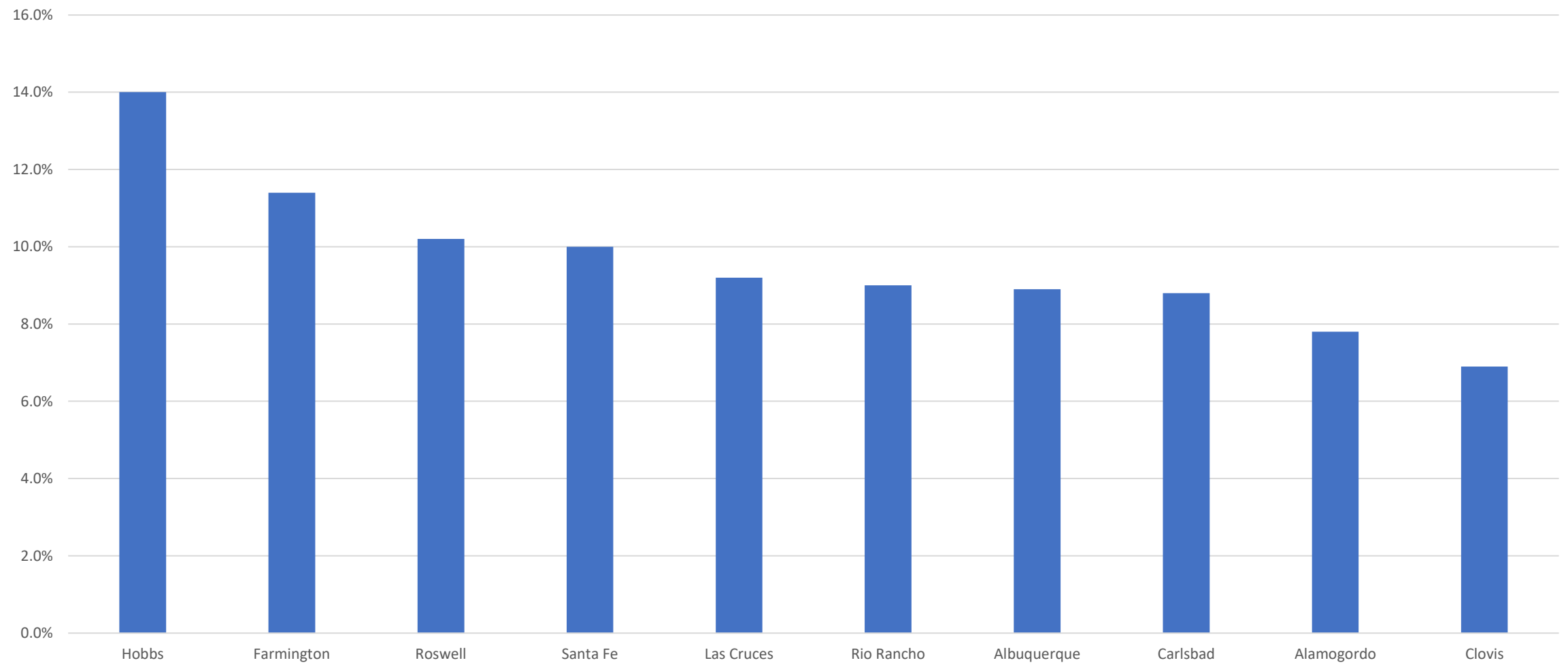
# Labor Market Intelligence for Educators

Unemployment Rate, New Mexico, 2016-2020



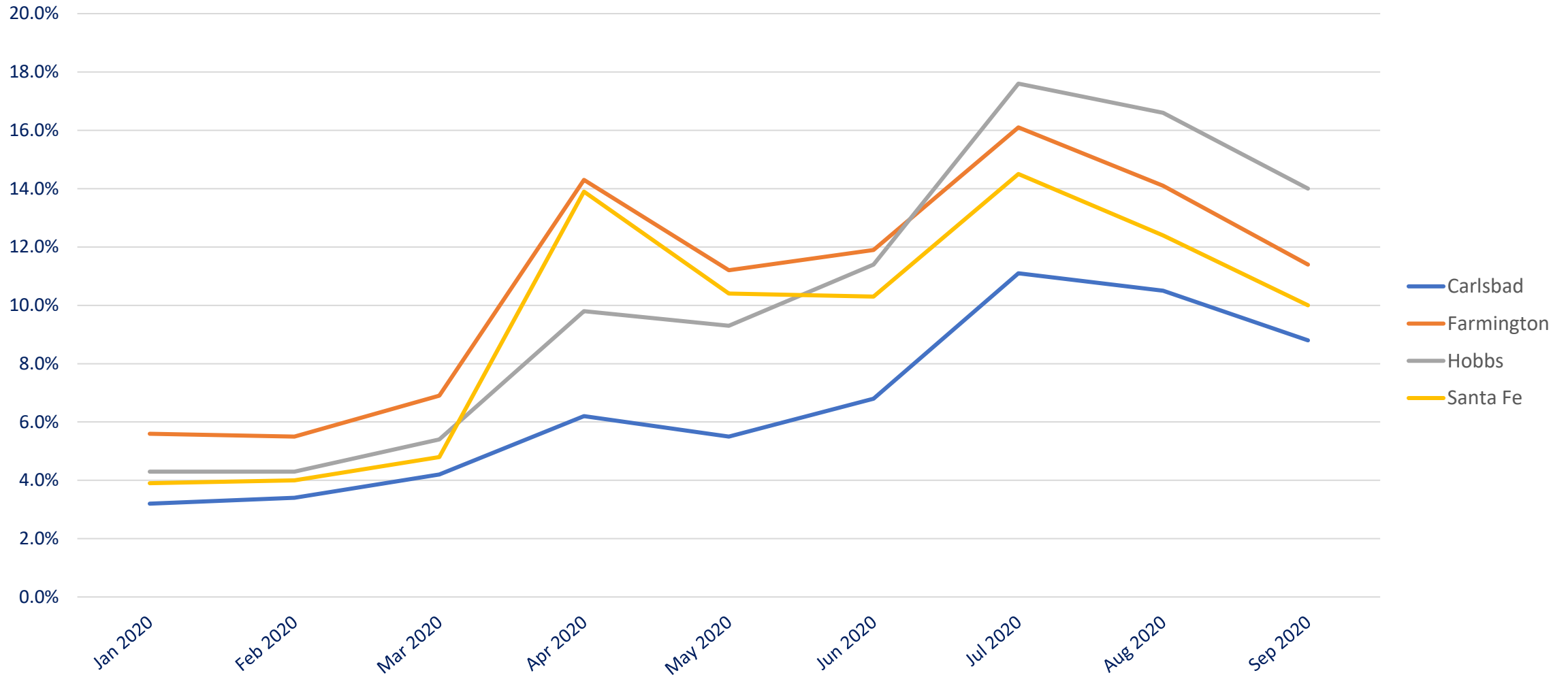
# Labor Market Intelligence for Educators

Unemployment Rates, New Mexico Cities and Towns



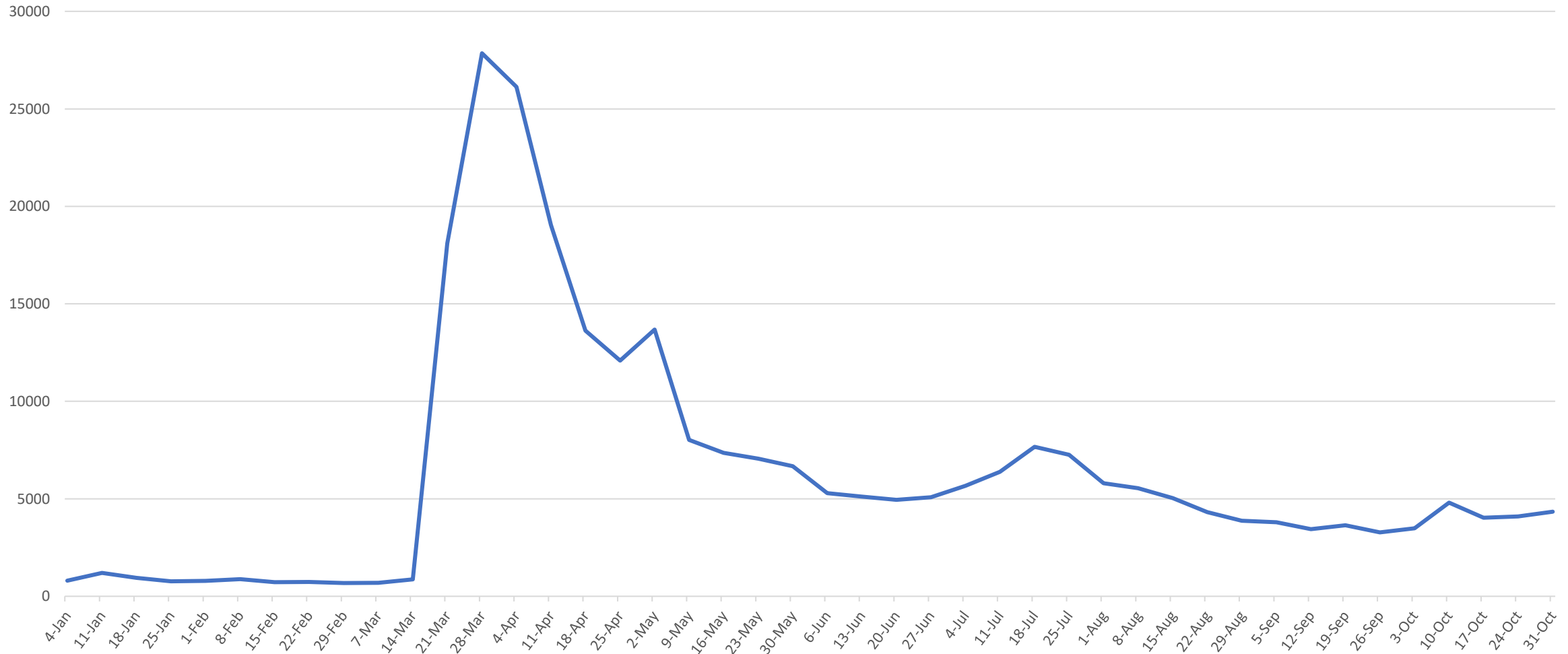
# Labor Market Intelligence for Educators

## Unemployment Rate Trends, New Mexico Cities and Towns



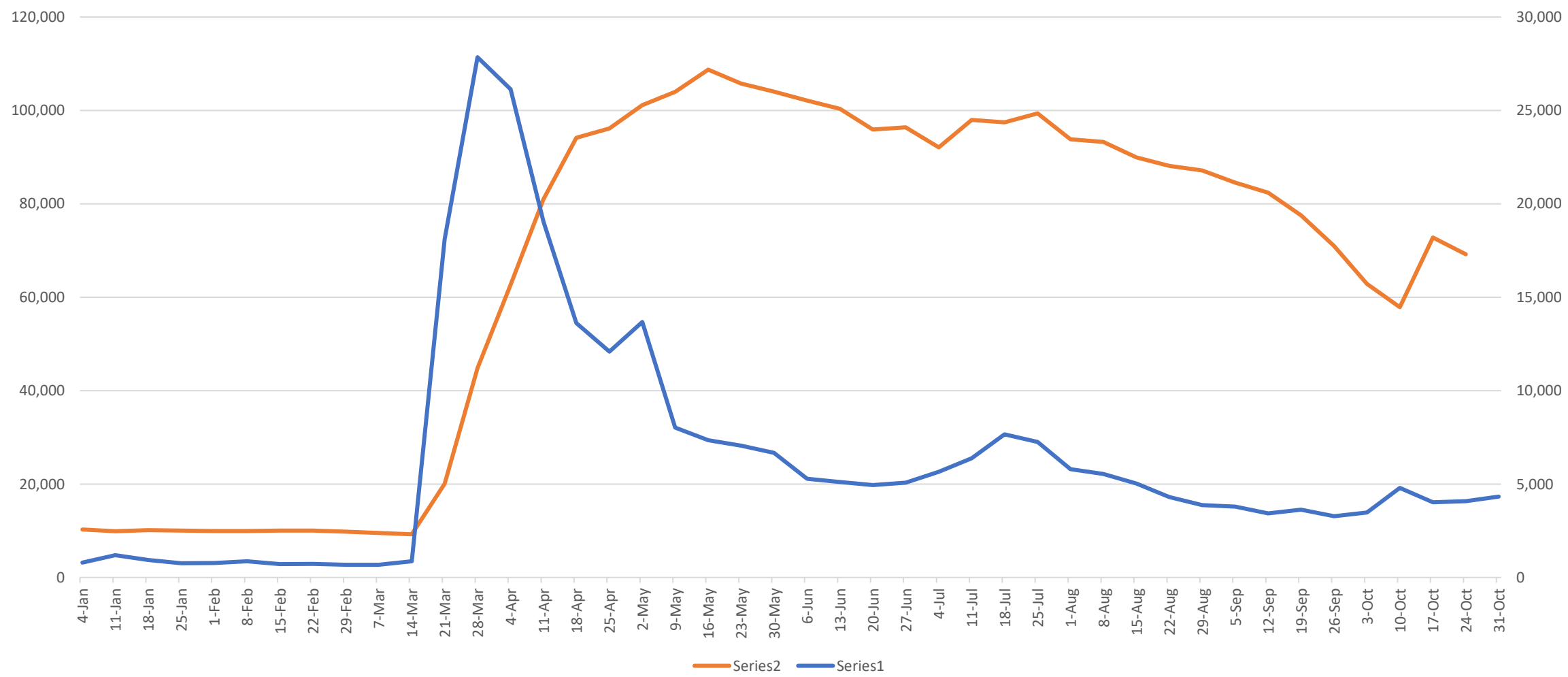
# Labor Market Intelligence for Educators

## Initial Unemployment Claims, New Mexico, 2020



# Labor Market Intelligence for Educators

## Unemployment Claims, Initial and Continued, New Mexico, 2020

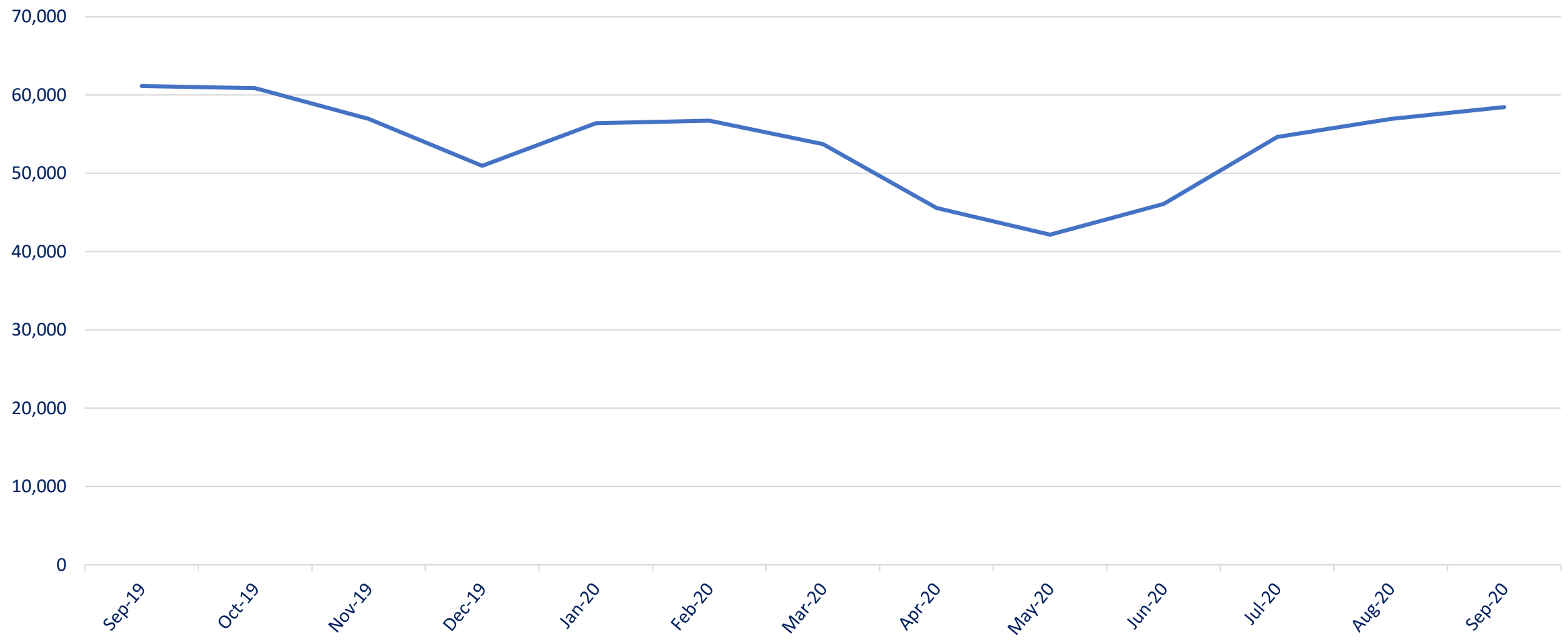


# New Mexico Job Postings



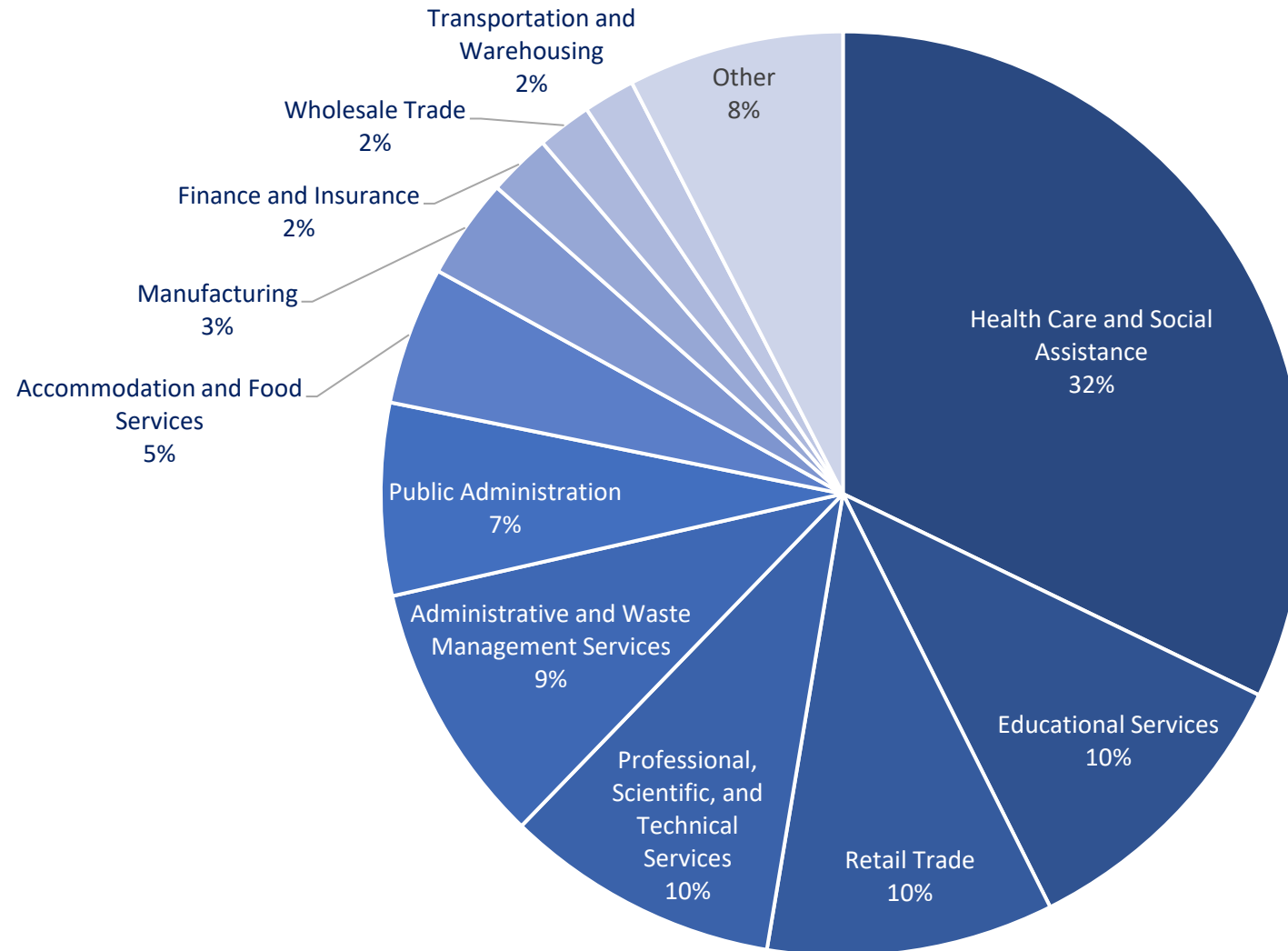
# Labor Market Intelligence for Educators

**Job Postings, New Mexico, 12 Months**



# Labor Market Intelligence for Educators

**Job Postings by Industry, New Mexico, September 2020**



# Labor Market Intelligence for Educators

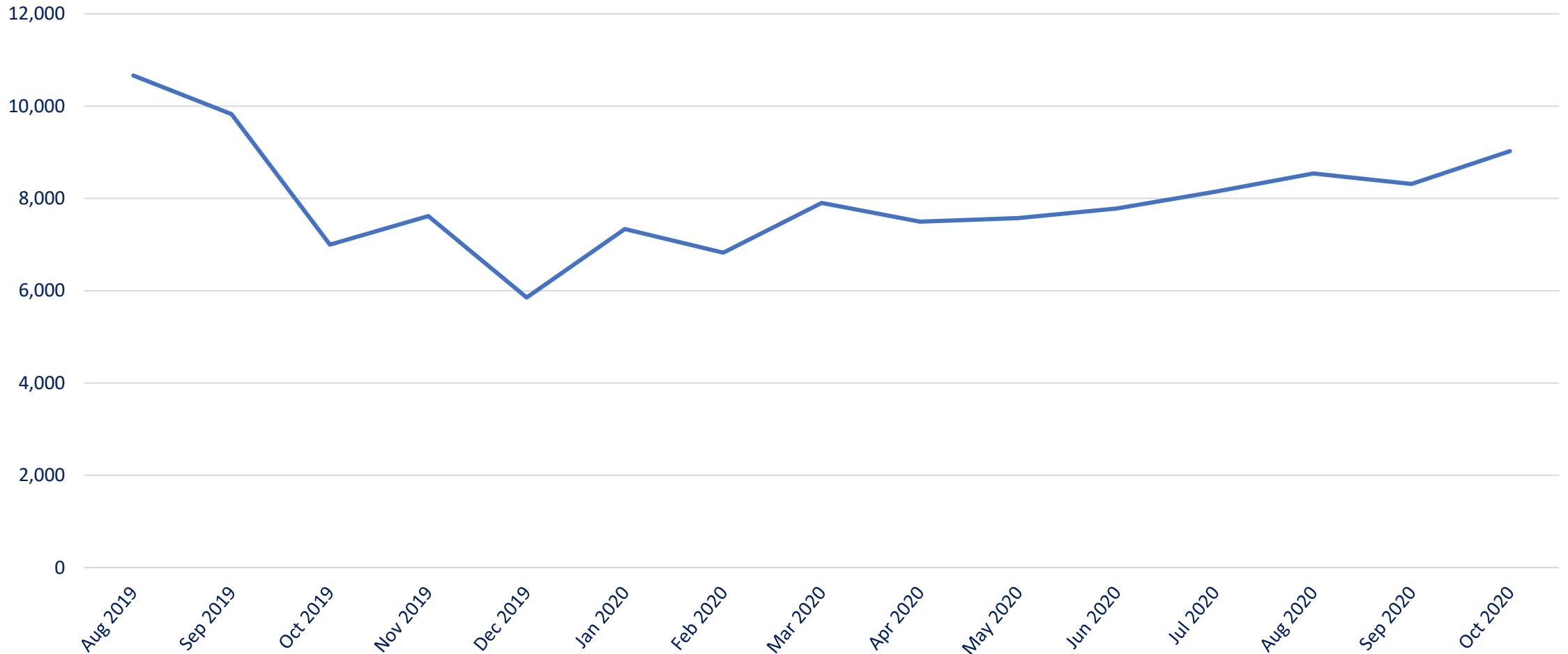
Occupation	Percentage of Jobs in the Industry	Typical Education Requirement	Median Annual Wage
Home Health and Personal Care Aides	14.8%	High school diploma or equivalent	\$21,590
Registered Nurses	13.1%	Bachelor's degree	\$73,097
Medical Assistants	6.5%	Postsecondary nondegree award	\$30,636
Nursing Assistants	5.1%	Postsecondary nondegree award	\$28,164
Medical Secretaries & Administrative Assistants	4.2%	High school diploma or equivalent	\$31,261
Dental Assistants	2.8%	Postsecondary nondegree award	\$36,377
Receptionists and Information Clerks	2.7%	High school diploma or equivalent	\$28,434
Secretaries and Administrative Assistants	2.2%	High school diploma or equivalent	\$34,133
Licensed Practical & Licensed Vocational Nurses	1.9%	Postsecondary nondegree award	\$48,267
Physicians, All Other	1.6%	Doctoral or professional degree	\$234,129

# Labor Market Intelligence for Educators

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Physicians, All Other	1.6%	Doctoral or professional degree	\$234,129

# Labor Market Intelligence for Educators

**Job Postings, Registered Nurses, New Mexico**



# Labor Market Intelligence for Educators

## Registered Nurses

Job Titles	Postings, 2020
Registered Nurses	18,377
Travel Registered Nurses	8,629
Labor and Delivery Registered Nurses	9,574
Medical Surgical Registered Nurses	7,732
Telemetry Travel Registered Nurses	3,557
ICU Registered Nurses	7,648
Operating Room Registered Nurses	4,914
PACU Registered Nurses	5,480
Emergency Room Registered Nurses	7,029
Medical Surgical Travel Registered Nurses	5,389

# Labor Market Intelligence for Educators

## Software Developers

Job Titles	Postings, 2020
Software Engineers	2,881
Systems Engineers	1,374
Senior Software Engineers	939
.NET Full Stack Developers	335
Software Developers	868
Full Stack Java Developers	308
Java Developers	854
DevOps Engineers	381
Senior Software Development Managers	517
Full Stack Developers	381

# Labor Market Intelligence for Educators

## Registered Nurses

Most Requested Technical Skills	
Nursing	CPR
Basic Life Support	Telemetry
Advanced Cardiovascular Life Support (ACLS)	Post-Anesthesia Care
Intensive Care	Surgery
Pediatric Advanced Life Support	Pediatrics
Emergency Departments	Critical Care
Medical Surgical Nursing	Nursing Process
Operating Room	Case Management

# Labor Market Intelligence for Educators

## Software Developers

Most Requested Technical Skills	
Software Engineering	C++ (Programming Language)
Java	C# (Programming Language)
Software Development	Debugging
Computer Science	.NET Framework
JavaScript	Linux
Python	Systems Engineering
Agile Methodology	C (Programming Language)
SQL	Full Stack Software Engineering

# Labor Market Intelligence for Educators

## Registered Nurses

Most Requested Employability Skills	
Communications	Coordinating
Planning	Problem Solving
Critical Thinking	Professionalism
Management	Accountability
Compassion	Detail Orientation
Leadership	Advocacy
Customer Service	Scheduling
Teaching	Teamwork

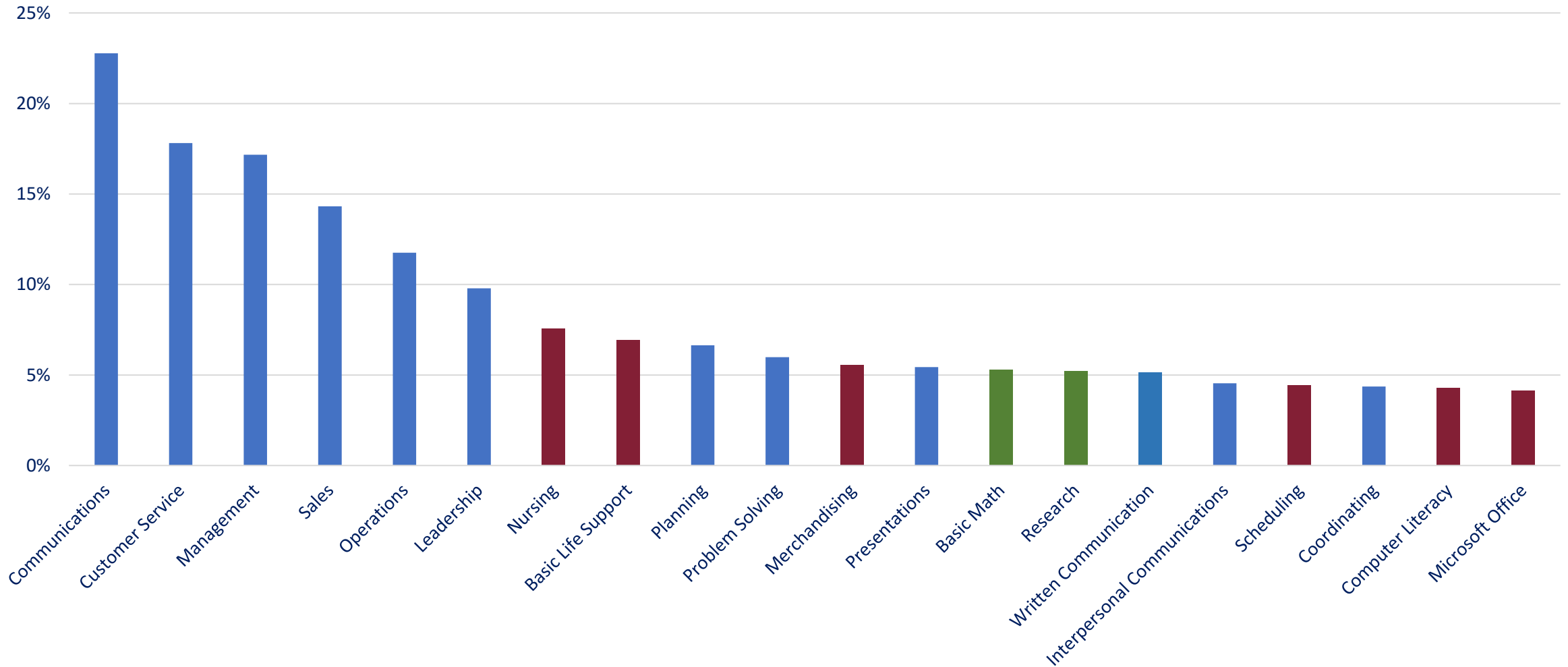
# Labor Market Intelligence for Educators

## Software Developers

Most Requested Employability Skills	
Communications	Operations
Management	Research
Problem Solving	Basic Math
Integration	Planning
Innovation	Written Communication
Infrastructure	Interpersonal Communications
Leadership	Application Development
Troubleshooting (Problem Solving)	Presentations

# Labor Market Intelligence for Educators

## Most Requested Skills, New Mexico, 2020



# Agenda



## 04 Synthesizing Labor Market Intelligence



# Synthesizing Labor Market Intelligence

## Aerospace and Defense Sector Summits

Dozens of private-sector A&D professionals representing more than 5,700 employees offered perspectives on A&D careers

Question: What are the most significant issues creating the skills gap in the aerospace and defense industry in Arizona?

#1 Lack of basic learning and critical thinking skills

#2 Job security issues

#3 Perception of the industry (layoff cycles, earning potential, gritty work) keeps quality talent away

#8 Inadequate levels of math and science skills

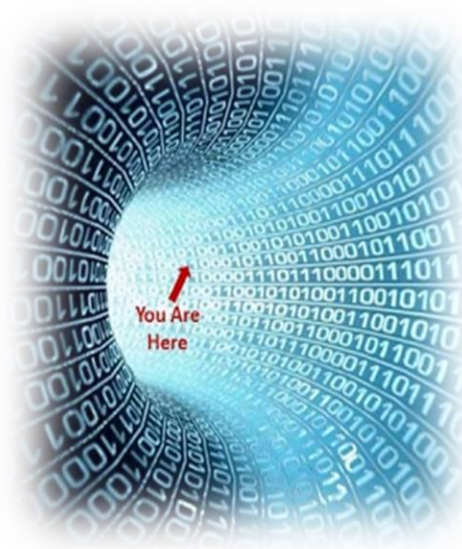


# Synthesizing Labor Market Intelligence

## Information Technology Sector Summits

More than 200 IT employers representing more than 3,000 years of combined private sector experience offered perspectives on IT careers

Question: As you look at 'young professionals' coming into Arizona's IT workforce from colleges/universities and vocational schools, what are they LACKING? Where do they seem to be most under-skilled or under-prepared for the IT workforce?

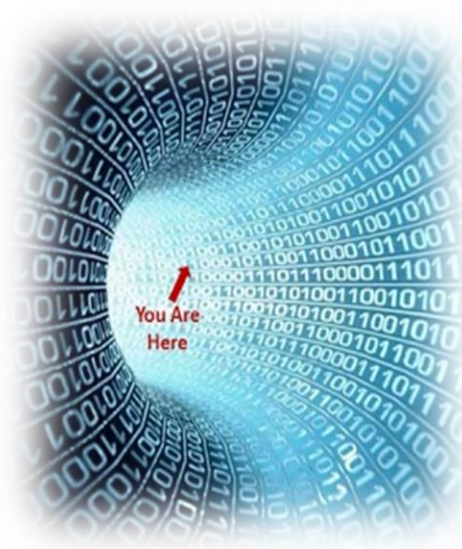
- 
1. Real world application of skills
  2. Professional acumen
  3. Motivation
  4. Business experience/judgment
  5. Aversion to risk
  6. Strong communication skills, particularly verbal
  7. Collaboration
  8. Customer service

# Synthesizing Labor Market Intelligence

## Information Technology Sector Summits

More than 200 IT employers representing more than 3,000 years of combined private sector experience offered perspectives on IT careers

Question: What do you see as the most important/emerging IT skills and segment areas that we should be supporting in this state?


- 
1. Big data/business intelligence/analytics/data sciences
  2. Development, including .NET, Java, platforms, Hadoop, C, C#, VB,
  3. Program/Project Management, including Agile
  4. Infrastructure, including datacenters, networking, servers, Cisco Voice and Data
  5. Soft skills, including problem solving, critical thinking, analytical thinking

# Synthesizing Labor Market Intelligence

## Industry Skills Summit

More than 30 advanced manufacturing employers representing more than 18,000 workers and 400 years of combined private sector experience offered perspectives on manufacturing careers

Question: What skills are more necessary now than they were ten years ago?



Skill	More important now than 10 years ago
Computer skills	1
Soft skills	2
Collaboration and teamwork	3
Communication skills	4
Robotics and emerging technologies	5
Cross-training and adapting to change	X

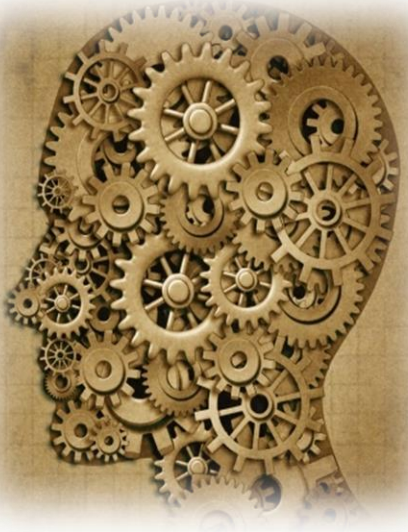
# Synthesizing Labor Market Intelligence

## Industry Skills Summit

More than 30 advanced manufacturing employers representing more than 18,000 workers and 400 years of combined private sector experience offered perspectives on manufacturing careers

Question: What skills are more necessary now than they were ten years ago? What skills will be more necessary ten years from now?

Skill	More important now than 10 years ago	Will be more necessary in ten years
Computer skills	1	X
Soft skills	2	2
Collaboration and teamwork	3	5
Communication skills	4	1
Robotics and emerging technologies	5	4
Cross-training and adapting to change	X	3



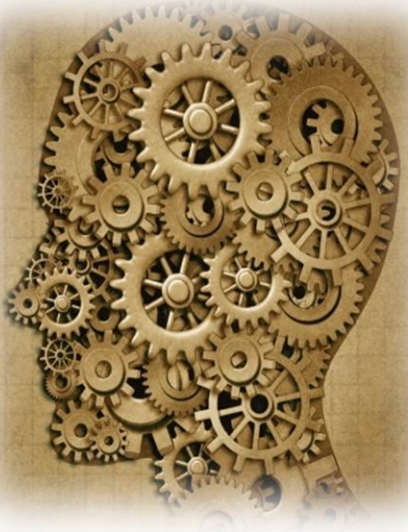
# Synthesizing Labor Market Intelligence

## Industry Skills Summit

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Question: Think about an entry level position in your organization. When someone in this position does not work out, what is typically the reason?

1. **BY A LARGE MARGIN: Attendance**
2. **Work ethic/effort**
3. **Negative attitude**
4. **RARELY MENTIONED: work quality**



## Five Things I Wish Your Students Knew About the World of Work

***#2: The ability to learn might be the single most critical professional skill you ever develop.***

## Five Things I Wish Your Students Knew About the World of Work

***#5: It's not all about academics and technical skills.***

# Labor Market Intelligence for Students

## *Top Four Requested Skills in New Mexico:*

- *Communication Skills*
- *Customer Service*
- *Management*
- *Sales*

# Agenda



## 05 Call to Action



# Conclusions and Recommendations

- Classroom evaluations of labor market demands
- Integration of non-cognitive competencies
- Skills maps for critical pathways
- Industry sector partnerships



A man in a dark suit, white shirt, and orange and black striped tie is holding a large, silver binder filled with many business cards. His right hand is visible, holding the binder. The background is dark and out of focus.

**Trevor Stokes**

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**865-235-9986**